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BSc (Hons) Professional Police Practice

LEVEL 4 - 40 Credits

Workbook title: Competency Based Workbook 1 (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 1 (PCDA)

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.

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)

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.

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 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	Development Plan	500
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	Confirmation of Confidentiality and Plagiarism <i>This is confirmed by submitting through Turnitin</i>	

Task 1

Relevant areas of the National Policing Curriculum: Wellbeing and Resilience

Guidance:

Focussing on your initial 6 months of learning and since being attested as a Police Constable, outline 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:

In this essay I will be explaining what coping strategies I have used to develop resilience and mental toughness and also to minimise stress since joining the police and adapting to the first six months of training and all that this has entailed.

I will be using Borton's Reflective Model to evaluate the coping strategies I have used and how it has helped me (Borton, 1970).

Mental toughness is "a personality trait which determines in large part how individuals deal with stress, pressure and challenge irrespective of circumstances" (Strycharczyk, 2015).

Stress can be defined as "the non-specific response of the body to any demand for change" (Selye, 1950).

It is widely regarded that the role of a police officer is one of the most stressful jobs you can do. The Police Federation of Wales and England (PFEW) conducted a survey back in 2019 to understand and identify the levels of stress within the role as a police officer.

The survey found that almost 8 in 10 (79 per cent) of officers say they have felt feelings of stress and anxiety within the previous 12 months and of those, 94 per cent said these difficulties were caused or made worse by their job. (Mind.org, 2019)

This makes the importance of managing stress vital if I am going to succeed in this career and achieve everything I want to.

I have identified one model and two main strategies I have used and gravitated towards when it comes to how I personally deal with the pressures I have encountered since joining the police force and how I overcome the stress it places on me both physically and emotionally.

The model that I came across a number of months ago is the 4Cs model of mental toughness was initially proposed by Peter Clough et al (Clough, 2002). This describes four main areas: Challenge – This is where you see challenges and adversity as opportunities rather than threats. Any difficult situation I now encounter in work I try to see as an opportunity to develop and grow rather than being nervous and seeing it as a way I was going to fail or harm myself.

Commitment – This is all about your focus and being able to set work and personal targets to achieve goals. I have used this specifically when it comes to daily and weekly targets.

Control – This area relates to your self-esteem and the amount of control you can have over your emotions. This has helped me when I have been doing practical assessments and where I know it will be volatile and confrontational – in particularly any public order

exercise. I repeat in my mind that it is important to keep calm and focused when being in the face of adversity and this allows me to stay calmer when I begin the Confidence – This area is about the confidence you have in your own abilities. Increased confidence during the initial 6 months of training came from the expert teaching I have received which has given me a better understanding of both legislation and practical techniques of how to be a better officer.

There are two main practical ways in which I have tried to reduce my stress and develop mental resilience. They are playing sport and reading books and listening to audiobooks. Exercise improves mental health by reducing anxiety, depression, and negative mood and by improving self-esteem and cognitive function. (Callaghan P, 2004)

Specifically in relation to sport, as soon as I joined the police I signed up to join the police force football team.

There were two main factors behind my reasoning to join the team. Firstly I have played football for over twenty years and have always valued it as the biggest way I have been able to relieve stress and enjoy physical and mental benefits including the increased release of endorphins.

Exercise decreases the stress hormones such as cortisol and increases endorphins. Endorphins are the body's natural feel good chemicals, and when they are released through exercise, your mood is boosted naturally (Exercise and Endorphins, 2022). Secondly, I knew it would be a way of socially meeting other officers already in the job who I could build friendships with and turn to for advice and wisdom on how they deal with the stress and demands of the role. Inherently social, sports teams will allow you to meet and work together with dozens of new people (David Lloyd, 2022)

With the kind of jobs I have attended already and traumatic things I have witnessed, I have already relied on newly-formed friendships to get advice from experienced officers on how they have dealt with similar incidents and how they have managed the after-effects in order to stay resilient.

