

Graduate Diploma in Professional Police Practice

LEVEL 6 - 40 Credits

To be completed by DHEP Detective students only

**Workbook title: Competency Based Workbook 1
(DHEP) 6,500 words**

(SOUTH WALES POLICE, GWENT POLICE AND UWTSD)

Learner name: Jodie Stirling

Learner's University Registration Number: 2222260

FACULTY OF BUSINESS AND MANAGEMENT PUBLIC SERVICE PROGRAMME

Module title: Policing in the Workplace 3 (DHEP)

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

Area of Professional Practice covered, (called elements in your module descriptor):

- Wellbeing and Resilience
- Communication Skills
- Managing Conflict
- Valuing Difference and Inclusion
- Criminal Justice
- Decision making, discretion
- Conducting Investigations
- Criminal Justice (Managing offenders)
- Problem Solving
- Evidence Based Policing
- Maintaining Professional Standards
- Public Protection.

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/agh-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.

The content of this workbook should be your own work. Do not allow anyone else to see your work or use your work for their own submissions.

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 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 Wordbook 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	Independent Patrol Status Confirmation	Equivalent 1500 words
	Confirmation of Confidentiality and Plagiarism <i>Confirmed by submission through `Turnitin</i>	

Task 1

Relevant areas of the National Policing Curriculum:

Understanding the role of a constable.

Guidance:

Focussing on your initial 6 months of learning and since being attested as a Police Constable, **discuss and compare** the coping strategies you have applied to develop resilience and minimise stress.

1000 words (+/- 10%: include your actual word count at the end of each section)

ANSWER:

I will be discussing and comparing my personal coping mechanisms when it comes to dealing with stress and resilience during my initial six months in police training. The two topics I'll be discussing are exercising and diet, as these are the two major coping strategies that I've found worked best for me with dealing with stress and adapting to a totally new lifestyle due to new work commitments. I struggled at the beginning of my new career journey; this was due to my previous employment being in a completely different industry. Another major factor for me was I graduated with my degree in Criminology and Criminal Justice with Sociology back in 2005 and the idea of studying again was extremely

daunting, especially when witnessing a lot of the new recruits being significantly younger than myself.

Firstly, I will discuss my fitness journey. I did not only require to be fit for the police officer role, but I also wanted to exercise to enable myself to destress and for my overall mental wellbeing. Stress Research. Selye conceptualized the physiology of stress as having two components: a set of responses which he called the " general adaptation syndrome ", and the development of a pathological state from ongoing, unrelieved stress (Selye 1976). I personally felt I had to lose weight to better myself mentally as well as physically especially leading up to this new stressful role of being a police officer. I felt with all the learning, exams, pressure of cramming information during the initial six months and in addition to balancing family life without feeling guilty for not spending anytime with my six-year-old. I simply found myself feeling stressed due to expectations I placed on myself and adapting to everything all at once. I would cope with this by going for a run with my dog along the coastal path or using the treadmill at the gym in headquarters every morning at 0730 hours before starting my day of learning. I researched benefits and found an interesting read regarding workload and stress management, where an article stated we can fall prey to a workload that becomes counterproductive, leading to stress and anxiety at one level or apathy demotivation and lethargy at the other (Rick Hughes, 2019).

I did not want this happening to me, letting work take a hold causing stress and impacting on my family life. I felt I could get lost whilst I was running no matter the weather and I had an amazing sense of wellbeing whilst training. Research showed that wellbeing is a holistic concept that describes a positive state of health and includes physical, social, and

psychological wellness (Lazar 2019). I started to get really involved into the running, understanding about the healthier life approach. I started from the premise that running is one of the best ways to combine pleasure and a healthy lifestyle, it is not a chore it can be a fantastic positive hobby. It is the most natural form of movement. Lazar stated that the use of jogging in the physical education lessons, will bring beneficial effects to a person's wellbeing and with special influences in improving quality of life (LAZAR 2019). All types of movement will make you feel better, but I love the gym and running it always keeping me motivated to strive to better things and this is the reason I now run 10k and half marathon races to have an additional sense of achievement and willpower.

