

BSc (Hons) Professional Police Practice

LEVEL 5 - 40 Credits

Workbook title: Competency Based Workbook 4 (PCDA)

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

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FACULTY OF BUSINESS AND MANAGEMENT PUBLIC SERVICE PROGRAMME

Module title: Policing in the workplace 2 (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.

- **Wellbeing and Resilience**
- **Evidence based policing**
- **Research Methods and Skills**
- **Decision-making and Discretion**
- **Vulnerability and Risk**
- **Criminal justice**
- **Conducting investigations**
- **Decision making and discretion.**
- **Digital Policing**

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.

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;*

Contents

Workbook	Area of Professional Practice	Word count
Task 1	Wellbeing and Resilience	1000
Task 2	Evidence based policing Research Methods and Skills Decision-making and Discretion	1500
Task 3	Vulnerability and Risk	1250
Task 4	Conducting investigations Information and intelligence	1750
Task 5	Digital Policing, Vulnerability and Risk	1500
	Bibliography	
Task 6	OCP	1000
	Total	8000

Task 1

Relevant areas of the National Policing Curriculum: Wellbeing and Resilience

Guidance:

Consider and reflect on the impact of organisational justice on yourself as a member of the police service. (Code of Ethics)

Consider the steps that your organisation is taking to raise ethical standards.

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

ANSWER:

Throughout this essay I will reflect on how organisational justice has impacted me since becoming a police constable. Firstly, introducing organisational justice, explaining its key features and how it incorporates into The Code of Ethics (2014). To add to this, I will be using The Gibbs Reflective Model (1988) throughout this essay to enable me to reflect on my experiences. This reflective model was developed in 1988 by Graham Gibbs, allowing a systematic approach to reflect on past experiences (Gibbs' Reflective Cycle, 2020). The next section will discuss the different features in which my force is implementing to enhance ethical standards. Finally, concluding everything that has been discussed, covering the key points in my reflection.

Firstly, I would like to introduce what organisational justice is, just to provide an extensive understanding of the area I will be discussing throughout this essay. Effectively, organisational justice is fairness and respect within a workplace. It is reflected within three individual areas which are interactional, distributive and procedural. All in which should be used throughout a force to provide strong morality along with fairness (Lombardo, 2021). However, if a poor organisational justice is applied it can provide substantial discrepancies throughout the force. For example, stress can rise and therefore cause mistakes, lack of motivation plus poor wellbeing and resilience. Thereby, impacting victims and team members, providing a disconnection between the public and the police (Ibrahim Sulaiman Al-A'wasa, 2018). Since becoming a member of the police service, I have understood how beneficial a strong organisational justice can be. Correspondingly, the significance of applying and maintaining the Code of Ethics (2014) as it is utilised when working with colleagues and the public. The Code of Ethics was developed in 2014, it is the central framework to The National Decision Model (2012). Within The Code of Ethics (2014) are ten standards of professional behaviour in which officers must abide by (Blackstone's, 2020a). Throughout, I will be discussing its importance and how it incorporates into the impacts of organisational justice.

The next section will look at how organisational justice has impacted me as a police constable. One key impact that reflected on me was the fairness and trust from my supervisor. Since becoming a police constable I have wanted to ensure a high-quality standard to colleagues and supervisors. Ensuring respect and fairness from my supervisor was key for me in stabilising stress and developing a strong wellbeing and resilience (Organisational justice in policing, 2017). Personally, being treated fairly and with respect is key in maintaining a strong work ethic and preventing stress. Consistency is key in maintaining fairness, equality and staff morale. If decisions are made accurately it provides confidence to others, providing a strong organisational justice (Hassan, 2013). An interesting point to note is that within The Code of Ethics (2014) is a standard of professional behaviour under authority, respect and courtesy. This standard states you must treat all colleagues and members of the public with courtesy and respect (College of Policing, 2014). All officers are to abide by The Code of Ethics (2014) and ensuring this is maintained is key in securing consistency. Reflecting on this now, having a positive supervisor who was willing to help and ensure staff wellbeing was key to the officer I am today. For me, if fairness is not distributed proportionately then it can affect my wellbeing and resilience.

