



Prifysgol Cymru
Y Drindod Dewi Sant
University of Wales
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BSc (Hons) Professional Police Practice

LEVEL 5 - 40 Credits

Workbook title: Competency Based Workbook 3 (PCDA)

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

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FACULTY OF BUSINESS AND MANAGEMENT PUBLIC SERVICE PROGRAMME

Module title: Professional Police Practice 2 (PCDA) BMPP5000D

Workbook Guidance

Please read these notes carefully; they provide essential information.

What is the workbook for?

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

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

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

How should the workbook be presented?

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

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

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

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

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

How is the workbook assessed?

Advice and support about the completion of this workbook will be provided by university staff as part of your initial training day. Your tutor constable and in-force training staff will not be involved in assessing or marking your workbook after it has been submitted.

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

Once submitted your workbook will be assessed and marked independently.

Confidentiality

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

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

NOTE

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

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

Dyslexia and other special circumstances

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

Guidance:

- Your workbook must contain the items specified in the table below (clearly identified and in the order given);
- You should use this particular document to insert your text / answer within each section of this workbook;
- You should upload your completed document as a saved pdf file of this workbook; if this is not possible then a Worddoc file is acceptable. Do not send a scanned file from a photocopier, an apple.dot file or a Microsoft publisher file as Turnitin will not be able to assess them, despite you being able to upload them.

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Task 1	Wellbeing and Resilience	1000
Task 2	Decision-making and Discretion Vulnerability and Risk Public Protection	1500
Task 3	Maintaining Professional Standards Leadership and Team-working	1500
Task 4	Policing the roads Information and intelligence Conducting investigations	1500
Task 5	Individual Learning Plan	1500 equivalent
Task 6	O.C.P.	1000 equivalent
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Task 1

Relevant areas of the National Policing Curriculum: Wellbeing and Resilience

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

Consider the risks of conforming to organisational culture.

Illustrate your strategies for maintaining wellbeing and resilience.

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

ANSWER:

I am going to discuss and reflect what it means to have achieved independent patrol status within my role as a Police Constable. I will be using Bortons Reflective Model (Rolfe, Gary, 2014 p488) to do this. I will also discuss the impact that organisational culture has had on myself and also how I manage my wellbeing and being resilient to the stresses of work.

Independent patrol status is something that is given to officers once they have completed all the mandatory training and have completed a period with a tutor who guides and monitors them to a place where they are confident said officer could manage situations by themselves. To achieve Independent Patrol Status I had to attend a number of different incidents with my tutor. In relation to Bortons Reflective Model I had to attend a number of different incidents, such as domestic incidents, sudden deaths, and road traffic related incidents. I also had to obtain statements from victims and witnesses and conduct myself in such a way that the public had confidence in me. I had to ensure I hit certain competencies within my tutorship period which included conducting minor investigations to allow me to obtain the independent status.

At the beginning of this period my tutor took the lead at calls which allowed me to observe his actions and behaviour and to learn from his experience, I then gradually became more vocal and my confidence grew which resulted in me taking the lead and my tutor taking more of an observer's role. After each call my tutor would give me feedback which included constructive criticism this allowed me to address any mistakes made and move forward. Very early on in my tutorship I was arresting persons and also managing conflict situations confidently. Once I had attended the calls necessary and hit all the competencies expected of me, I achieved independent patrol status. I felt apprehensive at the start of my tutorship but each day my confidence grew, along with my skills and abilities, it surprised me how quickly I learnt and was able to grasp the role of a response officer.

As per Bortons reflective model, I now realise how difficult this time was and how much I had to learn and manage within such a short space of time. I believe being organised and listening to advice from my colleagues is what helped me through this period without too much difficulty. Receiving feedback after every call is something that worked well for me as it was allowing me to address any issues promptly and not carry bad habits forward. The one thing I believe did not work so well was the demand on myself and my tutor as at the time my team were extremely short staffed which meant I attended a lot of calls each day, on occasions this was overwhelming and I was not able to achieve the learning experience I wished. However having said this on reflection I think the situation allowed me to attend many calls with my tutor as my safety net. As an independent Officer I still ask for feedback from my colleagues and Sergeant as I know this helps me develop and is something I will continue to do throughout my career.