As I delved further into research regarding coping strategies with stress, I started to look at articles regarding healthy and nutritional diets alongside working out and how this can make an enormous difference with a person's health, both mentally and physically for longer lasting results. I started to read further, with knowing that the shift work will alter my body clock and bad eating habits may start to arise due to tiredness with the long hours I wanted to implement changes now. I read an article on dietary intake within law enforcement which stated that diet contributes to both physical performance and health, that it postulated to play a significant role within law enforcement worldwide. Studies showed that police officers that followed a high fat and energy dense diets which included the intake of high processed foods and drinks, it affected their health status and their abilities on the frontline (Shalders, Matthews and Dulla, 2020).

I for one did not want to become another statistic, being incompetent within my role as a police officer due to poor diet choices. Therefore, I joined slimming world with my partner, where we both started meal preparation and planning jointly to inspire and support one

another on this life changing journey. This was the better choice to ensure we prepared food that was nutritional and ready for the working day ahead. The food would fill me up, it was healthy and didn't allow for a downwards spiral of myself going to the local shop to buy processed food or sugary drinks for a quick and easy fix. Good sugar bad sugar tackles the biggest dietary threat to modern world: the addiction to refined sugar and processed carbohydrates, which is causing epidemics of obesity and type two diabetes globally (Carr,2018).

Each one of these strategies has benefited me substantially. I have lost a stone and not only do I feel refreshed it has made a dramatic difference to my confidence levels. In comparison to how I was before, this change in my lifestyle has made me realise its for the better and something that I will continue going forward. I felt it helps me feel energised before shifts, at home, makes me more focussed and extremely driven. I don't feel stressed, and my mental wellbeing is doing great considering the police role is highly demanding on me physically and mentally. I sense now that exercise and diet combined has allowed me to focus, develop and they are a great creation of my resilience and relief of stress.

A quote that always sticks with me is from Joe Wicks "The difference between your body this week and next week is what you do in the next seven days to achieve your goals" (Leanin15 2017). This is now my memoir when I try to grab a snack instead of a piece of fruit.

Task 1- Total word count 1052 words

Task 2

Relevant areas of the National Policing Curriculum:

Communication Skills, Managing Conflict, Valuing Difference and Inclusion

You must choose **a policing incident involving conflict** in which you played a significant role with an offender/service user/victim and reflect on what happened.

Critically assess the incident including social and legislative contexts and any relevant cultural, ethnicity and language issues.

Consider the use of effective communication skills that you used within the incident.

Reflecting upon your incident, critically evaluate any theories or models underpinning the causes of conflict within policing interventions. (Examples would include, Betaris Box, The Drama Triangle).

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

ANSWER:

Within the role of Policing, officers are experiencing conflict every day when trying to conduct their job and protect the public. Officers are given specific and dedicated training to managing conflict within their first 6 months of initial training allowing them to gain the knowledge and specific guidance as to when use of force can be used. There are situations where police officers may be required to use force. The primary responsibility for using force rests with individual officers. Core questions include the following does the officers have a lawful objective to use force, what is the minimum level of force required to attain the objective identified? Would the use of that level of force be proportionate or excessive (College of Policing 2023). The use of force is governed by several legislations. I will be discussing this in more depth regarding the national decision model and how this was used with the incident that I dealt with several weeks into my response role where I was the arresting officer at the scene and the officer in the case.

The incident was regarding a call received concerning allegations of a common assault and criminal damage of a shop entrance; all personal and specific details have been removed due to data protection. The city CCTV operator had reported they had witnessed the criminal damage alongside another call received from the store manager stating he had been assaulted. A description of a male was provided over the airwave and person checks were clarified via NICHE police database checks; this is in line with police procedure. Therefore prior to attendance it was established the male was known to the police and they could assess the situation prior as to their arrival by assessing the threat and risk and develop a working strategy to the incident.

“Assessment – Determine and assess the threat and risk then develop a working strategy with keeping in mind if there is possible risk of harm” (College of Policing 2013).

This analytical stage of the NDM assesses the situation and in this case, I had to establish do I need to act immediately, is this male a threat to other members of the public. Is the store a repeat victim, is the manager and is the suspect a repeat offender. After gathering all my original intelligence before my attendance; I knew I had to act immediately upon my arrival, the male was already being detained by the British Transport Police who were stationed across the road where the incident took place. BTP officers stayed with the male until response from another area approached, my body worn was switched on and the male defendant was arrested and cautioned by myself instantly. Straight after the arrest and in line with procedure, under section 32 of the Police and Criminal Evidence Act 1986. This section of PACE sets out the powers of a police officer to search a person upon arrest, officers may use reasonable force by cuffing the person if required and they must consider when exercising their powers, the search before placing the detainee in their vehicle (COP, 2013)

The male defendant was searched by my male colleague due to police force policy of same sex searches where applicable, and my fellow colleagues were male and for reassuring their dignity too. The search resulted in officers finding 2 bladed articles and a suspected stolen wallet with photo id containing debit cards belonging to another person in the defendant's possession. The defendant was further arrested and cautioned effectively for these offences under section 31 of Police and Criminal Evidence Act 1984.

