

Graduate Diploma Professional Police Practice

LEVEL 6 - 40 Credits

**Workbook title: Competency Based
Workbook 2 (DHEP/DET)**

***To be completed by DHEP Detective students
only***

**(SOUTH WALES POLICE, GWENT POLICE AND
UWTSD)**

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FACULTY OF BUSINESS AND MANAGEMENT PUBLIC SERVICE PROGRAMME

Module title: Policing in the Workplace 3 (DHEP) - BMPP6009D

Workbook Guidance

Please read these notes carefully. They provide essential information. The documents you will use in developing your workbook are on the following pages.

What is the workbook for?

The purpose of this workbook is to enable learners to demonstrate and provide evidence of how they meet the learning outcomes set by the College of Policing, for the Graduate Diploma in Professional Policing Practice. You are being asked to outline your experiential learning based upon your theoretical understanding in a range of operational situations.

- Wellbeing and Resilience
- Criminal Justice
- Conducting Investigations
- Decision making and discretion
- Maintaining Professional Standards
- Leadership and Team working
- Policing the roads
- Information and Intelligence

You may wish to use the same incidents as you have outlined in the Occupational Competence Portfolio.

How should the workbook be presented?

Blank electronic copies can be found on Moodle of this workbook. You must submit this document electronically therefore it is important that you save your work regularly and upload the final typed version through Turnitin on Moodle.

Word count policy can be found in chapter 7 of the Academic Quality under section 7.7 (this applies to presenting work above and under the specified word count).

(https://www.uwtsd.ac.uk/media/uwtsd-website/content-assets/documents/academic-office/aqh-chapters/chapters---en/Chapter_07_Assessment-Taught_Programmes_Pages_72-79-UPDATED-05-11-2019.pdf)

Reflective practice is a core aspect for your workbooks and although there is a variety of useful resources on Moodle, there is one particular book, that is specifically based on reflective practice in policing, here is a link to one chapter from Selina Copley's Reflective Practice for Policing Students:

https://moodle.uwtsd.ac.uk/pluginfile.php/298870/mod_resource/content/1/Reflective%20Practice%20for%20Policing%20Students%20-%20Selina%20Copley%20Chapter5.pdf

How is the workbook assessed?

Advice and support about the completion of this workbook is available to you. Please contact Kelly Andrews direct using k.andrews@uwtsd.ac.uk with any questions or queries you may have.

Dates of workbook submission can be located within the General information tile within Moodle.

Once submitted your workbook will be assessed and marked independently. You will be provided with individual feedback once the work has been marked.

Confidentiality

It is important that no individual can be identified either directly or indirectly from the information in the workbook. However, you must:

- adhere to guidance in the Candidate Handbook about confidentiality.
- not identify individuals including witnesses, victims, or offenders by name.
- not write information that enables any individual to be identified indirectly through the description you provide. This includes references to names, colleagues, places (including hospitals, schools, town, villages, streets) specific incidents which were high profile and could be identified due to past publicity, other professionals or any other personal information including medical or other conditions.
- take personal responsibility for adhering to confidentiality rules.
- not include any dates of any incidents or anything that specifically identifies an actual incident.

Please be aware that any content that is deemed to be inappropriate, disrespectful, or abusive will not be tolerated. Following review of any content of this nature the information will be shared with the employer of the student responsible.

Should any health and wellbeing concerns be raised because of disclosures made by the student within this workbook, the employer of the student will be informed.

NOTE

Your workbook will be submitted electronically via Turnitin on Moodle. Guidance on this is in the Candidate Handbook.

Remember that the workbook is YOUR responsibility you must not rely on the assessor or anyone else to pick up any confidentiality breaches as this is your work and you must accept full responsibility for confidentiality. Meeting all the confidentiality requirements is particularly important.