Another key attribute that impacted my organisational justice was the unawareness of how some incidents I dealt with would impact my mental health. At the time it was always at the back of my mind, however knowing the support in place was there gave me a sense of reassurance. Ensuring a strong resilience will provide a secure recovery when dealing with complex and distressing incidents (Mind, 2020). However, what was good about experiencing these incidents is that it built my wellbeing, resilience and confidence. Also, knowing there are policies in place throughout my force such as TRIM referrals. TRIM stands for a trauma risks incident management assessment, providing support if necessary, to colleagues who have dealt with a traumatic incident (NHS, n.d.). Knowing this policy is in place, for me provides a more positive organisational justice. Another significant impact in which I adjusted to, was the adaptation of always being on duty. Conduct is just one of the ten standards of professional behaviour within The Code of Ethics (2014). Thereby, whether on or off duty, officers must act lawful and never undermine or behave in a way which would dishonour the police service (Blackstone's, 2020b). However, I was able to adapt to this due to my previous job role being a lifeguard. Likewise, always being assertive in my responsibilities and being aware of when to act. Whether on duty or not, lifeguards are always there to provide a duty and act when necessary (RNLI, 2018).

Lastly, this essay looks at the steps my force is adopting to develop ethical standards throughout everyone across the organisation. It has been discussed throughout this essay that The Code of Ethics (2014) is the set standard for officers to abide by. However, raising these ethical standards is key in improving communication, objectives along with decision making. The Code of Ethics (2014) can expand ethical behaviour, by reinforcing these standards which will enable a stronger ethical standard (Geeta, Pooja and PN, 2016). To add to this, regular training days are implemented in addition to policing events within our force to improve ethical standards. These days are objective focused, allowing areas of weakness to improve by establishing the areas that need targeting. Studies show that training and development is key in improving less supervision,

improvement in skills and raising standards (SidraShakeel, 2017). This enables individuals to improve their ethical decision-making skills, advance on upcoming changes and ensure stability throughout the force. Therefore, by improving ethical decision making, it will provide enhanced outcomes when dealing with incidents as an officer. The police are dependent on making ethical decisions by the public, ensuring these decisions are made ethically will ensure public confidence and reinforce ethical standards (Blackstone's, 2020c).

Concluding everything that has been discussed throughout this essay, I have introduced organisational justice along with an explanation of The Code of Ethics (2014). Furthermore, utilising The Gibbs Reflective Model (1988) throughout to reflect on my experiences of organisational justice. Then moving onto the impacts organisational justice has had on me since becoming a police constable. Taking into consideration the different policies and procedures in place throughout my force and how this impacted me. To finish, discussing the different stages my force is taking to advance ethical standards to improve stronger understandings.

1100 WORDS.

Task 2

Relevant areas of the National Policing Curriculum: Evidence based policing, Research Methods and Skills, Decision-making and Discretion

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

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

What options did you consider when adopting a multi-agency approach?

How did you decide on the most appropriate option to mitigate or resolve the problem and how did you evaluate the available evidence?

Justify your intervention and highlight potential consequences.

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

ANSWER:

This essay will explore a policing incident between two neighbourhood families, which involved partnership agencies to act appropriately and promptly to prevent further harm. Furthermore, playing a significant role in this case due to being the officer in charge, attending to both parties following an allegation of an assault. This assault was believed to be a Section 18 Grievous Bodily Harm (GBH) With Intent of the Offences Against The Person Act (1861). However, I did not deal with this incident but dealt with the following disputes which continued to get more volatile. The initial circumstances developed, involved a verbal altercation between both neighbours outside their properties which has then caused one male to push the other male, causing the victim to fall back and hit his head on the concrete ground. This caused the victim to need urgent medical attention and was admitted to hospital, later passing away which was under evaluation of the coroner. Following this incident, numerous offences and allegations followed over many months due to both parties still being heated subsequently from this incident. Some of the offences being committed by each party were allegations of Malicious Communications under Section 1 Malicious Communications Act (1988) through social media posts and threats. Likewise, offences such as Harassment under the Protection from Harassment Act (1997) and verbal altercations causing Harassment, Alarm or Distress under the Public Order Act (1986). The exact purpose of a multi-agency approach was to assess the risks, solve the most significant problems and diffuse any further offences, which will be discussed throughout this essay. Also, within this essay I will be applying The Gibbs Reflective Model (1988). This model is utilised in reflection, by talking through the experiences you have dealt

with. It was introduced by Graham Gibbs in (1988) and enables users to follow a structured framework (Gibbs, 2013).