The suspect had started to act even more aggressively towards officers whilst being conveyed to the police van to be transported to custody.

The defendant continued trying to kick out towards other officers whilst we were trying to restrain him from causing any harm to themselves or officers and during this time the defendant then began trying to bite officers' arms and hands forcing officers to hold the defendant's face on the side to stop him from biting them. The defendant demonstrated aggressive resistance, as he relentlessly tried to bite as well as spit at officers. The defendant then kicked my colleague in front of me. A study explored aggressive behaviour and established that it is the basic ingredient of acts of violence (Eisner and Malti, 2015) this heavily outlined my decisions with the impact factor of the male's intoxication being so high. The specific mechanisms linking alcohol consumption and violence are varied and complex, but these studies suggest that policies that reduce per capita consumption in a society are likely to result in an indirect, possibly substantial, reduction in violence, especially in cultures where the link between alcohol consumption and violence is strong (Graham, 2011).

Therefore, I made the decision to place leg restraints and a spit and bite guard upon the defendant to restrain him further. Unfortunately, the continued importance of police discretion in both law enforcement and the wider duties and working lives of officers all too often combines with criticism about police failings in their duty of care, treatment of suspects, and ability to apply their powers in a way that is proportionate to minority or underprivileged populations. The regulation of police powers, and how this relates to the accountability and legitimacy of the police, the steps that have been taken to manage, regulate, and control the power and discretion that individual frontline officers possess. (Routledge, 1993). I justified use of force by using the NDM. (NDM)The National Decision Model is a tool used when using force within policing to ensure the rationale is controlled and is relevant in the incident. The NDM is used to help everyone in policing, to make the

right decisions and to provide the framework in which decisions can be examined and challenged, at the time and after the incident. The police have adapted to the use of a single national decision model (College of Policing, 2023). I considered the common law and legislative position before considering the impact of the defendant's human rights at the time of the incident. It is a major principle of English law that there should be some restrictions on the use of force and power against a citizen, most famously set out in the eighteenth-century case of *Entick v Carrington* (*Entick v Carrington*, 1962).

The impact factors for the aggressive male's behaviours towards officers was alcohol as he was highly intoxicated, therefore I had to take this into account when justifying using force.

"There is no doubt that alcohol is a major factor into anti-social behaviour and causes problematic behaviour for a minority of users" (NHS Digital, 2022).

However, Hughes et al (2005) noted that increased policing might reduce alcohol and drug-related crime but does not necessarily reduce excessive consumption, highlighting a broader issue for policing regarding the relative prioritisation of criminal justice or public health agendas around alcohol and drug control. (HUGHES, 2005). The defendant was alcohol dependent and the reason for this whole situation arising was not only due to his debit cards he used declining at the point of sale, but the drunken male was also refused alcohol by the licensed store for being too intoxicated for them to sell him anymore.

"Responsible staff who knowingly sell alcohol to a person who is knowingly drunk on relevant premises commit an offence under section 141 (1) of the Licensing Act 2003. These offences are triable summarily and the penalty is a fine or PND" (Blackstone's,

2023). I truly believe the staff did the right thing and they know how to deal with this situation due to the stores location and being a repeat victim of anti-social behaviour due to alcohol consumption of the clientele.

The learning and adapting of the Mnemonic JPLANE during my initial six months training, was the rationale behind me being proactive during this incident. Was the force justified, indeed it was the male was aggressive using threats of biting and consistently spitting. It was proportionate and legal, the male had kicked my colleague and spat at us therefore officers had the right to restrain him to prevent further harm. The next part of the mnemonic was it necessary, I believe it was most definitely necessary for the prevention of further harm and the fact it was on a public street with his behaviours causing distress to members of society. Lastly was this ethical, I followed all guidance with the code of ethics and the defendants' basic human rights. There was no communicating to the male due to his behaviour and aggressive language, I found that I had to step my assertiveness levels up another level to try get his attention. I felt I had control of the situation at the time as he was non complaint therefore the decisions, I made were critical for officer and public safety. (COP, 2013).