I have always had a keen interest in reading and listening to audiobooks and podcasts. The genre I have always enjoyed more than others would be biographies due to the life lessons and specific stories that arise from the books that allow me to relate to the author. Since joining the police, there are two main authors who have helped me develop resilience and mental fortitude.

Tyson Fury's book (Fury, 2019) documents Fury's very public journey relating to his battle with mental health and his rise from being at an all-time low to capturing multiple boxing heavyweight championships and how he used sport and exercise as his main coping strategy has been very inspiring and has helped me with my own journey since joining the police. David Goggins' book, *Can't Hurt Me*, details his personal battle with mental resilience and lessons he has learnt on dealing with the tricks the mind can play throughout his life (Goggins, 2018). What Goggins has communicated effectively through his book, and what I have found most beneficial, is that when we set specific goals and targets, we can achieve them if we dedicate everything we have towards those said goals.

In conclusion, I have learnt that I have the ability to control how I mentally and physically react to stress and that if I use the 4C's model that I have discussed above, as well as the practical ways I have identified that help me such as playing football and reading books/listening to podcasts, then it aids my decision making and understanding of what may be triggering my stress levels and it helps to reduce the levels.

I will continue to use the methods above to continue working hard at building resilience to the incidents we encounter, as well as managing stress to ensure I can be the best police officer I can be.

Word Count: 1098

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.

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

Review the fundamental elements of effective communication used (verbal, non-verbal, active listening skills, open and closed questions, building rapport and negotiation skills).

Describe the process for determining whether the use of force was necessary in a conflict situation (including any theories or models underpinning the causes of conflict within policing interventions – e.g. Betari's Box, The Drama triangle, Emotional versus rational brain) and provide a reflection on the outcome of the incident.

Your reflection must illustrate your understanding and application of core principles of ethics, equality, diversity and human rights, as well as any relevant Code of Practice considerations, culturally sensitive practice and language preference.

1500 words (+/- 10%: include your actual word count at the end of each section)

ANSWER:

In this essay I will reflect upon and explain one policing incident I attended as the lead officer where I had to deal with conflict.

I will be using 'Gibbs Reflective Cycle' (Mulder, 2018) in order to describe and analyse how the event went. This will be demonstrated throughout the essay as well as in my conclusion at the end. This reflective theory will enable me to analyse my thoughts and actions throughout the police incident I will be discussing.

I will also discuss my thoughts and rationale relating to any use of force that was implemented, legislation I considered in making any decisions as well as considering the police code of ethics. The code of ethics sets and defines the exemplary standards of behaviour for everyone who works in policing (College of Policing, 2014).

Throughout this essay I will also analyse the different methods of effective communication that I used as well as any ethical and human rights articles that I took into consideration.

We had a call over the radio that there was a man who was intoxicated in Newport City Centre and was trying to gain entry to a nightclub. After being refused by the doormen, he then attempted to fight with them. As we arrived they were still scuffling on the floor.

When we were on our way to the call I began to go through the National Decision Model in my mind to try and determine an initial strategy for how I would approach the situation. The National Decision Model (NDM) is suitable for all decisions and should be used by everyone in policing. It can be applied to spontaneous incidents or planned operations (College of Policing, 2020).

In relation to the NDM, I had to consider the initial intelligence which was that there was a drunk male fighting with a bouncer in the city centre. Alcohol was involved which I knew could potentially escalate emotions as well. Data suggests that engaging in prolonged drinking or binge drinking significantly increases your risk of committing violent offences (Galbicsek, 2022)

Knowing that there was an ongoing assault going on, I thought about the situation we would be facing when we arrived. I consulted with my colleague and we agreed that due to the information we had received via the Force Control Room, the drunk offender could be committing an offence of either common assault contrary to Section 39 Criminal Justice Act 1988 (legislation.gov.uk, 2022) or affray contrary to Section 3 Public Order Act 1986 (legislation.gov.uk, Public Order Act 1986, 2022), and therefore our main priority was to remove him from the situation, place him in handcuffs and arrest for the right offence before taking him to the local custody unit.

