

BSc (Hons) Professional Police Practice

LEVEL 5 - 40 Credits

Workbook title: Competency Based Workbook 2 (PCDA)

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

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FACULTY OF BUSINESS AND MANAGEMENT PUBLIC SERVICE PROGRAMME

Module title: Professional Police Practice 2 (PCDA) BMPP5000D

Workbook Guidance

Please read these notes carefully; they provide essential information.

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 BSc programme. Essentially, you are being asked to outline your experiential learning based upon your theoretical understanding in a range of operational situations.

- **Wellbeing and Resilience**
- **Decision-making and Discretion**
- **Vulnerability and Risk**
- **Public Protection**
- **Maintaining Professional Standards**
- **Leadership and Team-working**
- **Policing the roads**
- **Information and intelligence**
- **Conducting Investigations**

You may wish to use the same incidents as you've 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 will be provided by university staff as part of your initial training day. Your tutor constable and in-force

training staff will not be involved in assessing or marking your workbook after it has been submitted.

Dates of workbook submission will be made available during the initial training day and posted on Moodle.

Once submitted your workbook will be assessed and marked independently.

Confidentiality

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

- adhere to guidance in the Student Handbook about unfair practice and plagiarism.
- 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 Student 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 very 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 Student 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.***

Guidance:

- *Your workbook must contain the items specified in the table below (clearly identified and in the order given);*
- *You should use this particular document to insert your text / answer within each section of this workbook;*
- *You should upload your completed document as a saved pdf file of this workbook; if this is not possible then a Worddoc 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 5	Individual Learning Plan	1500 equivalent
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Task 1

Relevant areas of the National Policing Curriculum: Wellbeing and Resilience

Having achieved Independent Patrol Status, **reflect** on the impact of organisation culture within policing on your wellbeing and resilience (organisation change, retaining personal values in a wider organisational culture).

Consider the risks of conforming to organisational culture.

Illustrate your strategies for maintaining wellbeing and resilience.

1250 words (+/- 10%: include your actual word count at the end of each section)

ANSWER: 1161 words

In the eleven months since I have achieved Independent Patrol Status (IPS) I have become more aware of the organisational culture that exists within policing. I have witnessed some of the negatives and positives of policing culture and have utilised a number of strategies throughout this time for maintaining my own wellbeing and resilience. The aim of this essay is to reflect on the impact of organisational culture within policing on my wellbeing and resilience and to illustrate the strategies that I have used to maintain this.

Organisational culture is made up of shared beliefs, values, and assumptions about how people should behave and interact (CMI, 2015) within an organisation. Some of the cultures that I have experienced and witnessed myself within the police so far have been both positive and negative and I have found that they have both had a profound impact on my wellbeing over the time I have been a Police Constable. One of the positive aspects that has had the biggest impact on my wellbeing and resilience is the culture of teamwork and group solidarity. I have noticed that police officers heavily rely on their colleagues, as I have done myself, for both physical and mental support, especially when going in to dangerous and stressful situations. Research conducted by Edwards (2005) confirmed that the concept of solidarity allows officers to feel safe when entering dangerous situations as they know that their colleagues will protect them. Loftus (2010) also found that solidarity encourages more effective teamwork between colleagues. Having the support of my colleagues has improved my wellbeing during the last eleven months as I have been able to feel more relaxed and less stressed whilst working knowing

that if I need support or assistance with anything work related generally my colleagues will help. Extending this support to my home life is one of the strategies that I have used to maintain my wellbeing and resilience. I have grown a number of meaningful friendships during my time as a Police Constable and maintaining consistent social interaction with these people is an effective way for me to reduce stress and increase solidarity both inside and outside of work. There is extensive research regarding this that highlights a link between social relationships and health benefits, both physically and mentally. For example, Bolger and Amarel (2007) demonstrated that individuals who have a high level of social support are generally healthier and better at coping with stress. I believe that maintaining social interaction with my colleagues has allowed me to cope better with stress as I am able to talk with them about certain situations that I have been involved in which have caused me anxiety and feel that they have an understanding of how I feel which I might not get from someone who does not work within policing.