I communicated with the defendant clearly throughout and after many deliberations he finally calmed down when getting into the yard waiting for custody suite to allow access due to handover. The defendant had been highly intoxicated as well as aggressive when I first approached him and now with the realisation of his actions setting in, he became more reasonable. He asked if I would kindly remove the spit guard and remove the leg restraints. I simply stated to him if you behave, I will do that of which he responded I will and I used my

discretion at this point as I could clearly see he knew what he had done was wrong and whole-body language had altered. I knew the alcohol had been a major factor in his behaviours at the beginning.

Research shows that in the year ending March 2018, 39 percent of victims of violent incidents believed their assailants were under the influence of alcohol (Office of National Statistics, 2019a). This is why it is so important for police presence to be in the communities, work closely with those victims whether its persons or stores, preventative strategies put in place to prevent crime. CCTV is a major contributor these days as the quality is getting better as time goes by.

Overall, I was extremely satisfied with the way I dealt with the incident. The biggest lesson I learned from this incident was my communicational skills used with the defendant, which I adapted from my leadership in management course I did in my previous role. These skills that I have developed have made me a good communicator in different situations. They have allowed me to take ownership and knowing when to be assertive. It's a great learning tool for any workplace that can be adapted in fast, everchanging incidents. This learning has been adapted by using the Betari box model where I reflect on my attitude and behaviours knowing how my mood could affects the suspect and how their behaviour and attitude affects me (Mindtool 2023). I used the calming and empathy tactics, to try and eliminate his anger levels by not mirroring his aggressiveness although at first, we had to restrain him, I tried to find out more about him in the van so I could try and establish why he acted the way he did. I then told him a bit about me and built the rapport and trust. That's why at the end he apologized for his actions, he got upset with himself for his shocking behaviour and felt remorseful for his actions.

Task 2 - Total word count 1905

Task 3

Relevant areas of the National Policing Curriculum:

Criminal Justice, Valuing difference and inclusion

You must choose **a policing incident** in which you played a significant role with an offender/ service user/victim and reflect on what happened.

Critically explore a policing incident that you have **investigated** and examine how you dealt with competing issues such as legalisation, social issues, culture and language.

Consider the victims code of practice and how it was used to support your victim/witness through the criminal justice system during the **investigative process**.

Your reflection must illustrate your understanding and application of core principles of ethics, equality, diversity and human rights.

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

ANSWER:

The incident that I am going to discuss within this section is a Racially Aggravated Assault and Harassment case that I attended. The original call was reported as a neighbour disturbance outside and dispute. Upon arrival the landlord of the council explained the situation that one of his tenants hadn't paid rent and therefore he had been given an eviction notice, he still had several days left on that notice, but he was causing much distress with the other tenants as he had been sending them threats and had used abusive behaviour towards them. This matter would usually be a civil matter but upon further discussion with the three housemates and the council, they disclosed evidence of verbal racial harassment and physical assault that they had received from the male defendant therefore this became a racially aggravated assault and hate crime.

"The original Public Order Act 1986 was amended to address 'stirring up' (the phrase used in legislation) or inciting hatred against a group of people on certain grounds of a defined race, an individual's religion, and sexual orientation. (Blackstone's, 2023)

The grounds I found for the hatred side within this case was the use of threatening words and the display of written material in the window and via what's app messages to other persons within the group. The defendant had distributed voicemail notes making racial slurs, whilst displaying and mimicking Indian accents to those housemates of Indian origin whilst using threats to harm them. The defendant also referred to them as "monkeys" and imitating sounds of monkeys on voice notes to group messages.

The landlord whilst outside witnessed the suspect making further racist remarks before he left and other neighbours were also present who witnessed this. "Racial hatred, hatred against a group of persons defined by reference to colour, race, nationality which includes

citizenship, or ethnic or national origins is Section 17 of Public Order Act 1986 (Blackstone's, 2023).