Dyslexia and other special circumstances

If you have any condition that you feel may affect your ability to deal with any part of the programme, please see the Candidate Handbook for further guidance. The University has a Student Services Unit that may be able to help but ***it is the learner's individual responsibility to contact them.***

Competency Based Workbook 2 - Learner Workbook

Guidance:

- *Your workbook must contain items 1 - 5 below (in the order given).*
- *You should use the pro-forma to insert your text within each section.*
- *You should upload your completed document as a saved pdf file of this workbook; if this is not possible then a Word Doc file is acceptable. Do not send a scanned file from a photocopier, an apple.dot file, or a Microsoft publisher file as Turnitin will not be able to assess them, despite you being able to upload them.*

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Task 1	Vulnerability and Risk Evidence-based policing	2000
Task 2	Conducting Investigations	2000
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Task 1

Relevant areas of the National Policing Curriculum: Vulnerability and Risk, Evidence-based policing

You must choose serious and complex investigation in which you played a significant role with a victim of crime and reflect on what happened.

Give a brief description of the **investigation** including social and legislative contexts and any relevant cultural, ethnicity and language issues.

Critically evaluate the appropriateness of different approaches (by professionals and the police) in supporting or managing vulnerable people or people at risk of harm during the **investigative process**

Explore what works in relation to tackling repeat victimisation and repeat offending during this **investigation**. Consider the use of evidence-based policing.

2000 words (+/- 10%: include your actual word count at the end of each section)

ANSWER:

Police Officers encounter repeat victims and repeat offenders in their everyday duties, and it is important for them to apply the National Decision Making Model (NDM) (College of Policing, 2013) to their encounters with both, when conducting any form of investigation. In this essay I will evaluate a domestic incident that I attended, and then subsequently investigated. The incident involves a repeat victim, defined by Surrey Police as “a victim who has been subjected to the same or similar offence two or more times within a 12-month (the offences are either the same offence type or similar in their nature).” (Surrey Police, 2022). The incident also involved a repeat offender, defined by Collins Dictionary as someone who has committed a crime on more than on occasion (Collins Dictionary, 2024). When dealing with both the victim and the offender, I tackled a number of cultural and language hurdles and utilised a variety of means of managing the investigation whilst adhering to the relevant codes of practice that South Wales Police Officers are to follow, and this essay will demonstrate this process.

The incident itself was a domestic related incident, whereby the offender was arrested on suspicion of Actual Bodily Harm (ABH) (Offences Against the Persons Act). He had allegedly hit his wife of 30

years to the head with his hand, causing her eyebrow to split. Due to the level of injury exceeding that of a bruise, for example, he was arrested for ABH as opposed to common assault. Prior to attendance, I conducted Police National Computer checks of both the victim and the offender and found that they were both known to the Police, with many previous reports of similar circumstances. A note on the system also identified that they were both Polish and that a language barrier may be prevalent. I was aware at this moment that the female was a repeat victim, and the offender, a repeat offender. This altered the way in which I dealt with the situation, because from knowledge of repeat victims, I am aware that after Police attendance, and their safety that evening is secured, they are more likely to withdraw from contact and not provide any further details. As such, I wanted to avoid this as much as possible. The Victims Commissioner released an article confirming that victim withdrawal is an “ongoing trend” (Victims Commissioner, 2020) and that almost half of all victims of a Violence Against the Persons Offence withdraw their complaint (Home Office, 2023). I knew from my checks that the victim of this incident would always withdraw after Officer attendance, and whilst being aware of that challenge, and the cultural and language challenge, I attended the incident with consideration to both of these.

Upon attendance, the victim and offender were both in the same room, speaking Polish to each other, as this was their first language. The offender was verbally aggressive in his tone, and therefore I decided to take the victim into another room so that I could speak with her. As I do not speak Polish, I was concerned that there could be intimidation coming from the offender to tell the victim to lie to Officers as we attended. Witness Intimidation is an offence under legislation (The Criminal Justice and Public Order Act), and in 2021, 210 offenders were convicted and sentenced as a result of the offence (Sentencing Council, 2023). This low figure of conviction shows that the offence can be hard to prove, namely due to witnesses and victims not ever admitting they have been intimidated into withdrawing. I identified establishing what has happened and what the offender had said to her as a challenge I needed to manage at this moment, paying consideration to the Victims Code of Practice.