Following on from the positives of group solidarity, I believe that a supportive working environment within policing also fosters better wellbeing. My experience of having supportive leadership from my Sergeant and Inspector upon reflection has lead me to feel more confident in my own ability and has on times boosted my own morale as I have often received praise for how I work and the quality of my work. I believe if I had a Sergeant or Inspector who were not supportive and did not provide me with recognition when I feel I should have it, that this would have a negative impact on my wellbeing, and I would start to feel undervalued and unappreciated. The fact that a lack of support would have a negative impact on wellbeing has been supported by various researchers who have found that toxic and ineffective leadership within policing produces significant stress levels for police officers subordinate to those in the leadership roles (Kyle & Schafer, 2016). Another study conducted by Sorengaard and Langvik (2022) provided evidence for the positive effects of effective leadership on police officers, concluding that fair and supportive leadership is an important buffer against burnout and insomnia and can protect police officers from adverse consequences of stress. Therefore, I believe that conforming to a culture of unsupportive and ineffective leadership, as a Police Constable or as a higher ranked officer, there is a risk of fostering a working environment where morale between colleagues is low and stress levels are high. As

research shows this not only has an impact on officers whilst at work, but it can also have an impact on officers at home leading to burnout and problems with sleeping. Despite the number of positive aspects of policing culture that I have experienced during my time as a Police Constable, I have also recognised a number of negative cultures which I have witnessed as having a detrimental effect on officers. There is a culture within policing that officers are overworked and experience high levels of stress because of this. This is something that I have been victim of myself during my time as a Police Constable. I have witnessed a culture of long working hours, excessive overtime, and constant work without breaks since joining the police force, and I am aware through friends in other forces that this is a national problem. A national wellbeing survey conducted by the Police Federation (2024) revealed that 69.6% of front-line officers reported high levels of fatigue and burnout, with a very high level being reported by 28.9% of officers. Having personally experienced the detrimental effect of being overworked and having high levels of stress, I ensure that I have a good work-life balance in order to counteract this. My main strategy for coping with high stress levels is to regularly partake in physical exercise such as running and hiking whilst at home. Taking part in these activities helps to take my mind off my workload and other stresses that the job brings. Both of these exercises I have found to be beneficial as they not only help with my mental wellbeing but also with my physical wellbeing so that I am able to carry out my role when at work to the best of my ability. There is support within psychological literature that suggests that aerobic exercise such as walking and running is one of the most effective forms of exercise in reducing stress levels (Hamer, et al., 2006).

To summarise, organisational culture within policing has both positive and negative aspects. The positives include officers having a strong sense of comradery, group solidarity, and a supportive leadership network around them, whilst the negatives include high stress levels and officers feeling overworked and undervalued. To combat the negative aspects of policing cultures I have utilised a number of strategies in order to increase my own wellbeing and maintain a high level of resilience. Upon reflection I feel that all the strategies I have used since becoming a Police Constable have been beneficial and it is clear that they are effective methods as there is extensive research which supports my own experiences.

Task 2

Relevant areas of the National Policing Curriculum:

Decision-making and Discretion, Vulnerability and Risk, Public Protection.

You must choose an incident, for example a domestic related incident, and reflect on how you made decisions in complex and unpredictable circumstances using dynamic risk assessment.

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

Evaluate decisions made during the incident and your use (or otherwise) of the National Decision Model. Explain the rationale behind your decisions and your considerations when recording details of the incident. Consider your ethical approach to the decision. Outline the consequences of your decision making.

1750 words (+/- 10%: include your actual word count at the end of each section)

ANSWER: 1842 words

The policing incident which I have chosen to discuss in relation to this task involved a domestic incident between two partners which was complex in nature due to the offences disclosed and the fact that there was initially no victim. The term Domestic Abuse (DA) which has recently been changed from Domestic Violence (DV) is defined as “behaviour from one person to another who are both aged sixteen or over, and are personally connected, and that the behaviour is abusive (Home Office, 2022). This definition states that abusive behaviour includes controlling behaviour, physical, sexual, and/or emotional abuse, and violent or threatening behaviour. Police forces across Wales and England recorded 1,350,428 domestic abuse-related incidents in the year ending March 2024 (The Office for National Statistics, 2024) showing that these incidents are highly prevalent within the UK. Research also indicates that the rates of domestic incidents within the UK are increasing as figures from the previous year, 2023, show that only 889, 918 incidents were recorded by police (The Office for National Statistics, 2023). The aim of this essay is to reflect on a specific domestic incident that I have attended during my time as a Police Officer, evaluating the various decisions that I made at the time, and outlining and reflecting on the consequences of those decisions. It is important to reflect in a

way such as this as it can inform my future decision making when attending incidents of any nature.