Again, referring back to the NDM, as we exited the police vehicle the fight had subsided and the suspect backed off. I went through the NDM and now identified a change to the situation in that the suspect could escape if he ran towards the other end of the high street. I made the decision to circle round the back of the incident while my colleague called out to him to gain his attention and distract him. This tactic allowed me to approach the male from the rear and restrain him, before placing him in handcuffs. I used the correct and necessary amount of force in accordance with Section 117 of the Police and Criminal Evidence Act 1984 (legislation.gov.uk, Legislation Gov UK, 2022). The force was proportionate and necessary due to the violence caused by the offender in order to both protect others but also myself and my colleague during the incident.

My colleague also completed a lawful search of the suspect after he was arrested, under Section 32 of the Police and Criminal Evidence Act, while I continued to restrain the suspect.

My colleague found multiple bags of suspicious white powder, which we believed were a Class A drug and part of the reason why the suspect was acting violent and aggressive. Greater Manchester Police conducted a study of 1,000 people who had been arrested for assault, affray and and wounding and it showed that 41% of the suspects arrested had cocaine in their system (BBC, 2009).

Throughout the incident, I tried to de-escalate an increasingly volatile situation by remaining calm in my communication methods with the suspect and tried to show empathy through the tone of my voice as well as my body language. De-escalation in policing is a technique

that attempts to reverse the long taught and encouraged method of using force to control a situation (Fritsvold, 2022)

At this point the suspect had continued to get increasingly agitated and I was trying to decide in my mind what the best conflict management tool would be. I decided to use the 5 Step Appeal method so that it could clearly be seen on Body Worn Footage that I had asked the suspect repeatedly if there was anything we could do to help him before we may have needed to take further action to get him to comply with us.

This 5 Step Appeal model provides officers and staff with a way of dealing with resistance, and involves them giving the person every chance to comply with their requests (College of Policing , 2020)

Whilst still holding onto the suspect I initiated the first step, which was to simply ask the suspect to calm down and comply with us so we could deal with the situation. He immediately began to swear at me and continued trying to escape from my grasp.

I moved onto the next stage which was the reasoned appeal. I explained why he had been arrested, why we had placed handcuffs on him and what the next stage would be. I also explained to him that if he continued to resist arrest there would be further consequences. He continued to resist and carried on swearing at me.

The next and penultimate stage of this communication method was the final appeal. I asked the suspect if there was anything I could reasonably do to make him calm down and comply with us, at this point he tried to headbutt and spit at me.

My colleague at this point had also been watching closely and as soon as the suspect spat in my direction we both took him to the ground whilst calling for backup. Again, after considering Section 117 Police and Criminal Evidence Act 1984, I believed the use of a spit hood was reasonable force in order to prevent the spread of any diseases through the suspect's saliva. The main argument in favour of a spit hood by police is that it prevents the potential spread of diseases through saliva (Porteous-Simpson, 2019)

When the backup unit arrived, we placed the suspect in the back of the police van and conveyed him to custody, where his detention was authorised by the custody sergeant. After giving the circumstances of the arrest and provided the necessities (prompt and effective, prevent further injury), the custody sergeant was satisfied that it was a lawful arrest.

Due to the nature of the call and the use of alcohol and drugs, this limited the methods of communication both myself and my colleague were able to use with the suspect. I tried to communicate as effectively as possible even though the male was intoxicated. What was difficult in this situation as that even though the male was non-communicative due to his intoxication, I still had a duty of care to the male. This is a type of balancing act for

officers who must accomplish two objectives: represent authority and induce compliance, and, at the same time, show concern, and gain respect and trust (Barker, 2008) Slurred speech is a stereotypical sign of being drunk, so much so that doctors and police officers use this symptom as an indication that a person is very drunk (Alcohol.org, 2021). I believe the use of the 5 Step Appeal was justified as it gave the suspect four specific chances to calm down and de-escalate the situation before we had to take further action to get the incident under control.