At times I would say my role as a Police Officer can be demanding and quite stressful so my well-being is of significant importance to me. I am aware that I need to take care of my physical and mental health but also understand that at times I need to show resilience.

There are occupational stresses that can impact an officer's well-being such as missing welfare breaks, working long hours and potentially losing out on adequate time with family and friends which can cause stress and also levels of guilt.

"There are other stresses, such as social and mental stress to the police officers, compromising their well-being resilience" (Demou et al., 2020).

I believe the organisational culture within policing is one which expects officers to work at speed and to always know what to do no matter what the situation, the public expect police to be able to solve any problem they have and this puts a lot of pressure on police to be perfect. *"The police are often characterised by a specific occupational culture"*(Reiner, 2000)

"The stressful nature of the police work and the high pressure involved in dealing with criminals, restoring peace, handling crowds and sudden deaths will always create a lot of work that may result in psychological and mental trauma". The police's administrative roles and administrative functions are guided by the police laws and codes of conduct (Chitra and Karunanidhi, 2013).

I try to manage my work/life balance by being as organised as I possibly can, being organised makes me feel I have confidence in myself and my own ability.

On reflection I would say I fall victim to the jobs demand and often take the paper work side of the job home with me and this on times has not helped my well-being as I find it hard to switch off afterward. As a Police Officer you must show resilience and use methods to help bounce back from the negative issues.

Personally on reflection I believe I have dealt with my own issues within the role pretty well, I am trying to accept that sometimes I cannot do everything I need to by myself, which recently has resulted in me working from home. There is a lot of important paperwork which needs completing after almost every incident and this needs to be done as soon as practicable. Looking back I put a lot of pressure on myself to get this done and tend not to ask for help. However now I understand that

sometimes within this busy role I have to turn o my colleagues for support. I have learnt to become more organised and have also learnt over time to complete relevant paperwork at scene rather than letting it wait until I get back to the station.

I enjoy exercising "*Walking is man's best medicine*" (Febbraio, Mark A, 2017) and think this has a positive impact on my well-being it is way of releasing stress and helps me remain positive it is believed that the endorphins released during exercise have been proven to reduce symptoms related to anxiety and depression. (Hannah Stower, 2014). The methods I have practised so far have proven successful to me and I plan to take these forward with me and use throughout my career.

WORD COUNT 1089

Task 2

Relevant areas of the National Policing Curriculum:
Decision-making and Discretion, Vulnerability and Risk, Public Protection.

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

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

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

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

ANSWER:

I am going to discuss and reflect on a particular incident I have dealt with within my role as a Police Constable. I am going to discuss the incident itself and how I made my decision and why I made those particular choices using the National Decision Making Model to assess risk in aid to making the right decision and dealing with the incident correctly. I will discuss what worked well and what I have learnt from this incident and what I would do differently if I found myself in a similar position in the future.

“The police routinely make difficult decisions in fast moving situations, Ethical decision-making in policing is formed by the National Decision Model (NDM). The model consists of a number of elements, with code of ethics being central” (Bryant, Bryant, Robin & Bryant, Sarah, 2020 p77) The NDM is suitable for all situations and is used every day within policing by an individual or team of people. *“The process of making strategic and tactical decisions has emerged as a theme of research over the past 20 year”* (Musso and Francioni, 2012)

The NDM guides and encourages officers to make a decision following a particular pattern, it encourages officers to gather all the information available, assess the risk and any threat, consider what powers and policies they have to deal with the situation, consider what options are available but to also consider contingencies, once they have thought about all of the above they then take action. This is considered to be a dynamic risk assessment and is something Police Officers use multiple times a day. If the NDM is followed correctly it should allow officers to make

their decision for the right reason, this does not mean the first decision they make will be the one which works they may have to re-visit the NDM a number of times before the correct decision is made and action is successful. *"A process for setting priorities and a framework in which problem solving can be applied"* (Kirby and McPherson, 2004: 36).

