



Prifysgol Cymru
Y Drindod Dewi Sant
University of Wales
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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) - BMPP6001D

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

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:

This case study relates to an investigation in which I have played a significant role as the officer in the case. I will utilise the reflective model, “what, so what, now what” which was developed by (Rolf, et al., 2001). I will breakdown the evaluation into these three elements which will be covered throughout the case study. I will identify what happened and how I dealt with the matter, then I will explore my thoughts and feelings in relation to what happened and finally I will summarise what when well and what I could improve on going forward.

This case relates to a complaint who had multiple vulnerabilities such as drug and alcohol dependencies, learning difficulties and mental health related issues. The complainant was a female who was often exploited for sexual intercourse in return for drugs by her partner at the time. The defendant was violence towards the complaint and had administered heroin to her without her permission and raped her whilst she was incapacitated, therefore, could not consent.

The defendant is a repeat offender which often offended on bail, therefore there were serious safeguarding concerns for the complaint. This investigation was serious and complex in nature, there were multiple ethical and legislative issues in relation to the complaint and the defendant which I will cover during this case study.

The Home Office (2016) argues that it is important for the police and partner agencies to identify people who may have complex needs or vulnerabilities in order to address those needs and provide the best possible services to those people. I believe that more recently police forces, other emergency services and

the government have an increased awareness for vulnerable people and a better focus on identifying those people in order to support and manage them through their experiences and difficult times.

There are several differences approached that could be adopted to support vulnerable people which the police and partner agencies deploy. In the first incidence, identifying vulnerabilities is critical for frontline practitioners to enable them to manage and support the individual based on their specific needs, according to The College of Policing (2021), frontline officers should deploy a three step approach to vulnerabilities – Clues, Communication and Curiosity. Within my approach, I have quickly identified that the complaint had a heavy drug addiction and was being exposed for sex due her warning markers and previous occurrences within the police computer system. I have recognised this and developed rapport and a relationship with the complaint by adopting a calm communication approach when talking with her. It was clear that if I had pushed her to give us information from the start, it would have led to a breakdown in trust and ultimately dissuade the complaint from giving any information.

Supporting vulnerable people through a serious and complex investigation is pivotal in the success of a case and the willingness of victims and witness to go through the criminal justice system.

(Brooks-Hay, 2019) suggests that victims of serious sexual offences such as rape are less likely to engage with police from the offset of reporting. There are many potential reasons for this such as the “Justice Gap” whereby victims often associate that their experience will not stand up at court – ‘Their words against mine’ mentality. Rape Trauma Syndrome is another pressing reason for under-reporting/not engaging with police, (Burgess & Holmstrom, 1974) infers that a victim that suffers from this syndrome is highly unpredictable, a victim can react in different ways to the complex PTSD elements of rape. They also suggest that crisis intervention counseling is very effective when dealing with these victims. I have adopted this approach in my case, officers obtained an initial account from the complaint, I have then introduced myself as the officers in the case and began to build rapport. Whilst I completed the necessary fast track actions, I also referred the complaint to an organisation called New Pathways which assign a dedicated Independent Sexual Violence Advocate (ISVA), who provides the crisis intervention counseling and manages their vulnerabilities and concerns alongside the police.

I believe that this is an excellent approach in the effective management and support of the complainant vulnerabilities due to the nature of the offence, I feel it keeps the complaint engaged with support throughout the investigation support which in turn increases the likelihood of the complainant to support prosecution and decrease the likelihood of the complainant suffering further harm by managing that risk, this is reiterated in the study conducted by Dakof & Taylor which found that victims are more likely to engage better with independent services and friends/acquaintances rather than close family (Dakof & Taylor, 1990).

Whilst supporting the complaint throughout the criminal justice process by the officer in the case, a holistic approach is necessary when dealing with vulnerabilities. Information sharing from the police to other partner agencies is

critical to this approach, thus the use of a Public Protection Notice (PPN) is key in order to notify agencies such as social services, housing, education, local government and health & wellbeing services.

This allowed a greater support network to be established which can address multiple specific needs of the vulnerable person in which a traditional sigular approach often lacks (Beckett, 2007). For instance, in the case, the complainant was at risk of homelessness due to living at the defendants address at the time. A PPN was submitted and I liased with emergency social housing and the Domestic Violence Support Worker for the local council to secure accommodation for the complainant which addressed safegaurding concerns and provided her with further support from care staff that are located at the address.