If I would change anything, I would have considered more prominently in my thoughts and rationale the “Betari’s Box” theory. This theory is a simple model that can help us to understand the impact that our attitudes and behaviours have on the attitudes and behaviours of the people around us (Mind Tools, 2022). If I have a better understanding of how my attitudes and behaviour can effect others, I believe this will allow me to be more effective as a police officer.

I will continue to use the NDM at every call I attend and will continually evaluate and reassess the model when the situation develops or changes so that I am constantly aware of what intelligence is available to me, what threat and risk is present, and how to develop the best working strategy to deal with the incidents I am called to and involved with.

If I was reflecting on the incident I believe I adhered to the core policing values of accountability by making sure every action I took was ethical and proportionate so that no one could accuse me of mistreating the male, I demonstrated fairness by giving the male countless opportunities to consider his actions through my use of the 5 Step Appeal and I showed integrity by considering the male’s human rights even in the actions I eventually took against him by restraining him and placing him in a spit hood. Even though I took away his human rights by restraining him, I communicated with him the legal reasons why I had to do so in order not to breach Article 5 of the Human Rights Act (Equality and Human Rights Commission, 2021).

Word Count: 1634

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.

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

Explain and reflect on your responsibilities and procedures in line with the relevant Codes of Practice to support victims and witnesses through the criminal justice system.

Illustrate how policing values were engaged, as well as any other considerations including culturally sensitive practice and language preference.

1500 words (+/- 10%: include your actual word count at the end of each section)

ANSWER:

During this essay I will be describing and reflecting on an incident I attended as the lead police officer where we had to deal with and then additionally provide support to both the victim.

The incident in question was a violent, domestic abuse case between a male and female. I will explain how what I did was in line with the Codes of Practice that we follow and I will also describe how I engaged with policing values.

I will be using the Gibbs Reflective Cycle to analyse my thoughts and actions during the event. The reason I will be using this reflective model is to allow me to look at my actions during the incident, my feelings throughout and how they impacted the events that unfolded, as well as coming up with an action plan of how I can improve my performance next time.

I was called to a domestic incident where the Force Control Room advised us over the airwaves that an ongoing domestic incident was taking place. The report stated that the male (suspect) was repeatedly striking the female (victim) in the face using his fists and the Force Control Room could hear the victim screaming over the phone.

I was hesitant and slightly anxious as we arrived at the address as I knew we would be going into a highly volatile situation where violence had already taken place.

As well as feeling hesitant, this was the first call I was going to as the lead officer that involved a violent, domestic aggressor so I was apprehensive about how it would go and I could feel my body tense up and I could feel my heartrate increasing. I was not expecting this physical side effect and it wasn't something I had experienced before.

When people think of anxiety it is often the psychological symptoms that tend to first come to mind, but there are also some very real physical symptoms linked to anxiety that are worth being aware of. When we experience anxiety our body experiences a chain of events that is designed to help us when we are in situations of real danger: this is known as the 'flight of fight' response. As a result of this response, we can experience a range of physical symptoms that we may not initially realise are linked to our anxiety.

Physical symptoms of anxiety include shortness of breath, increase in heartrate, palpitations and increase in perspiration/sweaty palms (AnxietyUK, 2022).

We knocked the door but there was no answer. We could hear screaming and crashing from inside the address. At this point I considered what powers and policies were available to us in order to assist the clearly distressed victim. Section 17 of PACE came to mind.

Section 17 provides a wide-ranging power to enter and search premises without a warrant in order to arrest persons or to save life, limb or property (Police Professional, 2022).

I believed that this was applicable and necessary due to the screaming and crashing that we could hear from inside the address. This made me confident that we would cover the area of saving life and limb.

The door was unlocked so we didn't have to force entry or call for an officer who was trained in Method of Entry.

Upon entering the address I looked into the lounge and straight away could see a male leaning over a female striking him multiple times in the face with his fist.

Myself and my colleague immediately pulled the suspect off the victim and restrained him on the floor. When he was restrained I placed him in handcuffs using the rear stack technique and another unit who had arrived after us took the suspect away to custody while I stayed to look after the victim and make sure she was cared for and looked after.