Whilst on duty recently I attended an incident involving a teenage girl who lived at home with her parents and two younger siblings. This subject was a 16 year old girl who during an argument with her mother threw household objects around the living room which resulted in her younger brother being hit by one of the objects thrown recklessly by her. On arrival at the call I was met by the subject's mother who informed me that she had contacted police due to her daughter's behaviour which had become extremely challenging. I was made aware that the subject had been struggling recently spending so much time at home due to the Covid-19 Pandemic. The subject's parents explained to me how difficult they were finding home life and that today the subject's behaviour went beyond their control and had resulted in their youngest child becoming a victim and being left with a minor injury.

As this had happened between families it was classed as a domestic incident, South Wales Police Policy when dealing with domestic incidents is that Officers must take positive action. *"According to the Crime Survey for England and Wales for 2010-11, people aged 16-24 years are at the greatest risk of domestic violence"* (The Lancet, 2012. Domestic abuse in the UK p.1122) With this in mind I used the National Decision Model to assess the risk and consider the options I had. This allowed me to think about potential consequences to my actions and at a fast pace. I decided the subject needed to be formally spoken to about her actions but did not believe it was necessary to arrest her, there was no formal complaint from the family they just wanted police to assist them.

By processing all this information I was able to come to my decision to proceed with a Voluntary Interview of the subject. This would allow me to remove her from the house to allow individuals involved to have space and to recover from the incident. Another reason I came to this decision is that if the subject was dealt with in a formal manner of an interview it would mean that I would be able to enrol her on to a course with the youth offending team but this would not impact on her criminal record. Throughout this incident I continuously used the NDM and was thinking of contingencies should I need to take another form of action.

I came to this decision as in my opinion the subject needed support and education, she had never been involved with police and given her age I believed it was appropriate to try and engage with her in attempt to get a positive result for both herself and the family. Not forgetting the victim in this incident being the subject's younger brother who suffered a very minor injury. I ensured I checked on the welfare of the victim in this incident who was a young boy, he appeared safe and well and was spoken to by a specially trained officer to ensure that all relevant information was gathered and that police were not leaving him at risk to future harm from the subject. I then interviewed the subject under caution where she fully admitted being

reckless by throwing objects in anger, during interview she went on to state the reason for her behaviour was that she was struggling with being at home with her family so much due to the Covid-19 pandemic.

The subject went on to attend a meeting with the Youth Offending Team to address her issues and to provide education in regards to committing crime.

I completed relevant paperwork this being a Public Protection Notification which allowed me to notify relevant departments such as Social Services, Health, and education in regards to the incident. This is for awareness and support from relevant departments this is not criminal.

The reason I did the above is because I considered the risk and consequences to my actions, I considered using my discretion and giving the subject words of advice whilst at scene as there was no formal complaint which meant I had no evidence in regards to this offence, meaning it was highly unlikely to get a conviction for this offence in court. However I did not believe this would be the appropriate choice as both the subject and her family needed more support and the subject also needed to understand the consequences to her actions.

I also considered arresting the subject for the assault on her brother as this would have been a way to remove her from the incident and would also protect the family. After going through the National Decision Model I did not believe arresting was appropriate given the circumstances as I wanted to engage and hopefully prevent the subject doing this again.

Throughout this incident I was continuously risk assessing the situation and considering my actions, at times this is difficult as you cannot predict how people are going to react to the decisions/action you take but by considering the outcome it allows you to minimise the risk of harm. I was very aware of the fact this family had come to police for help and I wanted to ensure I took the right action for all involved.