As such, when speaking to the victim she disclosed the offence of ABH and stated that the argument began due to her feeling too unwell to cook dinner that evening, and the offender being annoyed at this as cooking dinner was considered to be the victim’s role in the house. Despite establishing the

offence at this moment, I decided to continue with my conversation with the victim whilst she was happy to talk to us. Her English was extremely good, but I knew that for any means of a statement she would require an interpreter as per Right 1 under the Victims Code of Practice. The victim has the right to be able to be understood and where necessary, interpretation and translation access would be provided (Ministry of Justice, Victims' Code, 2024). At the time I was aware of this right, however knew that with the offender being outside and verbally aggressive it was more important to control the situation and obtain as much detail as possible in order to apprehend and arrest the offender for the correct offences. When speaking to the victim, I became aware that her role in the house was to cook, clean and care for the offender when he returned home from work and that if her duties were not done then this would often cause "problems". I understood that there was a cultural element to the incident at this moment, and could tell that the victim was already beginning to withdraw from my questioning. In 2021 a census was conducted to find that 26,000 people in Wales considered themselves to be "Other Ethnic Group" (Welsh Government, 2021). As such, I am aware that Policing in South Wales requires understanding of other cultures and that this victim's role in her house was part of her culture, however for me, it was important to explain to her that inflicting ABH onto someone could not be considered as their culture within the jurisdiction of England and Wales. Therefore, it was important of me to be mindful of the victim's culture and ethnicity whilst attending to the incident and that showing understanding and compassion was important at that moment whilst also adhering to my role as an Officer.

Whilst my colleagues were downstairs with the offender, I called the neighbour of the victim to her address in order to be with the victim and offer her support whilst I informed my colleagues of the allegation. I was aware that the victim would be left home alone after we left with the offender, and decided it was important to offer her support at that time. When speaking to the offender, I could see that his behaviour was aggressive and his demeanour was agitated. I utilised my knowledge of Betari's Box Model (Betari's Box, 2013) in order to communicate with the offender. The model alludes to the idea that attitudes and behaviours of someone, can affect the attitude and behaviour of another (College of Policing, 2021). I was aware that I needed to speak to the offender in a calm manner, with the idea he would begin to reflect this. He was conveying to me that his handcuffs were too tight and hurting him, therefore before arresting him, I decided to loosen the handcuffs under section (117) of

the Act (The Police and Criminal Evidence Act), which allows me as an Officer to utilise reasonable force when apprehending someone.. I continued to speak to him, and his aggression decreased as a result. I arrested the offender on suspicion of ABH. Despite the offender speaking to Officers in English prior to his arrest, as soon as he was arrested he would no longer speak English and would only converse in Polish. As the offender was a repeat offender, he knew that from that moment onwards we would be required to find a Polish interpreter for his attendance at custody and to be read his rights, as well as in interview and for any other formality in custody. Code C of the Police and Criminal Evidence Act 1984 illustrates that a detained person has the right to have access to an interpreter whilst in custody, free of charge. It was important for us to adhere to this legislation and right despite knowing that the offender could converse in English namely as this was something he would be entitled to.

After the incident the offender was conveyed to custody and was provided with a Polish interpreter. The victim provided a statement of complaint, detailing numerous other offences over the course of their relationship. Some of them met the Statutory Time Limit (STL) of the offences, and some didn't. An STL identifies a time limit that the prosecution has to convict someone of an offence, and if the limit has passed no prosecution can take place despite the evidence (Netman Law, 2022). Over the course of the investigation, the victim provided 3 statements detailing offences she had endured, with the help of a Polish interpreter. I took it upon myself to speak to her Housing Officer to encourage she be moved to housing closer to her adult son that happened to be out of force but still in Wales. The National Crime Agency outlines that if you are a victim of a crime, you are entitled to support from the Police (National Crime Agency, unknown). I felt as though it was my duty to offer this support to the victim, ensuring she was on board for a conviction and felt as though she was being helped throughout the investigation process. It was also important to ensure that after Police involvement, she would continue to be supported by family members and partner agencies, such as Women's Aid in order to decrease the likelihood of her continuing to be a victim of abuse (Women's Aid, 2024).