Gwent Police has nine policing principles. They are the following: accountability, integrity, openness, fairness, leadership, respect, honesty, objectivity and selflessness. These principles should also underpin every decision and action across policing. They should be used in day-to-day operational activities which include stop and search (Gwent Police, 2022).

As part of the way I wanted to approach dealing with the victim, I reflected on the above principles within our police force and felt that respect, selflessness, integrity and fairness were the principles that the victim would benefit from the most.

I also needed to consider the code of practice for victims whilst I was dealing with her to ensure that she was looked after and

The code of practice for the victims of crime sets out the service and a minimum standard for these services must be provided to victims of crime by organisations in England and Wales. (Ministry of Justice, 2022)

I believed that especially in this case, Rights 2, 4 and 7 were applicable to this case.

Right 2 is 'to have the details of the crime recorded without unjustified delay' (Ministry of Justice, 2022). By immediately arresting the suspect and taking the necessary statements at the time with the victim, this eliminated the chance of delay in getting the crime correctly recorded. I also advised the victim that the suspect would be taken straight to custody where he would be booked in and interviewed.

Right 4 is 'to be referred to services that support victims and have services and support tailored to your needs' (Ministry of Justice, 2022). Due to this being a domestic incident and it was a repeat victim, I decided we needed to make sure the victim was given as much support as possible due to the

Right 7 is 'to make a Victim Personal Statement' (Ministry of Justice, 2022). I explained to the victim that it was important to get this victim statement completed as it would increase the strength of the case against the suspect should it get to court.

As part of all domestic abuse incidents, officers complete a 'Domestic Abuse, Stalking and Honour-based' (DASH) risk assessment model to identify the risks the victim may be susceptible to.

The DASH risk assessment model is a significant step forward in keeping victims safe, turning a reactive 'it's just a domestic' into a proactive 'you must ask' questions approach (Dash Risk Checklist, 2022).

I completed the DASH form with the victim and it was identified that this was a medium risk. I passed this information onto the force control room so they could update the records and log for the incident.

Domestic violence survivors can face ongoing and challenging effects after enduring physical, mental, and emotional abuse. It can take time for a survivor to adjust to living in a safe environment, especially if a perpetrator was severely violent and/or committed the actions over an extended period of time (Joyful Heart Foundation, 2022).

As part of the aftercare procedure, Gwent Police can refer any victim's of domestic abuse to Welsh Women's Aid.

Welsh Women's Aid is the national charity in Wales working to end domestic abuse and all forms of violence against women (Welsh Women's Aid, 2022)

Looking back at the incident and after previously mentioning my initial hesitancy and apprehension, as soon as I engaged at the scene with both victim and suspect my training and natural instinct kicked in and I believe handled the situation well.

I immediately eliminated the danger by physically removing the male away from the situation, arrested him and arranged with colleagues for him to be removed from the address and taken to the nearest custody suite.

The reason I felt this was so important was firstly to prevent any further injury, which is a necessity that I provided during the arrest of the suspect. As part of the Police and Criminal Evidence Act 1984, Code G. This might apply where the suspect has already used or threatened violence against others and it is thought likely that they may assault others if they are not arrested (Gov.uk, 2012)

Secondly, I wanted the victim to have increased confidence in the police as soon as we arrived at the scene that we were proactive and wanted to eliminate the threat to her as soon as practicable. I feel that my aim was met and the victim was repeatedly thanking us for getting to her so quickly and arresting the suspect.

Reviewing my actions throughout the incident and reflecting on what I could change/adapt, I believe that I had an adequate knowledge of the further support systems that were available to the victim and I did communicate these to her clearly, but it was only in basic detail before saying we would pass on the victim's details to the support services I had discussed with her.

Looking back at the incident after a few weeks since it took place, I don't think there is any more we could have done during the incident to help the victim. I feel like I could have kept in touch with the support services more to ensure that the ongoing support they are giving the victim is as good and relevant as it can be. This will be something I will look to adjust and work on moving forward so that I can improve my commitment to the Gwent Police Values.