Councils should establish good relationships with the police, making regular contact with neighbourhood police team officers and vice versa. The police can work closely with all the parties affected, especially when there has been a hate crime established. Officers can take positive action; they can safeguard the community that surround that specific targeted area. Showing Police presence and car by both authorities, especially if threats of hatred are towards their defined religion, ethnicity and their origin of citizenship has been targeted by someone who lives in their community. Police especially have a general duty to work closely with councils and communities within their police areas to have due regard to preventing crime and disorder within those affected communities (Gov UK 2007). It is not sufficient for a council representative to simply to tell a complainant that he or she should report a matter to the police and then for the officer to take no further action as this is not only unfair for all parties involved it can lead to failings within society and overall community trust.

Council representatives should liaise with the police on a particular complaint and report back to the complainant on what action is to be taken, and by whom. Section 17 of the Crime and Disorder Act 1998 introduced establish strategy groups to formulate and implement strategies to reduce crime and disorder in their area. These are usually referred to as Crime and Disorder Reduction Partnerships (Gov UK 2007).

When a hate crime has been established the attending officers must gather all evidence and follow up all lines of enquiries to ensure they can hand over to a member of the hate

crime team within the BCU neighbourhood policing team. A hate crime is any criminal offence which is perceived by the victim or any other person, to be motivated by hostility or prejudice, based on a person's disability or perceived disability; race or perceived race; or religion or perceived religion; or sexual orientation or perceived sexual orientation or transgender identity or perceived transgender identity (CPS 2023).

Statistics of Hate Crime showed that "In year ending March 2022, there were 155,841 hate crimes recorded by the police in England and Wales, an increase of 26% from year ending March 2021 124,104 offences" (GOV, 2022).

The home officer saw and increased of hate crime after the terror attacks in Manchester and London 2017. The figures showed racially, or religiously aggravated offences were more likely to be dealt with by a charge or summons than their non-aggravated counterparts, which the Home Office said reflected "the serious nature" of these offences. (Home Office 2017)

At the time of the incident and due to the male defendant leaving the area quite quickly upon police arrival at the scene. I established that I needed to get all first accounts and statements from each person involved within the household. I explained to the individuals that what they had experienced was immoral and should not be tolerated and as a force we take this time of crime extremely seriously. Although I knew the task at hand would be time consuming, I did not care I had a duty to complete what was required of me. I wanted to take each person's statement there whilst they were available and the fact the male in question was roaming the streets after leaving the property, therefore this could happen to someone else and put other members of the public at risk of the same crime. I felt this

required further investigation and for the Neighbourhood policing team to get involved I needed to ensure I had followed up all lines of enquiries within the first instance before handing it over. A more visible police presence will alleviate crime in some cases and show reassurance within the community. College of Policing specify the following: -

“Police officers and staff should identify potentially ‘susceptible’ communities and proactively make efforts to build relationships with those communities and relevant partners. These relationships will provide a structure and network, which can be used when tensions rise, an investigation occurs or a critical incident is identified” (COP,2023)

NDM model consist of the mnemonic CIAPOAR which include the Code of Ethics, Information & intelligence, Assessing the situation for threat and risk, Powers and Policy, Options, Action taken and the result after your decision has been made then reviewed. (Police College of learning 2023). I ensured I was always open and honest, explaining to the victims and witnesses that this was going to be passed onto another team, but I would do my utmost to assist to my best ability with this case as first attending officer.

I used this model effectively whilst attending and following up the investigation on this incident before handing it over to the neighbourhood team. I wanted to ensure that I placed all the victims’ details and codes for further support as they were entitled to Victim focus referral which they gave consent for them to have their details. Victim supports aim is to help and understand if something has gone wrong and offer that additional support to victims of crime (Victim Focus 2023)

In line with force policy, hate crime and victim codes must be input on our police database. Due to the male assaulting one of the other residents, I needed to ensure that I clarified and gathered all the evidential details of this, ensuring that the statement reflects what the victim/witness tells me. Under section 29 (1) of the Crime and Disorder Act 1998, the following assault can be racially or religiously aggravated. Common assault and any offence under s 47 of the Offences Against the Person Act 1861 (Blackstone's, 2023). Officers have a duty to update victims regularly when further lines of enquiries have been established and at least within 10 days in line with force policy. They must keep on top of this as part of their daily duties and ensuring they have made contact or it's a failure on the victim and makes the police overall look unprofessional. The victims need reassurance throughout the court process and a dedicated officer needs to ensure they are continuously updating the victim with any court updates and ensuring them that they are with them during this journey.