The appropriateness of the difference approaches by support services vastly depends on the victim, the nature and type of offence and the circumstances in which it was commented (Jorge, 2021). For instance, in the case, it would not be appropriate to continuously bombard the complainant with information due to the nature of the offence and the likely trauma that would occur. Therefore, officers give the complainant a period of rest, whilst initial safeguarding measures are put in place. This allows the complainant to digest what has happened and to make a clear path forward in relation to the investigation, whilst being supported throughout.

Campbell & Raja (1999) infers that secondary victimisation can occur in relation to victims of rape if the correct approach is not adopted by support services, therefore, it is paramount that officers and support staff recognise this and are empathic and victim led.

Operation Soteria was developed by the Home Office to tackle this issue and to increase the number of rape cases that make it to court (National Police Chiefs Council , 2023). Operation Soteria has been adopted by South Wales Police, one of the main focuses is to be victim-led and suspect-focused. Home Office, (2022) issued a one year report which states that Operation Soteria is a form of evidence-based policing as it is a police-academic collaborative programme with a strong research foundation which has been informed by the “Five Pillars” theoretical approach, developed by (Hohl & Stanko, 2022).

A key finding within the first-year report by The Home Office (2022), suggests that investigators may lack specialist training about sexual offending behaviour and the impact on victims of sexual offences, which is reinforced by (Dalton, et al., 2022). This is a critical finding of the review, as previously stated, this has a significant impact on the victim’s engagement with the police and other support services, thus, increasing the likelihood of repeat victimisation and a lack of trust in the police and criminal justice system. To combat this, investigators should be victim-led, engage, and actively listen to their needs whilst also managing their expectations in relation to the criminal justice system and attending court. I consider that this is the most complex and precarious task in managing and supporting victims of crime, especially victims of serious sexual offences.

According to Robinson & Stroshine (2005), The main determinant of a victim's satisfaction is the extent to which the victims' expectations about the police and other support service's behaviour and demeanour are fulfilled. Therefore, it is critical for investigators not to over promise and under deliver for the victim, they must evaluate the needs of the victim, limitations of the legislation and overall investigative objectives in order to successfully maintain a positive relationship with the victim and effectively support them throughout.

As part of the 'Suspect Focused' aspect of Operation Soteria, investigators look to disrupt and disorganise suspects and their activities by the use of restrictions and positive actions such as conditional bail, Domestic Violence Protection Notices / Domestic Violence Protection Orders, and other civil orders such as Protection from Harassment Orders with the power of arrest attached. As evident in my case, due to mental health reasons, the complainant withdrew support for the investigation and would not attend court. I was able to place conditional bail on the defendant for an initial three months, further to that I issued a DVPN and applied to the court the following day for a DVPO to be granted. This was approved and significantly reduced the defendant's risk of re-offending or offending whilst on bail due to the complainant's withdrawal from the investigation. I felt that this was the best way in which the legislation enabled me to safeguard the victim, I felt that it was the best course of action which could have been adopted in this case, however, I do feel that this is still under utilised in the Police force. I believe that there needs to be more research into why this is and what can be done to promote these orders.

A independent study produced by Learmonth (2018) shows that whilst police officers believed that victims of rape had good experience of bail use as part of their investigation, however, there has been many cases where the victim states that the use of bail did not have the a positive impact and the offender breached their bail conditions multiple times. As previously stated, this can be amplified if the victim is not engaging with the investigation and the extension of bail cannot be granted. There is a need to further safeguard the vulnerable victims who fall into this category, thus, implementing the DVPN/DVPO bridges this gap. Furthermore, victimless prosecutions should also be considered as a safeguarding measure. It was evident in my case that the complainant would not be onboard with the investigation and was at risk of further harm from the defendant. The DVPO was put in place which led to a positive outcome for the victim, despite not wanting to continue with the investigation for various reasons.

Early advice was submitted to the Crown Prosecution Services (CPS) in order to expedite the investigation for the complainant. It was evident that due to the lack of information obtained by the victim, unfortunately, the CPS were unable to prosecute the defendant. However, I believe that the overall outcome of the investigation was positive in supporting the complainant, giving them the opportunity to break away from the relationship and safeguarding them from future harm. This is reinforced by Shearson (2021) in the use of the relationship phase framework developed in domestic abuse cases.