To sum up everything that has been stated so far by analysing risk I was able to come to the conclusion that I did and was confident that I had made the right decision. Also by using the method of the NDM I was prepared to take alternative action if needed as I had thought about what policies and powers I had, for example if the subject had not been willing to attend a police station on a voluntary basis I was able to arrest her, even though this is something I did not want to do I knew I had the option if needed and had a contingency in place ready, this was due to using the NDM which allowed to me continuously think about the situation and reflect at the time.

On reflection I am happy with the outcome and feel confident in dynamic risk assessing situations in the future. Domestic incidents are what Police attend regularly and making the wrong decisions can have a huge impact on individuals and also how the public view police and the confidence they have in us. I was very aware of the negative impact I could have and at times during this call felt quite nervous and a little out of my depth as I had never dealt with individuals so young for this offence. I believe my listening and communication skills worked well as I was able to engage with all persons at scene and come up with a positive conclusion. I feel by having the subject attend the Youth Offending Team this will help support the entire family which is something in my opinion went well and was a positive outcome.

I remained calm throughout my time dealing with this incident and allowed all persons involved to have an input in what action to take which is something the family appeared pleased with. However I did feel that I doubted my own decisions being so new in the role and not having much experience in dealing with juveniles which was negative for me, I learnt a lot from this particular incident and will take the knowledge I have gained with me for similar incidents.

WORD COUNT 1589

Task 3

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

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

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

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

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

ANSWER:

I am going to discuss the theories of team dynamics, and evaluate what makes a good team, including the benefits of working together and the effectiveness of team cohesion and also the reasons why some teams fail to function. I am also going to discuss ways in which team cohesion can be improved.

Team dynamics are brought together by the personalities and characters of individuals who are part of a working team. Generally a team is formed as those part of the team are working toward a common goal or aim. Team dynamics are the behavioural and emotional forces that influence a team's performance and direction. It can be created by the team's nature of work, personalities inside the team, working interactions with other individuals, and the setting where the team works. A team with positive dynamics will be able to trust each other, and will work towards making the right decisions together, and also hold each other accountable. Understanding team dynamics is essential to a thriving working environment. This is because good teamwork creates positive energy where the combined effect of the team is greater than the individual efforts alone, this is vitally important to any team but even more so of a team within the police force. A good team dynamic can create results by using people's strengths and supporting their weakness.

"Theoretical frameworks such as the Team Dynamic Theory, in-put-out-put model, and Leader-Member theories have been exploited to evaluate organisational team

dynamics” (Reiter-Palmon et al., 2017). These have provided insights of factors influencing team cohesion and functionality.

There are a number of theories and models relating to team dynamics one of which is, The Tuckman Model of 1965 and the Punctuated-Equilibrium Model. In the Tuckman Model, “*contrasted to the theory of Bruce Tuckman's stages of small group development model, which he characterized as forming , storming , norming , performing , and adjourning*” (Largent, David, 2016 p.27)

In the forming stage. “Teams have high expectations and are eager of what is to come” (Miller, 2014). There is also a slight concern about how an individual’s own preferred roles and styles will fit in with the other group members, and be of value by the team. Also during this stage, the team is slightly dependent on the leader or person of most authority. As individuals are exploring their team, they have tendencies to be polite as not enough time has passed for cracks to appear. “As the different operating styles and team roles styles become more apparent under real-world pressure, clashes occur” (Miller, 2014, p. 23). This is then the storming stage, a disagreement with regards to settling on collective choices made as a group which can cause issues and strong disagreements amongst the team. We then move on to the norming phase, where agreement and consensus largely forming among the team, who respond well to facilitation by the leader. This where the team get past their disagreements and form a plan to move forward. The next stage is the performing stage where I would say a team is at their best The group's expanded their thought process and It is currently clear why the group is doing what it is doing and are working together to do it well. The last stage is the adjourning stage and this is an optional stage as this is where the team has achieved their goal and go their separate ways, however a team can work together with the Tuckman Model for some time as such teams within policing.