The particular incident I am going to discuss was that staff in the Force Control Room (FCR) had taken an abandoned call where police were not requested but a large amount of crashing and smashing could be heard by the call taker during the short time they were landline with the caller. My colleague and I were immediately dispatched to the address linked to the mobile number used to call police. As I arrived, I activated my body worn video (BWV) camera to not only protect myself, my colleague, and whoever was present at the incident, but also to record the incident and capture any evidence or disclosures made. BWV cameras are highly beneficial to police in this regard and most research suggest that the footage captured during domestic-related incidents can strengthen prosecution cases against offenders (Vakhitova, et al. 2022). This also proves beneficial in evidence-led prosecutions. When getting out of the police vehicle to approach the address I could see that the front door was slightly ajar, but I could also see movement inside the address through the front window. Because of this and the fact that no details had been obtained about what had happened I approached the address with caution, putting one hand on my PAVA spray as I did so. A number of checks had been carried out by FCR about the subscriber of the mobile number and the people residing at the address. Both people were well known to police for being violent and carrying weapons. Knowing this I was able to conduct a dynamic risk assessment before entering the address for how best to approach the situation. Being able to access my PAVA spray quickly in the event that whoever was inside the address became violent or had hold of a weapon allowed me to be in an advantageous position which also gave me more confidence when entering the address. Research into police incapacitant sprays such as PAVA generally states that they can often act as a deterrent meaning that violence can stop or the intent of the subject can change when that person is face with the imminent threat of PAVA (Prison Reform Trust, 2018). I was aware of the benefits of PAVA from previous experience hence why I decided to take hold of it initially.

When I entered the address I immediately saw a female running out of the back doors and into the back garden. Just as she ran I could see that she had blood on her face and hands. There were also various items smashed on the kitchen floor. I located a male in the upstairs bedroom and immediately detained him before telling

the other units via my tetra radio attending the call that a female had just ran from the location and for them to conduct an area search for her. I made the decision to divert the other units from assisting me to carry out an area search because at that time it was not clear what her involvement was in the incident. If she was a subject of an offence then she would need to be dealt with appropriately and if she was a victim she would need to be spoken to in order to get her version of events. On reflection I feel that this was a good decision to make because whatever her involvement she appeared to be injured and so by locating her, officers would be able to check her welfare and see if she needed any medical attention as well as ascertain her involvement. This also took the pressure off me by delegating this to other officers whilst I was dealing with the male located in the bedroom. In terms of the National Decision Making Model (NDM), I had already gathered information and intelligence from what had been passed to me by the FCR and based on that information and intelligence I was able to assess the threat and risk posed to me and everyone else involved. Despite this, I then had to revert back to the start of the NDM because the FCR passed further information to me that on the initial call the female had actually made a disclosure to say that the male had hit her with a mug to the face. I then had to reconsider my strategy and what I had been presented with. For instance, I now had a disclosure of assault from a female who I believed had just ran away from the address with an injury to her face. Various items were smashed on the kitchen floor including a mug, and the only other person present at the address was the male that I had detained.

From researching the police systems it was ascertained that the two persons involved were partners and it is policy for officers to take “positive action” at the scene of a domestic-related incident. According to the College of Policing (n.d.) positive action refers to any action carried out by a police officer which involves making the victim and any children safe at the scene of an incident. Often this means making an arrest or the removal of people/separation of all parties. With this in mind I made the swift decision to arrest the male on suspicion of common assault based on the information I had available to me at the time. I did not know the male and had never met him before and therefore in order to protect myself I handcuffed him to the rear and ensured I stayed out of the “fighting arc”. My decision to arrest came about because I had enough information to suspect that the male was responsible for assaulting the female and it also gave me a use of force power to be able to

remove him from the address and into the police vehicle. Removing him from the address quickly was beneficial as I did not want the female to return and become hostile either towards myself or towards the male which might have lead to further offences being committed. Whilst my colleague transported the male to the nearest custody unit I utilised the fourth part of the NDM again to consider the options available to me for how best to deal with the situation. A very beneficial tool available to me was to conduct house-to-house enquiries and look for any CCTV in the area. I knew that being able to view footage of the incident or get witness accounts of what had happened would add further evidence, or not, to the arrest of the male. House-to-house enquiries proves to be beneficial to police when trying to find out further information about an event. It has the potential to identify any witnesses to the incident, who then might be able to give information on sightings of victims and/or offenders before or after the incident, and about the actual incident itself (College of Policing, 2020).