What did I learn from this incident, I researched a lot on my handbook looked at some academic models to assist me with further insight. For this one I used Kolb's theory, as it suggests four roles within the learning process which is firstly the concrete experience which entails a direct engagement in a task or situation, secondly is reflective observation which connects what happened to experience or understanding. Third role is the refining of observations and perceptions into abstract concepts and fourth, is active experimentation that sharpens the skills and the testing of new ideas (Kolb & Kolb, 2005). I considered the needs of the protected characteristic groupings – age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex and

sexual orientation when completing the assessment of the needs of the victims. (COP, 2023)

I found that I learnt a lot on this incident, I had never been involved in a hate crime before and I could only emphasise with how the victims were impacted by the events. I established what steps were required and used my communicative skills as there were no language barriers. Lots of officers may become complacent with attending incidents but for the victim this crime has impacted them detrimentally in some cases, therefore I go to every call as if it's my first, treating everyone equally and impartially.

I felt I had a better understanding. I handed this over via tasking with a full in-depth hand on for the officer in charge within the NPT. I provided the best evidence I possibly could in this case and its currently on going with the case file being built ready for CPS.

Task 3 - Total word count 1642

Task 4

Relevant areas of the National Policing Curriculum:

Decision making and discretion, Conducting Investigations and Criminal Justice (Managing offenders)

You must choose **a policing incident** which you played a significant role with an offender/service user/victim and reflect on what happened.

Critically assess your role during a **police investigation** where you played a significant part with an offender/victim and reflect upon what happened.

Reflect upon your use of the National Decision-Making Model and the Code of Ethics and review how this impacted upon your decision making and use of discretion within the **investigation.**

Critically review your responsibilities regarding the provision of CPIA when conducting this **investigation.**

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

ANSWER:

I am going to discuss an incident I recently attended regarding a man who was harassing and stalking a young female he had met whilst hanging around a popular city centre area.

The victim worked there every week whilst studying in the area. This male was homeless and had befriended her briefly overtime by having chats whilst she was working, and he would always be around outside where she worked asking for cigarettes and being kind. At first, she didn't see any harm or concerns as she believed he was friendly enough and was homeless but over time it was becoming more frequently that he would turn up and she felt she was always under surveillance by the male. A few weeks later the male had somehow found her address and kept turning up uninvited and when she wasn't in, he was demanding her housemates contacted her via mobile to get her back to her address. The female believed that the male must have followed her home one evening as she never told him where she lived. This caused the young female to be alarmed, distressed and fearful that male has found her address therefore what else is he capable of. The continuation of unwanted visits at her home address, turning up every time she was at work and trying to make conversation when she went out with friends. The female's difficulty with this matter was the realisation that this was becoming more than just simple friendliness passing by during shifts this male had become infatuated by her.

Harassment exists in a variety of forms and an example of this is above including stalking, further examples include pestering, persecution and causing annoyance.

"Previous research on harassment had separated the phenomenon of repeated, unwanted intrusive behaviours causing fear into two distinct phenomena; brief periods of repeated behaviours lasting only a day or a few days and the persistent behaviours lasting more than two weeks and stalking is a prevalent crime which can significantly compromise the victim's quality of life, it occurs when one person repeatedly inflicts on another unwanted contacts or communications which include fear" (Purcell, Pathe and Mullen, 2004). It was quite apparent that the victim had been receiving weeks of harassment after further

admissions made by her housemates regarding the unwanted male at their property and place of work.

According to guidance within Blackstone's police handbook manual Police officer's priorities when receiving and responding to complaints of harassment are to investigate every report of harassment. Preserve the safety and protect the lives of all victims; approach the harassment proactively. Use multi agency approach when necessary and deal with offenders effectively, using any means within the criminal justice system (Blackstone's, 2023). I ensured that I followed all the above procedures when dealing with this incident and updating the victim accordingly.

As the officer in charge of the case, I wanted to follow all lines of enquiries starting with the basics of house to house, obtaining any CCTV footage where applicable, obtaining all witness and victim statements as they are a vital part of the investigation the hand on in preparation for arresting the potential suspect and interviewing him then applying bail conditions where required. I updated the victim throughout the process whenever I further information regarding any lines of enquiry.

When I asked the female if she wanted to make a complaint about the suspect male she stated yes, so I took her full account via the statement process. I explained that she could have bail conditions put in place against the male to further safeguard herself at home and at her place of work once he had been arrested as this will require further lines of enquiry so he wouldn't be kept in custody once arrested. I wanted to be clear, transparent, and honest with the victim regarding the whole bail process.