A successful team is built up of people from different backgrounds with different skills and abilities. For example within the police force a good team can sometimes mean the “good cop, bad cop” routine this doesn’t mean there is someone doing good and someone being negative or unprofessional it more so means that there could be one person on the team who is better at talking to people and trying to reason with them, sometimes being a police officer means we deal with conflict and individuals don’t always respect us or want to listen to us, so this where the bad cop of the team would come in and again this is not someone who is unprofessional in anyway just someone who is better at taking control of a situation when it is needed. It is all about using people’s skills and abilities in the best way to get the best result. “These processes are significant in the assessment of police team diversity” (Filho, 2019).

Having good team cohesion within your group is important and plays the biggest role in team success. Team cohesion is when a group of individuals feel connected with eachother, the biggest part of team cohesion is maintain unity throughout and being able to feel like everyone has contributed and helped one another to get to the end goal. Notably, team cohesion can be enabled by allowing team members to engage in active roles, set realistic goals, delegate authority, and build trust (Giblin, 2016).

Whilst team cohesion and a successful team is the main aim and is so desperately wanted it is sometimes unavoidable that within a team there will be disagreements and conflict. When a group of people are brought together to form a team it is inevitable that some type of conflict will arise. "Every member of a team has value and each one must understand that a team without conflict is necessary to accomplish the goal at hand" (Mosley, 2005). Whilst conflict may be seen as a negative it is as already said unavoidable and how conflict is managed is most important and can often be the making of the best team work.

Conflict resolution is important for the success of any team. Leaving a conflict situation unresolved affects assurance and efficiency, bringing about a strained and awkward workplace for all those a part of it "conflict is actually a healthy way to challenge the existing order and essential to change in the workplace". (Masters, M.F. & Albright, R.R., 2002)

Conflict resolution allows team members to understand each other better, to create smoother working relationships in the future. It is not always easy to resolve conflict this depends on what is causing the issue in the first place, however there are ways to resolve conflict and it can be turned into something positive such as a learning curve for a team. Ways in which to resolve conflict are to stay calm and professional, communicate with the team and listen to each other, take the time to listen to what everyone has to say even if you don't necessarily agree with their opinion on the matter. Building a good team is all about learning together and understand each other. Part of conflict resolution includes acknowledging there's a problem in the first place. Once the conflict has been recognized, everyone involved needs to agree upon reaching a resolution. Try to see the conflict from the viewpoint of your other team members and focus on the things you can agree on before going on to the things you cannot agree on, it's not always you have to agree on everything you just have to respect that persons opinion and view and move on without a negative atmosphere.

Early communication is key in resolving conflict speaking to each other as a team can often induce trust and respect amongst. However should the above fail it can sometimes be appropriate to involve another person this could be a manager within the Human Resources department, there is nothing wrong with saying the team needs help it is also important that the conflict is resolved before it impacts on work and in regards to policing teams if they aren't working well together then this could even impact on the public so it's vital any conflict is rectified straight away. Police are affected when their teams poorly perform. For instance, their police-community relations deteriorate, and individuals may start lacking skills or abuse drugs (Stephens, 2016).

Policing teams are the most believed and trusted officers due to how closely they work with the community and the most vulnerable within society, advancement of peace and lawfulness, accountability and codes of ethical conduct. "Regardless, police officers can be compelled to exploit alternative approaches to professional standards to guard public safety and contain disturbances"(Ashikali, Groeneveld,

and Kuipers, 2020) “Core policing values can be ignored due to behaviour change or outdated policies” (Stephens, 2016).