From the house-to-house enquiries I was able to clarify that the subject had pushed the female into the address before the call to police was made and that a female was heard screaming inside the address. This added weight to the subject being in custody over the female. Whilst I was doing this I was made aware by my colleague that the female had been located a few streets from the incident location. She had confirmed she was ok but did disclose that the male had hit her face with a mug as stated in the 999 call. Despite this, she did not want to engage with police and left the area shortly after. I was aware that there might be difficulties evidentially with the case in custody, especially with a non-engaging victim. Based on this I decided to apply for a Domestic Violence Protection Notice (DVPN) on the female's behalf which if authorised would grant the police powers to remove the subject from the address for 48 hours, giving the victim some space from the subject to consider options available to them to safeguard themselves. Research suggests that DVPN's and their counterparts Domestic Violence Protection Orders (DVPO) are effective in reducing domestic violence and abuse against victims (Home Office, 2013). Knowing this informed my decision making at the time to apply for a DVPN in the case that custody were unable to charge or bail the subject.

It could be argued that any domestic incident of any nature is complex and requires a great deal of thought and attention from the attending officer. A number of strategies are available to police officers during incidents like this and including

BWV, less lethal tactics such as PAVA spray, and handcuffing. If a domestic incident is violent in nature then generally all three of these tactics will be utilised to protect the safety of all involved. Having reflected on this incident I do not feel that there is anything I would do differently if I was to be placed into that exact situation again today. My swift decision-making processes allowed for positive action to be taken quickly ensuring that the suspected offender was arrested. This ultimately protected the victim for up to 24 hours. Also delegating the area search for the victim allowed officers to locate her quickly and carry out a welfare check on her. Despite her non-engagement with the investigation, the use of BWV gathered evidence on her level of injury and disclosure made about the assault. Without this vital information, the supervising officer might have not authorised a DVPN being put in place which would have put the victim at risk from further offences/harm being committed against her.

Task 3

Relevant areas of the National Policing Curriculum: Maintaining Professional Standards, Leadership and Team-working

Evaluate theories of team dynamics as a means of developing team cohesion (reasons why some teams cannot function, theories and models relating to team dynamics, ways to improve team cohesion).

Consider why inter-personal conflict can occur within a team and outline what strategies can be adopted to enhance individual and team performance.

Consider how team dynamics within the police service can result in failing to comply with professional standards requirements (Code of Ethics, policies, procedures, protocols or legislation).

1750 words (+/- 10%: include your actual word count at the end of each section)

ANSWER: 1593 words

Teams are complex, dynamic systems made up of independent members working towards a shared goal and in order to function effectively cooperation, communication, and coordination must take place simultaneously (Bisbey & Salas, 2019). Therefore, the term team dynamics refer to the patterns of interaction, behaviours, and relationships that emerge within a team which ultimately influences its overall performance. The phenomenon of team dynamics has been researched for a number of years and as such there are now several theories available to team leaders within the relevant literature which describe how teams develop, function, and work together cohesively. A number of these will be evaluated throughout this essay, such as Tuckman's Stages of Group Development and Belbin's Team Roles Model. As well as providing an overall analysis of the said theories, this essay will also aim to focus on discussing inter-personal conflict within teams, including how and why this occurs, and discuss how the influence of team dynamics from within the police service can sometimes result in a failure to comply with professional standards.

One of the most well-known theories of team dynamics was created by a psychologist named Bruce Tuckman. Tuckman created the "Stages of Group Development Theory" in 1965 which explains that teams go through five different