Word Count: 1535

Task 4

Relevant areas of the National Policing Curriculum:

, Conducting Investigations and Criminal Justice (Managing offenders)

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

Give a brief description of the situation including social and legislative contexts and any relevant cultural, ethnicity and language issues. **Reflect** on how you applied the National Decision Model (NDM) to assist in resolving this incident. **Consider** the role of discretion in the decision-making process.

Explain your responsibilities with regards to the provision of the CPIA when conducting this investigation including when managing the offender and suspects and recording and retaining significant information.

Illustrate how policing values were engaged particularly through an **analysis** of the potential impact of bias on the decision-making process.

1500 words (+/- 10%: include your actual word count at the end of each section)

ANSWER:

In this essay I will be discussing a policing incident where I played a significant role with an offender.

In order to reflect on the incident, the pros and cons of my individual performance as well as thinking about what else I could have done to impact the situation and help the offender as well as discussing any possible consequences to my actions and thought process behind the decisions I made. I will be using the Borton Reflective Model (1970) to do this effectively.

The incident I will be discussing involved me attending a call that was assigned to me by our Force Control Room (FCR) where we had a report of a domestic violence incident. The FCR had advised us that there had been a previous incident at the address we were attending where the male had assaulted the female nine years ago, but charges were dropped.

We arrived at the scene and were met by the male who was the alleged suspect and he told us that his wife had been hitting him throughout the evening. We entered the address and the alleged victim was in the lounge. She stated that the male was the one who had actually been hitting her and he had over numerous years been abusive and had been constantly monitoring her movements and actions.

I spoke to the male and mentioned what the female had said and he remained quiet and simply said it wasn't true. Based on what the female had said and the lack of defence by the male, as well as my police force's proactive actions towards domestic violence incidents, I

made the decision to arrest the male on suspicion of assault and for controlling and coercive control.

We transported the male to custody in order to interview him regarding the alleged offences as well as seizing his phone to examine it and investigate the allegations of coercive control.

After interviewing the male, he advised that he was the one who had been physically and emotionally abused and detailed numerous incidents over the ten years they were together to evidence this. He told us of a folder he had on his phone which documented all of the photos of cuts/bruising that had been inflicted on him for years as well as records of abusive and controlling/coercive messages that his wife had sent him which clearly showed a pattern of abuse as well as threatening to call the police herself to claim he'd abused her if he ever tried to speak up about the way she was.

After the interview had finished, we examined the male's phone and it was evident that he was telling the truth after we saw all of the photographic evidence as well as the messages where she was blackmailing him to not speak up and report her actions to the police.

As soon as we had completed our investigation we went back to the address and arrested the female on three counts of Actual Bodily Harm under Section 47 of the Offences against the Person Act 1861 (Yates, 2021) as well as arresting her for controlling and coercive behaviour under Section 76 of the Serious Crime Act 2015 (legislation.gov.uk, 2022).

In order to deal with the incident from start to finish, I used the National Decision Model (NDM) to best gather my thoughts and decide what action would need to be taken. The NDM is a model that you need to constantly be going over in your mind as your dealing with incidents. I will evidence how this happened below as I explain my thought and rationale of how the incident changed as events unfolded and how I used the NDM to update and evolve the actions we took in dealing with this matter.

The National Decision Model (NDM) is suitable for all decisions and should be used by everyone in policing (College of Policing, 2022).

Code of Ethics – Principles and standards of professional behaviour. At the heart of the NDM is the Code of Ethics. The Code of Ethics sets out the policing principles that members of the police service are expected to uphold and the standards of behaviour they are expected to meet (Avon and Somerset Police, 2022).

Gather Information and Intelligence. The information and intelligence we had at the time of the initial call was that the male had assaulted the female. Previous intelligence confirmed a previous issue between the two of them reported many years ago where the male had been arrested for assault. Because of this, the male was arrested and brought in for questioning. As the investigation began, it was clear that at the initial call we had been given the wrong information and intelligence to what actually had been taken place over many years. Through the line of questioning as well as the investigation of the male's phone, it was clear that we had not been privy to all of the information and intelligence that we would have needed to take the correct action. The information and intelligence we now had was that it was in fact the female who was the aggressor in this case and not the male and this was undeniable through all of the evidence we collected.