Following dealing with both parties of alleged offences, the incidents continued to be reported as often as twice a week ranging from several allegations. During this situation I felt further action had to be taken, therefore I believed adopting a multi-agency approach would be the best solution. A partnership approach enables police to engage with other agencies such as the council and social services to provide a restorative solution. These agencies may also be able to provide further information into these cases therefore providing a joint approach (Blackstone's, 2020d). By utilising evidence-based policing it has enabled me to reflect on previous incidents and analyse critically the best available evidence. Evidence based policing was introduced in 1998 by Professor Lawrence Sherman. It enables officers and others to view all the available evidence and therefore making clearer practical solutions (College of Policing, 2021). At the time the options I was considering were the future risks, present risks and establishing who the main offender was. Therefore, by understanding these options it would enable me to provide a strategic plan while adopting a multi-agency approach. Also, by understanding the key instigator will allow interventions to be put in place to reduce the allegations and risk. One of the options was to introduce an (ABC) acceptable behaviour contract to both parties, setting out key rules. Acceptable behaviour Contracts are more flexible and involve a voluntary agreement with those involved. Effectively they're utilised to tackle crimes such as anti-social behaviour and harassment without having to proceed through a criminal route (Home Office, 2003). Another option of consideration was that both parties' houses were provided under social housing through the council. So, it was considered that one household could move to another location. This would reduce the threat, risk and harm levels as well as providing a solution to the constant allegations towards each household. However, this will be discussed in detail within the next section of this essay.

The next section analyses how I decided to mitigate the problem by using the most suitable resolution. Therefore, each option had to be risk assessed and evaluated to establish which would be the most appropriate. So, I decided to apply The National Decision Model (2012) to assist in deciding the best option to expand on through a partnership approach. This model was introduced in 2012 and it assists police officers in making ethical and fair decisions through a structured element. It is also central to the Code of Ethics, which is established under the ten standards of professional behaviour (Blackstone's, 2020e). When analysing all of the incidents that had been reported, it was established that both households were equal to the ongoing disruptions. However, it was significant to use The National Decision Model (2012) to gather all the available information and intelligence to understand this conclusion. At the time I knew regardless of the final coroner report that one household would not be satisfied with the closing result. Consequently, it was decided through a partnership approach that the most effective option would be to relocate one household to a different area. This was decided using (POP) known as Problem Oriented Policing, this concept was developed by Herman Goldstein in 1979. Thereby, to understand a reoccurring problem and to work with partners to develop a final solution by analysing all the available evidence (Blackstone's, 2020f). By using this model, it enabled me to

evaluate the available evidence, assess the present risks and threats as well as develop a working strategy. Risk assessing is key attribute within policing, it enables the evaluation of uncertainty and prevention of future incidents. Therefore, protection of others should be at the forefront of all decisions, however other considerations also need to be evaluated. Thereby, preventing further harm, incidents and the safeguarding of others (EMPAC, 2018). This actively demonstrates that by talking all the options into consideration, it enabled me to take the most effective route going forward to mitigate the risk.

This next section will justify my intervention throughout this neighbourhood incident as well as highlight potential consequences. To put it into context, any incident that got reported by either household would be sent to me to deal with. My intervention during this process was to investigate each allegation by exceeding all the lines of enquiry. Police Officers must investigate a range of different incidents daily, however each one will always be individual. Ensuring all lines of enquiry are investigated is significant in making fair and ethical decisions (Roycroft and Roach, 2019). Another key intervention was ensuring consulting with other agencies to gain more information. Neither household had CCTV on their properties, therefore by consulting with the council I was able to obtain this. Furthermore, this was key in any further investigations as it would provide vital evidence towards any further allegations. A major part of policing is investigating, this can be assisted through 'The Golden Hour Enquires' This is where officers effectively conduct all lines of enquiry to an incident within a critical timeframe. Enabling the best evidence to be obtained and therefore providing a positive response in understanding the incident (Blackstone's, 2020g). This actively enabled me to exceed all the lines of enquiry by utilising this investigative skill. One of the consequences that was concerning me at the time was the risk of further violence and community tension. However, I acted on this by working with partner agencies promptly to conduct the actions I wanted to complete. To add to this, ensuring a positive relationship between myself and both households was key in reducing the risk and obtaining reliable evidence and trust. Furthermore, reassuring other community members that action was being taken and providing them further support with more police presence. Studies show that fairness and trust within policing provides positive relationships between the police and victims. If fairness is not provided, disengagement can occur as well as victim dissatisfaction leading to distrust (Office for National Statistics, 2015). In relation to discretion, due to the numerous amounts of allegation reports it would not be proportionate to arrest for every accusation. Therefore, I utilised my discretion by utilising voluntary interviews. Many allegations provided no evidence at all, so it was crucial to establish this in providing a proportionate use of discretion throughout. Arresting for every allegation could destabilise the relationship between the public and the police (Blackstone's, 2020h).