stages of development from start to finish and/or whenever the team is disbanded. These stages are forming, storming, norming, performing, and adjourning. Muscato et al. (2023) explained all five terms as the following: forming is the first stage where members of a team are introduced to each other, storming is generally when conflicts and disagreements arise, norming results in the first agreements over shared goals and values, performing is the stage when a team begins to perform well together, and lastly adjourning is the stage when a team's work will conclude or transition into something new. The stage in which interpersonal conflict is most likely to arise, according to Tuckman's Model, is during the storming stage. Interpersonal conflict is conflict that occurs between two or more members of a team and a number of individual differences can contribute to it (Beheshtifar, 2013). Kumar et al. (2014) state that during the storming stage members of the team will develop a competitive nature against each other, they will get defensive and jealous, and there may be conflict over personal roles and personalities. Despite this there are a number of strategies which have been proposed in order to navigate a team through the storming stage if required. These have been described as, focusing on building trust between team members who are in conflict with each other, create a good team culture of honesty and transparency whereby the individual team members feel safe and comfortable in speaking openly, and by improving collaboration between members of the team (WorkLeap, 2021). In terms of positives and advantages of using the Tuckman's Model as a theory of team dynamics, it could be argued that it offers a simplified understanding of how teams evolve to work cohesively and some of the challenges that could be faced along the way, and it can also be used as a predictive tool by team leaders so that they are better able to anticipate challenges and implement proactive strategies before the challenges arise. However, a number of criticisms have been identified, and these include the fact that although each stage is easy to identify the reality is that not every stage will be met, especially if the team is not together for long or the members get stuck in a particular stage, i.e. storming (Open Learn, n.d.). It could also be argued that the model is too linear and therefore fails to take into consideration the flexible nature of creating team cohesion.

Another well-known theory of team dynamics and developing team cohesion is Belbin's Team Roles Model. The Team Roles Model emphasises the importance of understanding the different roles in the team in order to build cohesion between

the members. Within the model there are three categories of worker, these are: action-oriented workers, people-oriented workers, and thought-oriented workers (Belbin, n.d.). Each worker is assigned to one of these categories based on their style of working and their strengths and weaknesses. It has been argued that this model provides advantages when trying to build team cohesion as it clarifies who is responsible for what specific roles, it allows people to work to their strengths fostering a more confident less stressed environment, and it allows for a good balance in the roles of the team to cover any potential weaknesses of certain members (Personio, n.d.). For these reasons, it could be argued that the team knowing each member is contributing to the overall result in their own way could foster mutual respect between members and encourage a more collaborative environment. However, it could also be argued that there are limitations with using the model to improve team cohesion. For example, the model does not take into account the fact that members of a team might change and develop over time and therefore need to evolve into a different role. It appears to be too rigid in that respect. There is also a lack of focus on the impact of external factors that might influence the cohesion of a team – leadership style and/or the culture of the workforce might have a detrimental effect regardless of the dynamic of the team itself. It could be said that the model also cannot mitigate interpersonal conflict as there may be clashes between people in certain roles. For instance, an action-oriented member of the team may become frustrated with a thought-oriented person as they may want faster results. Despite this, by examining the model properly there are solutions for managing and preventing this conflict within it. For example, by educating and providing an understanding of the different roles and what each person does to achieve the shared goal can mitigate any clashes of personality and work ethic for instance. It could also be argued that team cohesion can actually be built when conflicts arise by leveraging each members strength and allowing them to resolve the conflict as they see fit, e.g. thought-oriented workers can communicate their issue effectively whilst people-oriented workers can mediate and aid this communication.

The influence of team dynamics has been demonstrated as being strong and for that reason it is important to consider how team dynamics might affect a police officer's ability to comply with the professional standards of their force. Police officer's must comply with the regulations and standards set by their force or face

formal sanctions/misconduct hearings, etc. There are a number of factors to be considered which can contribute to a failure in maintaining these standards. It could be argued that the most influential factor is when officers are performing well as a tight knit, loyal team - in this situation officers might feel pressure to conform to the norms and attitudes of their colleagues in order to fit into the team. Being involved in this situation might lead an officer to making inappropriate decisions based on bias and what they think their colleagues would do rather than making informed independent decisions themselves. Making the wrong decision could result in officers being in breach of their professional standards, such as the Code of Ethics, and therefore lead to them being involved in misconduct hearings for example. Evidence supports this notion suggesting that officers are more prone to misconduct because they want to conform to the police culture surrounding them and the team dynamic in which they are involved (De Schrijver & Maesschalck, 2015). It has also been demonstrated previously that even just being in the company or on the same team as an officer who has had previous involvement in misconduct hearings will increase another officer's chance of being involved in their own misconduct investigations by eight percent (Quispe-Torreblanca & Stewart, 2019). Therefore, it could be argued that the influence of a team dynamic might sometimes be too strong to disregard, putting officers at an increased risk of failing to comply with professional standards.