Assess Threat and Risk and Develop A Working Strategy. At the initial call, the threat as well as the information given to us, was that the male had been abusing the female. The working strategy to deal with this was to arrest and remove the male from the scene to

keep the woman safe and to carry on with our investigation at the station. How this section evolved was after interviewing the male and realising he was innocent and the female was guilty, we then had a new threat in that the woman (who was now identified as the guilty party) was still free and living at her house. The new working strategy was that the male would be released with no further action and we would reattend the address to arrest the female and take her in for questioning regarding the evidence and intelligence we now had.

Consider powers and policy. Throughout the whole incident and investigation, I was constantly considering what powers and policies were available to us. These included the powers of arrest that were available to us, what legislation we had to consider (which are detailed above) as well as policies that we have to adhere to as officers of Gwent Police.

Identify options and contingencies. The only option available to us at the time of the initial incident was to arrest the male based on the information we had received. As the investigation continued, we were able to identify a new option which was to then arrest the female as she was the actual offender.

Take action and review what happened. The action we took was positive and that was to arrest both the alleged suspect, and later on the actual suspect to make sure there was no further incident. I also ensured after speaking to my Inspector that a Domestic Violence Protection Notice (DVPN) was sought to further protect the male who was the victim. Domestic Violence Protection Notices (DVPN) can be applied for by the police in situations where they suspect that domestic violence has taken place. They may seek a DVPN or a DVPO (See below) even where there is insufficient evidence to charge a suspect with a criminal offence and without the support of the alleged victim, or even against the alleged victim's express wishes (Rents, 2017).

The principle of police discretion allows a law enforcement official to make effective decisions while on the job when clear solutions may not be available (Miller, 16 Advantages and Disadvantages of Police Discretion, 2020).

During this incident, I had to use discretion at the time of the initial call even though we didn't have all of the facts presented to us. As well as discretion, I used the policing principles of objectivity, fairness and integrity (Gwent Police, 2022) to act to the best of my understanding at the time of taking positive action by arresting the male.

Later on during the investigation, I used the principles of objectivity, accountability and fairness to reflect on everything that had taken place before realising that we had made a mistake with who we arrested. We then rectified the mistake by arresting the female and I explained the reasons to the male why we initially arrested him and why. I believe this showed the policing principles of leadership and honesty in admitting our mistake but explaining why (Gwent Police, 2022).

The Code of Practice to the Criminal Procedure and Investigations Act 1996 (CPIA) defines a criminal investigation as "An investigation conducted by police officers with a view to it being ascertained whether a person should be charged with an offence, or whether a person charged with an offence is guilty of it" (College of Policing, 2022).

As the investigating officer, I had a responsibility to record all evidence and complete a thorough investigation. I took an initial statement from the female at the time recording her account of what had happened. The investigation then continued through interviewing

Reflecting on the incident, I believe there was an instance of unconscious bias made by myself in terms of male domestic abuse.

In many cultures, no matter what a man says or does, any confession by him will be assumed to be a lie (Mend Project , 2021).

The reason why I automatically believed the female and not the male was due to every domestic abuse incident I had previously dealt with, the male was the instigator and the female was the victim.

Moving forward I need to continue to use the policing principles of objectivity and fairness to ensure that every victim is treated exactly the same, whether they are male or female.

Total Words: 1645

Task 5

Personal Development Plan (PDP) / Learning Plan.

As part of your reflective process, please use this table to aid you in identifying the next steps for development. This is equivalent to 500 words. Please note that this not the actual number of words you need to use, the wordcount reflects the thought and research you put into it.