Fortunately, the outcome of this case was a positive one, with the offender being convicted and sentenced later that year. His previous convictions from being a repeat offender impacted the sentence he was given. This allowed for justice to be served but also for the victim to be provided with

safety and a fresh start, not forgetting that this offender had been her husband for over 30 years. As such, I signposted her to partner agency services such as Women's Aid for further support. Despite the sentencing of this offender being a positive outcome, reoffending criminals cost the taxpayer £18billion (Ministry of Justice, 2022). This shows that re-offending is not always solved by a conviction, and it is likely that upon the offenders' release, he will begin to re-offend and the cycle could repeat itself.

Reviewing the above incident, and the way in which I dealt with it, I believe that I considered the cultural and language challenges that the incident portrayed. It is important, when Policing in a multi-cultural area to act with understanding and compassion for other cultures. In 2019, research was carried out into the number of repeat victims in England and Wales and the research depicted that the number victims of two-four offences/reports in the year 2019 was a staggering 38,097 (Crime Survey for England and Wales, 2019). This highlights how prevalent repeat victims of crime, namely domestic crimes are in our society at the moment. It was important for me to consider a number of daily policing practices, such as the NDM and adhere to the Victims Code of Practice whilst paying attention to the appropriate legislation involved, due to the vast number of repeat victims and offenders we deal with as per the statistics. On reflection, I feel that it is important for me to maintain an unbiased attitude when attending to calls of this nature in the future as it is my duty to protect both the victim and the offender, whilst also considering the intelligence received from Police National Computers and previous knowledge of victims and offenders.

In the future, I would continue to offer a victim in similar circumstances to this as much support as possible, firstly as it is a duty of a Police Officer but also to ensure that repeat victimisation is minimised. Going forward as an officer I will continue to adhere to Policing Policies, utilise tactics such as Betari's Box and pay not to cultural significances when attending crimes of repeat victims. There is a clear issue within the criminal justice system whereby repeat victims are falling short of support and offenders are continuing to offend as a result. In reflection, when dealing with both repeat victims and offenders I would consider their rights to be understood, through means of an interpreter for example. I think it is important, going forward that support is continued to both post-investigation to steer away

from history repeating itself, hence the high number of both repeat victim's and offenders in our communities.

WORD COUNT – TASK 1 – 2093 WORDS

Task 2

Relevant areas of the National Policing Curriculum:

Conducting Investigations

You should choose a **serious and complex investigation** that you have been involved in **that was of a complex nature**, in which you played a significant role.

Critically evaluate the processes employed in a **complex investigation** you have been involved in, and the fast-track actions that you have utilised.

Evaluate the support you have provided to victims, witnesses, and offenders (where appropriate) during a **complex investigation** and reference the management of your own personal values and attitudes in relation to this.

2000 words (+/- 10%: *include your actual word count at the end of each section*)

Answer:

College of Policing (2013) outlines that Police Officers have a duty of care to a victim and a witness, and throughout the investigation process, victims and witnesses are entitled to receive support from the Criminal Justice System, namely the Police. My essay will discuss an allegation of Grievous Bodily Harm (GBH) (Offences Against the Person Act 1861) and the way in which I managed the investigation and my communications with the highly vulnerable victim, the witnesses to the attack and the four suspects of the incident. I will also highlight how investigating something like this can require you to put your personal values to the back of your mind in order to remain impartial in your role.