To conclude the essay, evaluating various theories of team dynamics reveals the critical role they can all play in developing team cohesion. The key theories including Tuckman's Stages of Group Development and Belbin's Team Roles Model both provide valuable insights into how teams generally interact and evolve into working collaboratively. These theories also emphasise that achieving cohesion is not as easy as just putting a group of individuals together, but more the process of making sure to align all of the team members strengths and weaknesses, as well as their behaviours and strategies needed to achieve the end goal. Generally, with both theories for cohesion to be achieved a number of key factors such as, trust, open and honest communication, and clarity of roles need to be central when developing the team. Instances where team cohesion cannot be achieved are possible and usually occur when the above key factors are not taken into account by the leader of the team. In these situations, the theories of team dynamics suggest addressing the underlying issues and managing the conflict appropriately through

communication. When it comes to team cohesion amongst police officers, it is important to note that the chances of an officer failing to comply with professional standards increases when there are strong bonds within the team, and when there is an environment where loyalty to the team is present. The principles of team dynamic theories can still be utilised even in these situations through the use of transparency, communication, and accountability.

Task 4

Relevant areas of the National Policing Curriculum:

Policing the roads, information and intelligence and conducting investigations.

Explain how information and intelligence can be used in the disruption of the more prevalent criminal activity (e.g. drug smuggling, human trafficking, child sexual exploitation, counterfeit goods, organised crime groups and 'county lines') by effective policing of the roads.

Outline how ANPR can be used as investigative resource when disrupting criminal activity.

1750 words (+/- 10%: include your actual word count at the end of each section)

ANSWER: 1703 words

During this essay I will write about how the Police make use of the information they receive and how they gather that information to develop intelligence to then tackle the higher level of crimes that are committed by the use of the roads policing teams across the country, while delving into how ANPR is used to enable those roads policing teams to disrupt this criminal activity.

Information comes in the form of knowledge and provides the basis for all the decision making within the police force. Information is structured and involves receiving raw data gathered from multiple different sources which may need to be developed or further analysed before the information received becomes meaningful and able to use. Sources of information may be provided to the police force by many ways such as through witness statements, evidence, and surveillance footage. These being some of the many ways to gather the information which can then evolve into intelligence. Intelligence is information that has gone through the stage of being analysed and may then be ready to be used for the intended outcome of the reason for gathering the original information. There are many different types of intelligence available to police, with Tactical Intelligence being used to affirm police operations in the near future. The other types of intelligence available can include strategic, operational and criminal (Orue, T. 2025).

Police use a model to evaluate all intelligence which is a 3x5x2 matrix - this evaluates the information and intelligence before it is used and passed onto the

relevant parties depending on the handling code it receives (College of Policing, 2022). The information is broken down into three main parts, with the first two being how the information was received. The first part relates to the source of where the intelligence has come from and this is graded as either reliable, untested or not reliable. Examples of reliable sources may include DNA or CCTV, whereas sources that might be unreliable include members of the public who have provided the information where it is believed that they may have provided this with malicious intent or there is intelligence to say they have a history of making false allegations. The second part of the matrix relates to how the source knows the information they have provided, for example, they may know the information directly as they have witnessed it first hand. Lastly, the third part is the management of the risks involved with the sharing of the intelligence (College of Policing, 2022).

Police forces are using information and intelligence to develop what they call predictive policing; they are using historical data they have gathered through information which has been developed into intelligence and are aiming to use this to be able to predict and be one step ahead of criminal activity therefore enabling them to be able to disrupt the activity before offences are committed. With regard to roads policing, they can use the intelligence gathered and target specific road networks that are associated with high levels of criminal activity and increase patrols in that area (www.ojp.gov, n.d.). This tactic is more commonly used in police forces today compared to the more traditional model of reactive policing, where police forces would use the strategy of responding to crimes after they had occurred, the focus being on responding, addressing and dealing with criminal activity after it has occurred (Fiveable.me. 2024).

Drug smuggling which can be or is more commonly referred to as drug trafficking, is the illegal transportation, movement and eventually distribution of controlled substances (Matelska, A 2023). The movement and distribution of controlled substances is the main source of income in the United Kingdom for organised crime groups and alongside this level of criminal activity brings with it and often leads to other areas of crimes such as knife crime, gun crime, money laundering, modern day slavery and exploitation (National Crime Agency, 2019). Organised crime groups often use the road networks in the United Kingdom to facilitate the transport, movement and eventual distribution of controlled substance. They often travel across multiple police force boundaries and will target the more vulnerable people in society

to do such journeys on their behalf who may have been coerced into doing so by gangs. This is commonly known as 'County Lines' (National Crime Agency, 2018).