To summarise everything that has been stated throughout this essay in relation to a policing incident involving a partnership approach. The Gibbs Reflective Model (1998) has been used throughout to reflect on my experiences on this incident and what happened. A brief description has been provided at the start outlining the circumstances of the incident and the applied legislative context. Following this, I have discussed the options I considered when adopting to a multi-agency approach and how evidence-based policing was utilised. Also,

highlighting the agencies involved as well as the introduction of The National Decision Model (2012) and how it was applied to this incident. In relation to what I learnt from this situation, is the importance of working with partner agencies in developing a strategic plan to solve the problem. This was implemented by using the Problem Oriented Policing model (1979) which assisted in analysing the problem and evaluating the evidence. Furthermore, research methods have been introduced to decide on the most suitable decision to mitigate the risk. Finally, this essay explored and highlighted my intervention regarding this neighbour dispute and the considerations of the use of discretion. The skills I look to develop a situation similar to this better will be to look at the other possible agencies to consider and more utilisation of research methods.

1578 Words

Task 3

Relevant areas of the National Policing Curriculum: Vulnerability and Risk

You must choose **a policing incident** in which you played a significant role with a victim of crime or anti-social behaviour 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.

Evaluate the appropriateness of different approaches (by professionals and the police) in supporting or managing vulnerable people or people at risk of harm.

Evaluate what works in relation to tackling repeat victimisation and repeat offending.

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

ANSWER:

This essay will explore an incident in which a female victim was assaulted on three occasions at different times, within the same location. All three assaults caused bruising to the face and therefore the victim felt targeted and hence intervention needed to be introduced. Each assault committed was identified as a Section 39 Common Assault under the Criminal Justice Act (1998). The location in which these assaults continued to occur was along a local public canal walking path. To add to this, I played a substantial role with this victim by investigating this further and providing the necessary support. Due to this being a reflective task also, I will be utilising The Gibbs Reflective Model (1998). This model was introduced in (1998) by Graham Gibbs, enabling users of this model to reflect on experiences by applying a structured format. Providing an evaluation of areas that worked well or not so well and thereby discussing my thoughts and considerations at the time (Gibbs' Reflective Cycle, 2020). Throughout this essay I will discuss the importance of referrals, support schemes and protecting vulnerable victims from further risk and harm. There were no relevant language, cultural or ethnicity issues during this incident.

This section will now evaluate different methods of intervention available from various professional agencies in supporting this victim. Throughout this incident I ensured to provide regular updates of the investigation, further support resources and reassurance to the victim. Regular updates and support following victims of crime is key in not only gathering further evidence but supporting the victim. If support is not provided it can lead to victims feeling a sense of dissatisfaction and distrust in the police (Wedlock and Tapley, 2016). One of the key approaches in supporting this victim was inputting a public protection notification (PPN) to enable other professionals to interact and provide the necessary support. A (PPN) public protection notification summaries the key incident that has occurred, the current risks posed to the victim and highlighting the support required.

Thereby, other agencies can then provide additional support to the victim such as further safeguarding, support schemes as well as victim care. Agencies such as adult social services, repeat victim agencies and specialist police departments are just a few of the supporting platforms (HMIC, 2015). During this time, I knew the additional support would benefit the victim by having additional agencies to provide further care.

Another approach in which I implemented was the importance of safeguarding. These assaults occurred during the evening when it was dark, and the victim was always walking by herself with her dog. Therefore, while further measures were being considered, I advised the victim to not travel down this canal, avoid hours of darkness and to always have someone with her. Also, ensuring to keep her phone on at all times, charged and to contact 999 in an emergency. By implementing further safeguarding advice to victims, it can provide protection and mitigate further risk of harm. If vulnerability is identified at an early stage it can allow the necessary support to be provided, therefore reducing those at risk of not being identified as vulnerable (Ford, K. *et al*, 2020). By inputting a public protection notification (PPN) as well as applying the appropriate safeguarding measures, it enabled a partnership contribution in safeguarding this victim.