Identified area for development	How it will be achieved	Who can provide support?	Timeline
Radio Use Giving updates over the air to the force control room operatives when we arrive at incidents, when action has been taken updating the log so that relevant information can be sent over to NICHE, communicating clearly and effectively with other officers who are on way to calls to tactically arrange how we will deal with the calls using the NDM.	I have thought how I can improve and increase my radio use as it is still limited due to the short amount of time I have been in the role. I am going to go and speak to the Force Control Room operatives to get a better understanding of them in terms of what they require from us when we communicate over the airwaves. When I am allocated to a callsign, I will request from my partner for the day that I am the officer communicating any updates over the air to increase my confidence. I will ask other members of my time to listen to my updates when I communicate over the air and to	Force control room operatives and other members of my shift.	I believe a timeline of 8 weeks is enough time to practice and improve my ability to communicate over the air. It gives me enough shifts to not only go and meet the operatives in the force control room to get a better understanding from them, but it also gives me enough shifts to put into place the information the operatives will have given me and also it gives enough shifts for me to receive some good feedback from my colleagues on any feedback they may have for me.

	provide any constructive criticisms or things I can work on.		
Case Files Learning the different areas and sections that are needed for CPS advice, GAP files (Guilty Anticipated Plea) and NGAP files (Not Guilty Anticipated Plea).	Although I can't pick and choose incidents I attend that will result in case files, I have identified two areas where I can increase my expertise in building case files. Firstly, if I hear of any colleagues who are in the process of doing a case file I am going to ask them if I can work alongside them on it and help on different sections. This will allow me to put into practice more frequently the methods of building the files and knowing everything that it needs to contain. My best method of learning is constant repetition so this will be the best way of me being able to develop my skills. Secondly, there is a case file team based at Gwent Police HQ who I can ask to meet with and spend a few days training with them to learn from their expertise in this area. By spending	Colleagues I work alongside can assist me with this along with the case file team who work in HQ, headed up by Sgt FLERI. I have already emailed Sgt FLERI asking for a few days in the next few set of shifts to spend it with his team after my shift Sgt approved the request.	Although this area can take many years to master and become good at, I have broken down a few specific goals into week targets in order to make it specific, measurable and achievable. Relating to the sessions with the case file team, I have set a target of the end of March to make this happen. I have also set a target to sit down with a team member for one shift per set to assist them with a case file. By the end of May, I want to be fully independent when it comes to building case files on my own with no assistance from colleagues or Sgts. I have asked my shift Sgt to make sure this has happened by testing me at the end of May with the different sections of the case file as well as showing him proof of a file I have built on my own.

	time with these specialists, they will help me get a clearer understanding of how to efficiently build the files while making sure all of the necessary information has been included.		
NICHE (the system Gwent Police and South Wales Police jointly use to update all incidents and records) This system is what officers and staff sue to update OEL's (Occurrence Enquiry Logs, looking up information and previous incidents with specific people and addresses as well as where we can submit specialist forms after incidents have taken place such as DASH (Domestic Abuse, Stalking and Harassment) forms as well as submitting PPN's (Public Protection Notices).	The only way I can really foresee me being able to develop my NICHE skillset is through constant repetition. I have spoken to colleagues to volunteer myself for any NICHE work they may need help with in order to progress and become more confident using the system.	I have been using The Beat's help and advice base on NICHE with any areas I'm unfamiliar with. I have asked my Sgt to spot check some of my specific occurrences and entries onto the system to check they are okay and so far there have been no issues raised with the quality of entries or tasks completed.	I believe I will be fully competent on NICHE within 6-8 weeks of being independent. This is because I will be continually updating occurrences and entries on a daily basis once I am signed off as independent.

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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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Recognition and Confirmation of the progress on the Occupational Competency Portfolio (OCP).

By signing the section below you are acknowledging your progress on O.C.P. This is recognised by the university as work that is fully supporting this module and is equivalent to 500 words towards the overall wordcount.

I confirm that I am progressing with the Occupational Competency Portfolio (OCP) in accordance to the regulations.

Signed: **JONATHAN RHYS GRAHAM** (Learner - Electronic signature or type name)

Date: 7th March, 2022