The incident itself relates to a violent assault outside of a Pub on a Friday night. There stood four evident suspects, several witnesses and one lone victim. The attack was a stranger attack and could be considered as a drunken altercation that had gone terribly wrong. In 2016, 37% of violent crimes were committed by strangers (Office for National Statistics, 2016), which means that over a quarter of the people who endured violence in England and Wales that year, endured it as a result of a stranger. For me, as an Officer, stranger assaults, rapes and crimes are dangerous and worrying. For the victim of this incident, he was attacked by four other males and required extensive medical assistance for broken bones and damaged eye sockets in the weeks following his attack. Officers attended at the scene of the fight, but all four suspects and the victim had left the scene. This meant that our Golden Hour Principles (College of Policing, 2013) had to be followed. These are principles that an attending officer must consider within the first 24 hours of a crime taking place. These considerations focus around preserving life and securing material (evidence) as per college of Policing. Therefore, in this instance it was important to identify potential weapons at scene, traces of blood, any witnesses and CCTV leads, for example. As a result of adhering to this, CCTV at the scene was retrieved linking our involved persons to the attack, but there was still no official Police complaint for this incident. It was my duty to visit the victim and ascertain whether he wanted to make a statement of complaint.

Upon speaking to the victim, I could visibly see the extent of his injuries but could also determine his fear surrounding supporting a Police Prosecution. Weitzer and Brunson (2009) allude to the attitude of "I Ain't a Snitch" and comment on the idea that a lot of victims or witnesses don't provide information to the Police out of fear of being labelled as a snitch, or for being seen to be involved with the Police. For the victim of this incident, I could see that his fear was of another attack happening to him once the four suspects were to be apprehended and dealt with. They all lived in the same town, despite not knowing each other and the victim felt it may be better to just let his injuries heal and for this to have been forgotten about. Ultimately, I joined the Police Force to aid justice to be served in my local community, and although I could not pressure the victim into providing a statement of complaint, I confirmed that it would be an injustice to him, his mother who was a victim to the attack and to the next person who is attacked by a stranger. My personal values on the situation are that people who can physically attack a stranger causing this extent of injuries need to be dealt with, however, it was important for me to remember at the time that my role was to offer support to the victim and explain

the prosecution process, not to pressure him into anything. Offering support in this instance was key, as the Victims' Commissioner identified in 2022 that 34% of victims stated they would not report a crime to the Police, therefore meaning it is likely a lot of victims would not be served justice.

Thankfully, the victim provided a statement of complaint and decided to support a Prosecution. It is important to note that this isn't vital to a prosecution case, however, having a willing victim will increase the likelihood of charge and conviction. I continued with the investigation from this point.

As the investigation was ongoing, I could see a deterioration in the mental health of the victim. Talking about the incident regularly was extremely difficult for him. He suffered some memory loss from the incident due to the force of the incident, and it was clear that our discussions were difficult for him. It was my duty as per a right in the Victim's Code of Practice to update the victim regularly, however, this could often be detrimental to his mental health. I would describe the victim to be suffering from both fear of crime and also Post Traumatic Stress Disorder (PTSD) as a result of the incident. Ferraro and Grange (1987) defined a fear of crime as "the negative emotional reaction generated by crime or symbols associated with crime". The victim felt that with supporting a prosecution, he could be subjected to criminal activities and a previous attack again. However, he also suffered with traumatic flashbacks and sleepless nights thinking of the attack. I could see that he was dealing with both of these anxieties, as such, I took it upon myself to contact his Mental Health Nurse, with his consent. This allowed for the three of us to speak frequently, myself updating them both with investigative advances, but this also meant that the victim would not have to go through speaking about the same anxiety triggers more than once and the Nurse could assist him medically when required. Research by the Office of National Statistics (2016) has shown that 86% of victims of physical wounding were emotionally affected by the incident compared to that of 76% of victims not physically wounded, and as a result, applying this to the victim of this incident, it was clear that his injuries surpassed that of physical ones.

In this case, a Victim Personal Statement (VPS) (College of Policing, 2013) was something that I thought would be integral to the investigation on behalf of the victim of the attack. The purpose of the VPS is to aid the court in understanding how the crime has affected the victim, and all victims have the right to provide a VPS (Crown Prosecution Service, 2018). The VPS was established in the

England and Wales court systems in 2001 and is considered to be highly impactful. I believe that a VPS allows for victims to have their own voice; to show the impact they have faced as a result of a crime. Specifically for my victim of this GBH, after the lasting effects of his injuries healed, he was left with severe PTSD and mental health issues that he had never faced before. I think it is important for the courts to realise that an incident like this one can be detrimental to someone's life, for more than just the few days that follow an attack like this. The victim was apprehensive of the VPS as he thought the court would see this as a "weakness", however, I personally could see how impactful a VPS for him could be and after explaining the process we created a VPS depicting his physical and mental struggles, as well as its long-term affect on his family and his work life. For me, this was extremely important for the investigation and the victim read the VPS when the case went to trial which was both heart wrenching and heartwarming.