Ensuring safeguarding as well as immediate action is conducted when dealing with individuals at risk of further harm is crucial in policing. One of the key model's police services use in weighing up potential risks is The National Decision Model (2012). This model was introduced in 2012 and provides a significant structure in obtaining information, managing risks, developing working strategies and acting on them. Furthermore, it is central to The Code of Ethics (2014) in which provides the ten standards of professional behaviour (Blackstone's, 2020i). The importance of action and weighing up risk can be shown by the death of Fiona Pilkington. Fiona committed suicide with her disabled daughter in 2007 following being continuously targeted and being repeat victims of anti-social behaviour (Capewell, Ralph and Bonnett, 2015). This actively demonstrates the significance of further intervention schemes by partnership agencies and the police working together to protect vulnerable people.

The final section of this essay evaluates different approaches in tackling repeat victimisation and offending. Repeat offending can occur for several reasons, however evaluating all the lines of enquiries and links can enable prevention techniques. A vital part in this case was to build intelligence on key descriptions of the offenders, the times it was occurring and any relating patterns. Therefore, prevention methods can then be introduced such as the installing of CCTV or better-quality lighting. (Blackstone's, 2020j). Unfortunately, each incident was not witnessed, and no CCTV was available or forensic opportunities. Therefore, my main considerations were to improve the lighting on the public canal path as well as introduce CCTV. This would make this area safer to walk at during the night for not only the vulnerable victim but members of the community. CCTV can aide in the solving of most crimes and if CCTV was not in place evidence suggests that it would be very unlikely for that crime to be solved. For example, an evaluation of 86 murder investigations which involved CCTV, 65 of these cases CCTV provided a valuable attribute towards assisting in these cases (Ashby, 2017).

An additional factor suggests media appeals and working with the community is another significant way in which can assist in the tackling of repeat offending. Thereby, providing residents within the community reassurance visits to provide safeguarding advice and the increase of more foot patrols. Personal attack alarms can also provide huge benefits in making a victim feel safer while going by their daily tasks (Grove, Farrington, Johnson and Farrel, 2012). The victim was able to provide minor descriptions of these offenders which can be hugely beneficial in identifying these unknown criminals. Therefore, I decided to incorporate media appeals into this incident to see if anyone in the community could identify these individuals. To add to this, it would share information within the community, enabling them to be aware and providing an effective way of communicating directly. Foot patrols also provide a valuable way of communication and reassurance. Thereby, enabling a police presence and gaining key information and understanding of any repeat incidents, enabling those areas to be patrolled more often (Blackstone's, 2020k). Additionally, by weighing up the potential risks and preventing future ones will protect vulnerable victims of crime and anti-social behaviour. Looking back on this incident now, the partnership and prevention work I implemented, I felt provided further support for this victim. Due to the additional introduction of improved lighting and CCTV the victim felt safer walking within her community as well as the residents. Thereby reducing the risk of further harm as well as protecting the vulnerable.

To conclude, clearly this essay has reflected on the main factors which impacted this female in relation to this incident of an assault. Furthermore, The Gibbs Reflective Model (1998) has been applied to provide a structured reflection of my experiences throughout. This was a policing incident in which I played a significant role with a repeat victim. The first part discusses the brief circumstances of the incident including the relevant legislative context. Furthermore, vulnerability and risk has been discussed in detail, highlighting the major concerns. To add to this, I have discussed and evaluated the different methods in which I provided in supporting this victim from further risk of harm. In closing, the different aspects in tackling repeat victimisation and the supporting literature to evidence this. Also, discussing the importance of CCTV, media appeals, community engagement and regular foot patrols. All things considered, this incident has shown the necessity for assessing the risks and threats for a vulnerable victim and the importance of partner agency work. Moving forward, I look to improve from this situation by evaluating further methods of tackling repeat offending and victimisation. Thereby, furthering my knowledge when dealing with vulnerable people and repeat victims.

1333 Words.

Task 4

Relevant areas of the National Policing Curriculum: Conducting investigations and information and intelligence.

You must choose **a policing incident which is of serious and complex nature** 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.

Consider how you have gathered, analysed and evaluated relevant information or intelligence from a range of sources as appropriate to the policing incident. Additionally, identify how you have developed the information and intelligence for the purpose of informing the tasking and co-ordination process.