In conclusion, I have critically evaluated the use of different methods and approaches of supporting and managing a vulnerable victim and applied this to my

investigation of a victim of rape, who was vulnerable due to the nature of the offence, their circumstances, and their domestic relationship with their partner at the time.

I have suggested the appropriateness of these methods in the context of victims that have been subjected to sexual offences such as rape, and applied relevant theoretical methodologies, studies, and frameworks. I commented on the use of a multi-agency approach, including the use of an independent advocates, the use of conditions to manage the offender and safeguard the victim such as bail conditions and DVPN/DVPOs and applied these to a victim who was not supportive.

I have also introduced the use of evidence-led policing such as Operation Soteria in order to build a framework and a national operating model to inform officers of the impact of sexual offences on victims and their response to investigating these crimes in order to increase victim satisfaction and decrease repeat offending.

It is clear that the use of multiple approaches when dealing with vulnerable victims is key, overall, I think that victim engagement is extremely important to the investigation. Decreasing re-victimisation through the use of the methods outlines above makes a positive impact to the victim, which was the case in my investigation, it ultimately boils down to treating victims of crime with integrity, respect and empathy which is the main focus of Operation Soteria.

Total word count: 2128

Task 2

Relevant areas of the National Policing Curriculum:

Conducting Investigations

You should choose an **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:

Within a complex criminal investigation, experienced investigators will be able to determine the most appropriate processes to employ depending on the situation, the needs of the investigation or the needs of the individuals and the stage at which the investigation is at (The College of Policing , 2013).

It is important to understand the different stages of the investigation as this will ultimately determine which actions are taken by the investigator in the case, the table outlined below indicates these stages. All investigations start with the instigation, which then leads to initial investigative actions which is where investigators will identify critical “Fast Track Actions”.

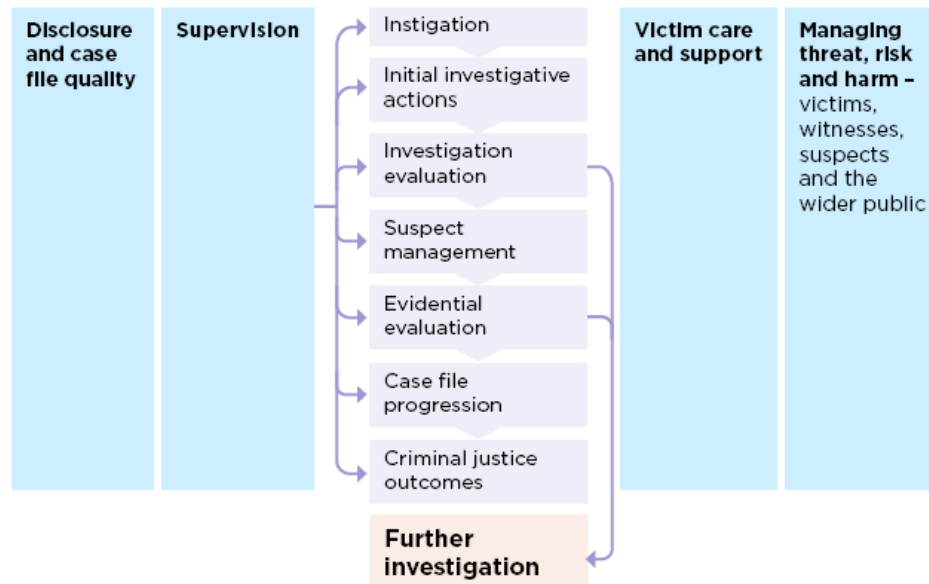


Figure 1 - The College of Policing, 2013

Fast track actions are defined as:

“Actions that, if pursued immediately, may help to establish important facts, identify the suspect, preserve evidence, or lead to the early arrest and resolution of the investigation.” (The College of Policing , 2013).

In this task I will be critically evaluating the processes and fast track actions that I have utilised in a rape investigation that I have been involved with. I will also be evaluating the support that I have given to victims, witnesses, and suspects in relation to this case. I will be utilising a structured reflective framework, namely Johns Model of Reflection (Johns, 1994). I will be utilising this framework throughout this task. I will describe the experience, reflect on what I believe I have done and include any relevant influencing factors in the main body and finally, address what I could have done better and any learning I have achieved as a result in the conclusion of this task.