In addition to working alongside the victim, the mother of the victim was unfortunately a witness to her son's attack, and served as key evidence when providing Police with information. My thoughts on this was that the mother was not an average witness to a Police investigation, as she had also witnessed something extremely upsetting. Research conducted by Dinisman and Moroz (2017) illustrates that a family of a victim can be affected by the criminal justice procedure despite not being directly involved in the crime, as they often serve as the closest support network to the victim. I could see that the mother was emotionally distressed from the incident, therefore I signed posted her to relevant supportive partner agencies such as Witness Care but I also felt she required regular updates into the investigation, much like the victim.

Whilst also supportive the victim and the witness of this incident, I had to continue to conduct the fast-track actions of identifying, locating and arresting the four outstanding suspects. This process is ongoing from that of the College of Policing's Golden Hour Principles. Unfortunately, in this instance, identifying and apprehending four suspects took longer than 24 hours. I decided to return to the same Pub a few days after the incident, with the hope that local Pub goers could provide further suspect information and I could identify witnesses at the same time. Mohandie and Meloy (2013) accentuate that accessing a scene after an incident allows for providing useful information for solving a case, and this was proven successful as three out of four of the suspects were at the Pub at the time I decided

to re-visit. I later arrested the fourth suspect at his home address, and all four were interviewed and released on bail for the investigation to continue. For me, this was difficult to release four clearly violent offenders back into society with Police Bail conditions, however, there was further evidence that needed to be acquired for the suspects to be charged, including that of further CCTV and witness statements. As per sections (34(2)), (34(5)) and (37(2)) of the Act (The Police and Criminal Evidence Act), a suspect is to be released pending investigation where there is yet sufficient evidence to charge them (Crown Prosecution Service, 2023). This shows that legislation will always override personal values as an Officer and this was the legal and just way in order to continue the investigation, something that can be difficult to explain to a victim of a crime.

Thankfully, in this instance, further evidence was collated and justice was served for the victim and all four offenders were convicted and sentences for ABH. The victim is still receiving ongoing medical support for emotional and physical injuries sustained, showing that a crime does not just last during the Golden Hour period

Upon review of the way in which I handled the victim in this investigation as well as a key witness, his mother, I can see that there are lasting affects from an attack such as the one outlined above. Although we are taught to adhere to Golden Hour Principles, the investigation of this attack showed that the investigation goes beyond that 24hr period after the incident has taken place. For the victim, over a year on from the incident, he is still living it daily and dealing with the consequences. This was clearly highlighted in his VPS, and something that I hope contributed to the sentencing of the four defendants of this investigation. It can be difficult when conducting an investigation like this, not to have your personal values take over your investigative values. As an Officer, I have a duty to remain impartial as per The Police Regulations 2003, however this can sometimes be difficult when there is overwhelming evidence, but also a victim who has had their world turned upside down as a result of a crime. His Majesty's Inspectorate of Constabulary and Fire & Rescue Services published an article in September 2024 stating that a systematic issue in Policing is that Officers are told to be impartial, yet are not provided with sufficient training to adhere to this. As such, going forward I would continue to strive for impartiality and ensure my personal values do not override my duty as a Police Officer in everyday Policing and my involvement with victims and witnesses of a serious crime.

WORD COUNT – TASK 2 - 2024 words

Authentication signature: J L MORGAN

Please sign to confirm that the work submitted is your own and has not been copied from another:

Signed: J L MORGAN

Date: 21/10/2024

Bibliography

The bibliography should only include sources referenced within the workbook using the Harvard referencing system. Information about referencing in written assignments and how to avoid plagiarism can be found on Moodle. It is important that you are aware of the importance of ensuring that the work submitted is your original work.

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