Explaining “The overarching power for the police to grant bail and to require individuals to report back to a police station is contained with section 43(1) and there are 5 main circumstances and I explained that the male did fall within the categories for the offences he had committed. I also further explained that “A person who fails to attend the police station or court at their appointed time or breaches those attached bail conditions c, can be arrested without warrant under section 46A (1) of PACE 1984 (Blackstone’s, 2023).

The national decision model is vital within policing and whenever attending any incident it’s the reasoning for your rationale when decision making. Officers must abide by the Code of Ethics which must include the officers upholding the law regarding human rights and equality, which I have solely done with this incident. Treating all people fairly and with respect, and impartially I always work with upmost empathy and compassion with everyone I deal with whether suspect, victim, or witness. I have also recognised that some individuals who meet the police are vulnerable and may require specialist measures. The victim was asked if they required special measures as this was an option for them if they felt intimidated with the idea of meeting the male in court. The ‘Code of Practice for Victims of Crime in England and Wales (victims code) sets out the responsibilities for all relevant service providers for dealing with victims of crime (Ministry of Justice, 2021). This is the main procedural guideline that the police will draw from whilst dealing with victims. It sets out 12 rights to which every victim is entitled to these rights which can be explored further if wanted. (COP, 2023)

If police conduct wasn’t correct and victim/ witness or any member of public feels they have been wronged or unfairly treated in any way, then the independent police complaints commissions would assess and investigate where applicable. The police standards of professional behaviour require that police officers act with fairness and impartiality. The do

not discriminate unlawfully or unfairly (Police (Conduct) Regulations 2012). I take pride in my job and whilst I've been in this role I have gone above and beyond in majority of the incidents I deal with where I can. I strive to continue this throughout my career in the police and will do so by respecting the code of ethics and policing principles within policing.

The Criminal Procedure and Investigation Act 1996 was put in place, so all lines of reasonable enquiries are pursued by investigative officers, and that they always act impartial. It sets out the way in which officers record, retain and reveal to the prosecutor material that they have obtained during their investigation (MOJ- CPIA 1996). Case file building is a trivial part of policing and is monitored effectively ensuring everything is received correctly to CPS.

As the OIC and disclosure officer I am responsible for examining material retained by South Wales police throughout the investigation; revealing material to the prosecutor during the investigation and any criminal proceedings resulting from it and certifying that they have done this; and disclosing material to the accused at the request of the prosecutor. This is all done via the case file process on NICHE system and ensuring that all relevant information is gathered, and full disclosure is given if anything may hard the defence or prosecution during court proceedings. The disclosure process must be disseminated as described when using evidence or unused material, and disclosure is a key part of the criminal justice system. (Blackstones, 2023).

The use of discretion was implemented slightly with the male in question as he was suffering with split personality disorder and he believed that the female victim was just someone he could speak on a personal level with as she understood him, so police

explained the bail conditions and I gave him advice regarding him seeking medical advice including his medication, as he stated this was the reasoning he was relapsing and had no memory of events. In this case the bail conditions were still placed against him as he had committed a crime, but I took positive action for him to get further assistance with his own mental health. Dissociative identity disorder sometimes called split personality is when a person who has two or more sets of thoughts, actions, and behaviours, and each one may be different. This is often caused by trauma particularly during childhood and there is no defined cure, but it can be medicated if a person seeks help from a medical professional (Johnson 2020)

To reflect I responded and dealt with this crime proactively and understood the diversity and the needs of the victim of this crime for this incident. I ensured I acted with integrity and made the correct decisions with my rationale when charging the defendant and requesting the custody sergeant to place specific bail conditions on him to safeguard the victim in this case. The investigation is still ongoing and relevant updates are being made via the OEL process on the NICHE police systems. I am satisfied with the way in which I dealt with all parties involved in this occurrence and have taking positives from the experience for the next incidents that may have similarities that I have to deal with going forward. I feel I have a mature attitude and a strong work ethic when it comes to case file building. I feel with more experience I gain the more my confidence will grow, as will the better understanding of incidents will significantly improve overtime.

Task 4 - Total word count 1577

Task 5

Independent Patrol Status confirmation – equivalent to 1,500

This compilation of this task shall be confirmed by the employer once independent patrol status is achieved.

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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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Signed: PC 8476 - Jodie Stirling

Date: 03/07/2023