Automatic Number Plate Recognition often referred to as 'ANPR' has been live on the road networks in the United Kingdom since 1976 and was originally referred to as the Police Scientific Development Branch 'PSDB'. Moving to the present-day Automatic Number Plate Recognition cameras will submit over 60 million reads a day (ANPR International, N.D). It is a technology that is able to read and record the registration number of every vehicle that passes them. It is used by law enforcement to allow them to track vehicles, identify them and their location at the time while also tracing their previous whereabouts to establish their roles in crimes that may involve or rely on the use of the road networks in the United Kingdom. With there being over 11,000 Automatic Number Plate Recognition cameras around the United Kingdom this allows the police forces to share the data gathered and stop criminals using the road networks between force areas to commit and aid criminal activity (www.asd-europe.org. N.D).

Vehicles connected to criminal activity can be quickly identified by the technology that Automatic Number Plate Recognition technology offers. The cameras can instantly notify roads policing officers or those monitoring the system if a vehicle that is thought to be or has been involved in criminal activity passes by. Such crimes can range from theft, drug trafficking, or if the vehicle has been reported as stolen. This information can help the police react quickly and take action after receiving this real time information and may allow roads policing officers to stop the vehicle averting the chance of additional criminal activity or stopping the individuals in the subject vehicle before they are able to escape (College of Policing, 2023).

Automatic Number Plate Recognition can assist in being able to link vehicles to subject individuals that have had information and intelligence built against them over a period of time. This can help the police and other investigators uncover criminal networks. If there is a subject vehicle that is linked to criminal activity in various locations multiple times, checks through the systems can trace back whereabouts or the origin of this vehicle when it makes the journey to these locations. Automatic Number Plate Recognition may also be able to pick up patterns of multiple vehicles setting off or being in the same location often which again may be able to build a bigger picture in linking these vehicles to criminal activity. Thanks to the image captured of the vehicle and individuals present within it, this might result in the individual's identity

being established. Using the image captured can also be a form of gathering information and intelligence on these vehicles as individuals and may have links back to organised crime groups for example (Guidance for the Development and Review of ANPR Infrastructure To support the consistent and proportionate deployment of ANPR Infrastructure by the Police and other Law Enforcement Agencies, 2021).

The National Police Chief's Council produces the National Roads Policing Strategy which sets out the priorities that all police forces across the United Kingdom will adhere to within their roads policing units within that time frame. The strategies use of Automatic Number Plate Recognition to combat crime can highlight its advantages, particularly in the areas of the detection of criminal activities and eventually the prosecution of criminals, demonstrating the positive outcomes available using such technology. Additionally, it is considered necessary and often proportionate to deal with individuals who use the road networks in the United Kingdom to assist in the committing of offences or committing road related offences themselves. There are four main parts to the 2022 – 2025 strategy that I have referred to which are: preventing loss of life or harm to others, tackling crime, using innovation and technology and changing minds. The use of Automatic Number Plate Recognition falls under the tackling crime part of the strategy (NPCC, 2022).

Due to how invasive the Automatic Number Plate Recognition cameras can be, to ensure that it is being used correctly the National ANPR Standards for Policing and Law Enforcement (NASPLE) sets out three components which are data standards, infrastructure standards and the data access and management standards (College of Policing, 2023). These guidelines guarantee that users of the technology and the police are held accountable for its use and to ensure it is not misused in anyway. However, there are some disadvantages to the use of Automatic Number Plate Recognition cameras with the two main issues that I have identified through research, being that the technology uses cameras that take an image of all vehicles registration numbers that pass by them and sometimes they may not register with the cameras should the registration plate have such obstacles in the way of them like adverse weather conditions or the vehicle itself being dirty. Some individuals also take it upon themselves to alter the colour of their registration plate thus making it difficult for the camera to pick up (<https://fastag.info>. N.D). Automatic Number Plate Recognition cameras also come at a considerable cost with the Metropolitan Police services

spending £315,000 a year on the upkeep and maintenance of their cameras alone ([www.london.gov.uk.N.D](http://www.london.gov.uk/N.D)).