Poor decision-making also leads to a lack of transparency and trust. The legal jobs of policing groups can be influenced by numerous issues, for example, being over worked, working in now and then disturbing and unpleasant circumstances which officers have to do every single day of their duty. It is vitally important that Police make decisions for the right reasons and have a supportive team in place

Overall it would appear that a good team is not always easy to achieve, however it is achievable if guided in the correct way. Team Cohesion is important and working to everyone’s strength will help build the team. It is completely normal for teams to go through stages to build the perfect team, disagreements will happen however as long as they are managed correctly this should be able to become something positive. There are many trusted theories that teams can go to for guidance for example The Tuckman theory as previously mentioned. This particular Theory shows the stages most teams will go through before achieving the end goal.

WORD COUNT 1579

Task 4

Relevant areas of the National Policing Curriculum:

Policing the roads, information and intelligence and conducting investigations.

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

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

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

ANSWER:

I am going to research and explain how information and intelligence can be used to help disrupt criminal activity. Such as human trafficking, drug smuggling, and county lines and also organised crime which covers a vast amount of serious crime at this present time. I am also going to discuss what Automatic Number Plate Recognition is and the benefits this holds with disrupting crime and also preventing crime. I will refer to this as ANPR throughout the discussion.

The distinction between **information and intelligence** is that **Information** consists of bits of data that, when combined and viewed together with relevant background knowledge, may be used to produce **intelligence**, which informs the actions and decisions of **policing** organisations (Innes and Sheptycki 2004, p.6)

Intelligence is information that has been analysed to assess its relevance and reliability. This means that intelligence is first information before it is sanitised which means it is checked to see what the information is, if it is relevant and also how reliable this information is, if the information meets the criteria it then becomes intelligence which in my opinion means it is a bit more trusted and you know this intelligence could contain very useful information especially when it comes to knowledge of criminals and also disrupting crime. Intelligence can come from anywhere but usually comes from general members of the public who want to help and assist Police by providing information relating to potential crime that is ongoing or in relation to known criminal individuals or criminal gangs.

Criminal gangs are something that is becoming quite an issue in the UK for police forces to manage, criminal gangs tend to relate to Organised Crime which is high level crime conducted all over the country from drug smuggling, human trafficking and prostitution.

Much of our information and intelligence comes from our neighborhood policing teams who are out on foot patrol regularly engaging with the public, by doing this it helps gain trust and allows police to gather information from individuals which could be crucial in an investigation or preventing crime.

At present Police forces are trying their best to disrupt such criminal activity, information and intelligence is vital to equipped police with the knowledge of their local area and what is happening within that area. Police officers work tirelessly to pursue, protect, and prevent crime before it happens. Another way police gather a lot of their information and intelligence is through the roads policing department. Criminals' use of roads ranges from **minor motoring offences to international organised crime**.

The Road policing department provides information helping to tackle criminal activity in the UK as they are given powers under different legislation to stop and seize vehicles, arrest individuals, and ensure dynamic risk assessment assesses the individuals' manner and behaviour. The police are given powers by the Road Traffic Act of 1988 which directs all individuals driving a vehicle to stop in a safe place when directed by any constable wearing uniform. Although any Police officer holds this power it often tends to be that individuals engaging in serious crime such as, human trafficking, drug smuggling, or prostitution fail to stop when directed by police, and Police Officers who do not work within the Roads Policing department and are not trained in this area and must not pursue the vehicle in question and has to let the vehicle go. The roads policing department however has the power and ability to pursue and stop these individuals which is a huge help when it comes to gathering information from these people and more importantly disrupting serious crime.

“Officers are allowed to seize vehicles when they have searched and found information that could incriminate individuals or help in investigations conducted by other law enforcers”(Joh, 2019). Stopping and seizing vehicles can amount to a bigger picture such as this particular vehicle could be one that has been involved in other criminal activity and could contain vital information/evidence relating to other crimes and we not have had the opportunity to find this information out if it wasn't for the roads policing department.