The initial report of rape came from the complainant in which she stated that she had been raped by a male that was known to her at his address after a night out, the report was made approximately 30 minutes after the incident occurred. I identified this as the initial instigation stage of the investigation. At this point, it is critical to obtain as much detail and information as possible at this stage as it will help to identify fast track actions as part of the initial investigative actions process.

According to the National Centre for Policing Excellence (2006), actions taken at the initial response to a serious incident is critical to the effectiveness of the investigation, officers should approach each response with an investigative mindset and approach. This approach is solidified in the investigative building blocks which enable officers to identify key areas of an investigation, with is shown below:

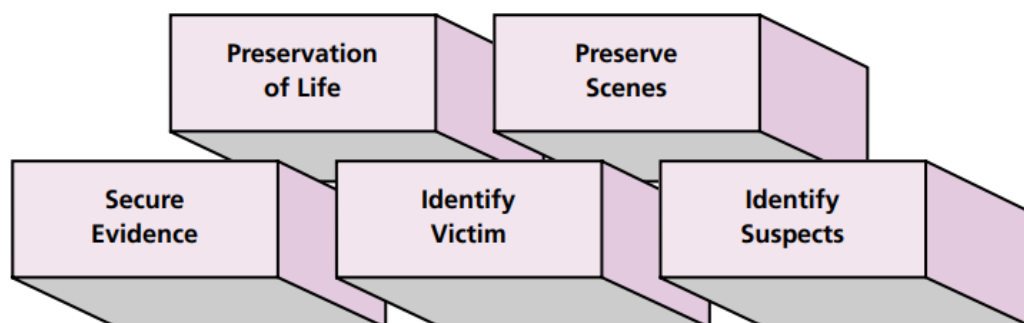


Figure 2 – National Centre for Policing Excellence

My initial thoughts were preservation of life, was the victim injured or needing medical treatment? This takes precedence to all other investigative processes and opportunities. It was clear that the victim did not have any serious injuries but was in shock due to what had happened to her. I believe that it is critical to manage the victim before managing any task that you which to conduct with them, therefore, I had to ensure that she was safe, supported, and willing to talk to officers in her own time. However, a major factor in serious and complex investigation is time, thus, the principle of 'The Golden Hour' informs officers that it is at this stage that the most evidential material is available and positive action should be taken to increase the likelihood of a positive outcome of the investigation (The College of Policing , 2021). This is also reinforced by a study

conducted by (Laurence, et al., 2013) which concluded that time is a major factor in decision making and action utilisation in an initial investigation.

Therefore, I believe that it was critical to obtain an initial account from the victim which then enabled officers to identify and secure evidence, identify the suspect and secure and preserve scenes for forensic analysis. In this case, the victim stated that the male ejaculated inside of her vagina after having sexual intercourse with her without her consent at his home address. I believed that it was necessary at this point to treat the victim as a scene and recover her clothing, including her underwear and take non-intimate swabs of her skin and urine for forensic opportunities.

I also explained to the victim that intimate vaginal swabs should be obtained for the purposes of identifying the suspect from his DNA in his semen due to him ejaculating inside of her. The victim consented and these samples were obtained. According to Rose (2021), forensic examinations never get a second chance to recover evidence due to bad decision making in its identification, retrieval and transportation/packaging. Forensic evidence is often volatile and easily contaminated, therefore, it is imperative that it is handled correctly and there is an audit trail for continuity. These samples were then fast-tracked to the forensic laboratory to see if the DNA could be extracted and compared to the national DNA database. Webb, et al., (2005) states that the importance of fast tracking DNA samples can drive the investigation forwards, which ultimately can point towards or away from the suspects suspected involvement in the commission of the offence.

Whilst this was being considered, the suspect was outstanding and it was of high importance that he was arrested for safeguarding and evidential purposes. There were obvious influencing factors to locating the suspect, there were pressures from supervisors and the victim's family to locate and arrest the suspect as soon as possible. Therefore, another action was to circulate his description to CCTV and local officers. Officers also attended the suspect's address and secured his room as a scene as this is where the rape occurred. It was evident that the suspect had fled the area, therefore, CCTV enquiries were also being conducted to establish where the suspect had traveled to. I also considered further fast track opportunities in relation to the suspect such as identifying if the suspect had access to a vehicle which led to ANPR enquiries. Ultimately, locating the suspect was the main priority as the victim knows the person in question and gave a detailed description of him and his clothing.