In conclusion, the police forces strategic use of information and intelligence in roads policing has significantly boosted their ability to prevent and disrupt all forms of criminal activity not just the more prevalent crimes. By using the technology available to them such as ANPR, real time data and information from within their own force and across the forces over the United Kingdom the police have been able to increase their ability to identify criminal patterns, track the movement of suspects and their vehicles and resource to areas which have had enough information and intelligence gathered to target these areas effectively. Overall, the use of information and intelligence has made roads within the United Kingdom a safer environment for members of the public and has ensured that police forces stay one step ahead of criminal activity.

Task 5

Individual Learning Plan

The second learning outcome identified in the accompanying module descriptor (BMPP 5000D) asks that you create an individual learning plan to meet your identified needs through reflection upon your continuing practice. This shows confidence in your ability to manage your own learning in response to evolving circumstances in the workplace.

This task differs from the PDPs that you have completed in your previous workbooks in that this learning plan allows you to assess what level you believe you are in key knowledge, skills and experience against where you believe you (and the force) consider you should be – now and in the coming 6 to 12 months of your placement. This should then be used to target future development need.

1500 words equivalent. Please note that this is not the actual number of words used in completing the table, the count reflects the thought and research behind it.

It will count towards the overall equivalent word count of 8000 words expected from this module.

ANSWER:

Knowledge, Skills and Experience Assessment

	REQUIRED			RATING			DEVELOPMENT NEED
KNOWLEDGE	Low 1-4	Med 5-7	High 8-10	Low 1-4	Med 5-7	High 8-10	
Identifying specific offences when at complex incidents such as sexual offences and dwelling burglaries, etc.			I believe that a fully substantive Police Constable should be at level 8-10 in terms of their knowledge of the role		I believe I am currently working at a level 6 in terms of my knowledge and understanding of being a Police Constable		The area in which I sometimes struggle is with identifying a specific offence, especially when dealing with more complex incidents which I do not have much experience with, i.e. sexual offences. In order to develop this skill I know that I need to familiarise myself with offences of a complex nature and I can do this by speaking with colleagues who are

						more experienced in these areas to get advice such as those officers who are trained in those fields, i.e. SOLO. I can also familiarise myself with the Pocket Sergeant app which I can download onto my mobile phone which breaks down each offence and the points to prove, etc. I can also familiarise myself with PNLD which is similar to Pocket Sergeant.
SKILLS Dealing with the more vulnerable people of society and victims of serious domestic-related incidents	Low 1-4	Med 5-7	High 8-10 I believe that a fully substantive Police Constable should be working to between the levels of 8-10 due to having more experience in this field	Low 1-4	Med 5-7 I believe that I am currently working at a level 5 in terms of my skills in this field and this is solely based on the experience that I have gained over the last year	High 8-10 The area in which I struggle with regarding my skills is being able to deal with the more vulnerable people in society and victims of more serious domestic-related incidents. In order to develop this skill I will make use of the various attachments available to me which involve shadowing other departments such as CID and PPU, as this will allow me to experience first hand how officers with expertise in these fields deal with incidents of this nature. As a response officer I do not have a lot of free time to be able to investigate incidents of this nature fully, and so having the experience of shadowing CID/PPU officers might allow me to complete

							investigations of this nature quicker and to a better standard without having to rush/be lax with certain aspects of the investigation.
EXPERIENCE Experiencing the wide varied role of a response officer before transferring into a different more specialised role	Low 1-4	Med 5-7	High 8-10 I believe that a fully substantive Police Constable should be operating to between level 8-10 in terms of experience as they have been in the role for a long period of time and have experienced many situations	Low 1-4	Med 5-7 At this time I believe I am working at level 5 in terms of my experience. This is because I have only been in the role for one year, but due to where I am stationed I have already experienced a number of different incidents	High 8-10	I believe that my experience levels will only increase during my time working as a response officer. During this time I will be able to identify the areas of policing that I have the most interest in and will then be able to set myself goals to gain experience in those areas if I ever wish to go for a promotion or transfer into a different role, i.e. RPSO. I know that in order to develop my experience levels I can go on various attachments such as CID, PPU, RPSO, MOSOVO, etc., as this will give me experience in dealing with different offences and victims/subjects of said offences. I have already been on my RPSO attachment which gave me valuable experience in dealing with road-related offences and since this time I have started to use the experience gained whilst out on mobile patrol in my current role. I have now completed a number of successful drink/drug drive investigations because of my time

						on my RPSO attachment and the experience it gave me. I will now look to go on further attachments to hopefully increase my experience level from a 5 to between 8-10.
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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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