Automatic Number Plate Recognition technology is used to help detect, deter and disrupt criminality at a local, force, regional and national level, including tackling travelling criminals, Organised Crime Groups and terrorists. ANPR is a technology that reads vehicle registration plates to create location data. The technology reads its registration number and instantly checks against its database records of the vehicles on interest (Al-Mahbashi et al., 2019).

This information is captured by scanners or cameras then cross-referenced for a range of traffic and law enforcement purposes. The fixed locations of the ANPR cameras are not disclosed so that offenders cannot benefit from it, which reduces the value of ANPR to policing in the UK (Khinchik and Agarwal, 2019).

ANPR is supported by several legislations in the UK, including the data protection act of 2018, the general data protection regulation, the common law and the surveillance camera code. The audit standards and the National ANPR Standards

for Policing and Law Enforcement (NASPLE) provide clear rules that control access to ANPR data, ensuring that access to the data is used for legitimate investigations.

ANPR is a massive benefit to have, it enables police to gather information when vehicles are travelling around, police are able to build a picture as to where and when this particular vehicle travels allowing Police Officers to intervene and conduct an investigation helping to disrupt criminal activity. ANPR also assists police by allowing them to be able to conduct background searches on the vehicle which means it could potentially find a person linked to said vehicle who could well be a criminal or even a suspect for an already committed crime. Another benefit of this it allows police to conduct risk assessments on vehicles and individuals believed to be involved in crime which ensures police are prepared to intervene with the appropriate help and assistance this could be from the firearms department if required or any specially trained department.

Individuals involved in organised crime all have to use the roads at some point, drug smuggling and trafficking in my opinion are two of the main offences and the most serious also, Roads policing and the use of ANPR are vital and have helped police disrupt these offences taking place, it has allowed police to get the relevant information relating to these vehicles involved and allowed police to intervene and in some cases arrest individuals and seize drugs and other items of property relating to crime but it has also allowed officers to intervene and protect the most vulnerable of victims to these crimes.

There are also mobile ANPR systems that can be deployed when required, if an area is not at privilege to have ANPR as a permanent fixture these mobile systems are crucial to finding information on any vehicles of interest to police.

ANPR can also bring a particular vehicle not previously known to officer's attention if it is noted to be driving in a certain area which is known to be somewhere that has criminal activity. ANPR allows officers to build information on this vehicle which could be relevant in the future. If ANPR was not available it would be much easier for criminals to travel around the country unnoticed. ANPR provides lines of evidence and enquiry when investigating crime, and therefore it is used by law enforcement agencies within the UK (Reddy et al., 2020)

To sum up everything that has been stated so far the information and intelligence acquired through members of the general public, road policing department, and ANPR is essential in ensuring that the individuals conducting these criminal activities are arrested and prosecuted.

Organised and serious crime is very much an issue as already addressed with the above elements it clearly helps police forces not only disrupt crime but protect the most vulnerable in society, it allows officers to regularly gain information and intelligence which is key in disrupting low level crime but mainly high level organized serious crime.

It would appear that police forces are using ANPR more often and are understanding the value ANPR can have when it comes to disrupting criminal activity, many forces now have the mobile ANPR systems and I have no doubt these will be used on a regular occurrence in the future.

This actively demonstrates that information and intelligence provided is vital in disrupting crime and all information passed to police should be used appropriately and used to the best advantage.

WORD COUNT 1412

Task 5

Individual Learning Plan

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

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

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

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

ANSWER:

Knowledge, Skills and Experience Assessment

	REQUIRED			RATING			DEVELOPMENT NEED
KNOWLEDGE	Low 1-4	Med 5-7	High 8-10 I am aiming to be within this score bracket within the next 12 months. I have set a goal to gain more knowledge by completing attachments and attending further calls.	Low 1-4	Med 5-7 At present I feel I am in this score bracket which is acceptable in regards to my knowledge with the length of service I have however I aim to gain	High 8-10	At present I feel like I do have a lot of knowledge when it comes to policing and the criminal justice system and feel I have learnt quickly due to the amount of calls I have attended. I still feel as though there is so much that I have to learn, knowledge comes from experience and at present I am not even 2 years