The suspect was then arrested a short time after being found in the town centre by local officers, I believe this was a direct cause of the early circulation of his description. I have then adopted an arrest strategy with the arresting officer in order to preserve as much forensic evidence as possible. The suspect was booked into custody, his clothing was seized and he consented to intimate swabs being taken of his genitals. I believe that this was important for the preservation of evidence which could ultimately link him to the commission of the offence.

I have also liaised with the local CSI officers in relation to the scene at the suspects address, we developed a forensic strategy in relation to that scene whereby, CSI would take samples in the bedroom to identify the presence of the victims DNA and any bodily fluids belonging her or the suspect. However, according to Chaiken, et al., (1977), obtaining forensic evidence does not solve crimes unless there are sufficient evidence-processing capabilities, furthermore, forensic evidence cannot be solely used to prove the commission of the offence.

This was evident in this case, the suspect stated in interview that he had sexual intercourse with the victim and it was pre-arranged, with her consent, the suspect did not deny the presence of his semen in the victims vagina. However, Ministry of Justice, (2015) clearly states that under the Criminal Procedure and Investigations Act 1996 (CPIA) that it is a duty for an investigator to pursue all reasonable lines of enquiry that point towards or away from the suspect. Therefore, it was still justifiable to take intimate samples from both the suspect and the victim and examine the scene for any further forensic evidence to link both parties.

Additionally, CPIA states that investigators are impartial, we also have a duty to safeguard and support the suspect. It was clear that the suspect had vulnerabilities which required him to have additional support. It was also evident that there was two conflicting accounts from both the suspect and the victim and I had a duty to investigate the possibility that it was a pre-arranged consensual sexual interaction.

This is of course, can be a conflict for the investigator as well, managing your own emotions is critical in the impartiality of the investigation. Carminati (2021) states that the importance of good emotional management and emotional intelligence can help individuals manage their emotions in complex situations. I believe that understanding that an investigators role is to collect evidence and assess the facts is important for the management of emotions especially in cases such as this. I also believe that removing yourself from the situation can sometimes be helpful in order to reassess your professionalism and attitude.

It was clear that the suspect needed additional safeguarding and support throughout this investigation, therefore, I notified partner agencies such as social services and housing to inform them of the situation and see if they could offer any further support to the suspect. I also signposted the suspect to support services for mental health and informed him of the investigation process. Additionally, safeguarding the victim is also a priority, by arresting the suspect the victim gains enhanced safeguarding by the use of conditional bail whilst the investigation is progressing. In this case I also referred the victim to support services which included an organisation which specialises in giving support to victims of serious sexual offences. I believe that it is important to tailor the support the needs of the victim rather than a generic approach which has been reinforced by (Friedman, 1982).

In reflection to the incident that I dealt with, there were a few areas which I could have dealt with better which I will cover below. I believe that it is important to

note that serious and complex investigations have many challenges which require difficult decisions.

Due to the fast nature of the investigation, it was hard to build an initial rapport with the victim, there were other factors such as shock which also influenced my relationship with the victim at the start of the investigation. In reflection, I could of explained the situation and the processes of the investigation better to the victim which would have maybe help build that initial rapport. Risan, et al., (2018) informs that causal conversation and managing expectations early on can affect rapport building which traumatised victims of crime. It is now evident that I could have adopted a more conversational style with the victim which in turn could of increased the victims receptivness to myself and my collueages.

Another area for improvement was assuming that the suspect would state that he didn't have consensual sexual intercourse with the victim. I believe that investigators have a preconception to finding 'the golden nugget' of evidence which in their eyes would solve the case. In my experience, this is rare. I feel that I may have put all my eggs in one basket and was too focused on proving the suspects guilt in the allegation. I now understand as stated above, that investigators should assess the facts of the situation and collect all available evidence.

Ultimately, I believe that fast-track actions should be considered early on in the investigative cycle. Identifying these actions and considering their relevance to the investigation is critical to the potential early resolution of the investigation and a positive result for the victim. In the case I have outlined above, it is clear that if I did not act upon the information that I received from the victim as a matter of urgency, the suspect may have been outstanding for longer which could of lead to him discarded and destorying evidence or committing further offences.

Total Word Count: 1953

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Date: 27th of March 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.