				more knowledge.	into my career. I am aware that there are many incidents that I haven't yet experienced so am aware that my knowledge wouldn't be as great as the calls I regularly attend. At present I am a response Officer which means I attend many calls but in regards to some incidents I will only do the initial attendance and then a specialist team would take over from this point. For example it's rare that I would deal with any sexual offences as this would be dealt with by our criminal investigation department, with this in my mind I have set the goal to gain more knowledge in regards to sexual offences, I plan on doing this by teaming up with a person from the CID department when possible and ask them to take me through a basic process so that I am aware and can be confident deal with such an offence should I need to. Another example is offences involving children these types of incidents
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						are dealt with by our Public Protection Department so again my knowledge isn't as strong. These are two main areas I plan to improve my knowledge on by completing attachments within these departments. I believe that my knowledge will develop with experience. The more I do the more I will learn and better understand my role as a police constable I feel a wider understanding of the organisation. I plan to complete these attachments within the next 6 months and will attempt to accompany a CID officer if appropriate to calls to gain the knowledge I need.
SKILLS	Low 1-4	Med 5-7	High 8-10 Again this is where I would like to be in regards to my skill set and aim to improve my skills as promptly as possible.	Low 1-4	Med 5-7 In regards to skills I would say I am within this bracket.	High 8-10 I am confident with my communication skills and feel as though I have good people skills as people tend to respond positively to me when at calls, I am aware that I can always improve these skills and aim to. In regards to skills learnt whilst on shift, I have completed by blue light training which I thoroughly

							enjoyed and being able to respond to emergency calls is a skill which has helped myself and also my team. I am currently booked onto a taser which is planned within the next 2 months. In September 2021 I would have been in my post as a police constable for 2 years and over those 2 years I have gained a wide range of skills and improved on skills I already had. I will continue to complete my attachments and also attend regular especially in relation to my taser course which I am booked on to. I am also planning to attend a Public protection course to upskill my risk assessing procedure.
EXPERIENCE	Low 1-4	Med 5-7 At the moment I feel my experience should be within this bracket as I am still so young in service but definitely aim to this to move forward and believe it will with	High 8-10	Low 1-4	Med 5-7 I believe I am where I should be in regards to experience given my length of service. I am enjoying the experience of response and aim to complete attachments with other departments	High 8-10	I feel I have gained so much experience with response being at such a fast pace, I have been to many different calls and have gained a lot of confidence in myself and my own abilities. I am aware that I still have so much to learn and can learn a lot from colleagues I am prepared and able to ask for help where and when required. I work in

		time and effort.		within the force.	valleys and feel like the calls can feel very repetitive however I am aware of the importance of not becoming complaisant. I am aware of the risk surrounding domestic related calls and am aware that safeguarding is my main concern. I am confident in my own ability and believe I can manage many calls by taking the lead without any help. It is other areas where I lack experience such as roads policing or serious violent crimes and sexual offences. Another area where my experience has been slightly limited is dealing with case files however after recently completing my HUB attachment I have learnt the basics in relation to building files for court and feel much more confident in doing these for myself although I do still require help and guidance from more experienced officers. I have arranged to complete an attachment within the Roads Policing Unit soon and aim
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						to attend as many incidents with them as I can to gain as much experience as possible. This will be done by October 2021. Overall I am happy with where I am at the moment but am looking forward to learning more skills and obtaining more knowledge through experience and training.
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Task 6

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

By signing the section below you are acknowledging your continuing progress on O.C.P.

This is recognised by the university as work that is fully supporting this module BMPP 5000D; Professional Police Practice 2 and in signing it will be equivalent to 1000 words towards the 8000 words equivalent total.

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

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

Signed: L.Jeffries _____ (Learner – electronic signature accepted.)

Date: 22/06/2021_____

Bibliography

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

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