Focus on how you have made use of the additional sources of intelligence obtained through this complex investigation and **explain** how you have **applied** learning from previous serious and complex investigations.

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.

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

ANSWER:

This essay will discuss an incident of a complex and serious nature, involving a young adult female of an ethnic background. Firstly, several third-party reports continued to come in about a young Asian female who looked distressed and upset. There was minor information on each report, investigating this information further was key in obtaining a clearer understanding of her character. To add to this, the female victim had spoken to a shop keeper informing them she was being physically abused and forced into doing things she didn't want to. All this information was key in building further intelligence around in order to act on these disclosures and safeguarding the victim. During this incident I played a significant role with the victim by safeguarding her with other colleagues, gathering information and intelligence as well as conducting investigations. The information gathered and provided will be discussed in further detail throughout this essay. Although, in relation to disclosures it was discovered that this incident involved a case of Honour Based Violence. Honour based violence can be provided through a variety of serious offences such as forced marriage, sexual abuse and domestic violence. For the exact purpose of control, violence is also a significant factor, and the perpetrators conduct this behaviour through commencements of 'honour' which is not accepted in the United Kingdom (Blackstone's, 2020).

Regarding legislation a series of assaults were committed under Section 39 Common Assault under the Criminal Justice Act 1988 as well as Section 47 Actual Bodily Harm under the Offences Against the Person Act 1861. To add to this, Section 121 of the Anti-Social Behaviour, Crime and Policing Act 2014 which is forcing a person to marry. Throughout this essay I will be using The Gibbs Reflective Model (1998), this model was introduced by Graham Gibbs. Furthermore, the model is made up of six stages involving descriptions, feelings, evaluation, analysis, conclusion and actions taken. Thereby providing a structured outline of a reflective piece of writing covering numerous stages (Blackstone's, 2020m). During this incident there were language issues, however an interpreter was utilised in ensuring the victim felt safe and to obtain the best information possible. Building a rapport with a victim is a key attribute within policing, safety should be at the forefront while dealing with any victim. Adapting to a victim's requirements in order to make them feel more secure is vital in securing the best evidence and safeguarding the individual (College of Policing, 2016). Information and intelligence was crucial throughout this incident as well as conducting investigations, however this will be discussed in further detail throughout each section.

This section looks at the information and intelligence gathering, the importance of developing it, as well as following a structured platform. Information and intelligence is significant in all aspects of investigating and it plays a vital part within policing. Within The National Decision Model (2012), the first sector is to gather information and intelligence. Therefore, providing an insight of the crime, understanding risks and how reliable the information is. The National Decision Model (2012) was introduced by The College of Policing and it is central to The Code of Ethics (2014). The Code of Ethics (2014) is developed through ten standards of professional behaviour in which officers are to abide by (Open Learn, 2016). At the time I was thinking the information provided by these third-party sources needed to be evaluated to understand their reliability. Third-party reports must be taken seriously, and further understanding needs to be developed before police intervention can take place. Following this, a decision can be made whether it is proportionate or necessary to arrest the perpetrator (Blackstone's, 2020n). However, these were serious allegations and the risk to the victim is considerably high, therefore time management was key in ensuring the victim was safe. Speaking with the third-party witnesses was a significant factor in developing all the key information and acting upon this. One of the models that I utilised during this process was the 3x5x2 intelligence model. This model enables officers to evaluate the information by understanding whether the reporting person is reliable, unreliable or untested. Following this, how the reporting person discovered this information whether being directly or from another source. Finally, whether consent sharing is lawfully permitted or with certain conditions, for example to understand it's for a policing purpose (College of Policing, 2019).

A key part in conducting investigations is exceeding all lines of enquiry, to provide all possible and relevant information towards any incident. Analysis and evaluation were the next significant areas to investigate following the information being gathered. Therefore, I decided to analyse the victim herself, the household she was living in and any linked persons at the address. By doing this, it would enable me to evaluate any previous incidents that have been reported, assess the people within the address and establish the significant risks to the

victim. These actions can be conducted through a variety of different intelligence and information sources such as the Police National Computer (PNC) and the Police National Database (PND). The Police National Computer is a database in which officers can be provided with a range of information about a person such as criminal history, vehicles and properties. Whereas, The Police National Database consists of intelligence and information shared between forces and thereby containing persons, objects, locations and crime reports (Blackstone's, 2020o). Therefore, this provided key evidence towards conducting this investigation as well as analysis and evaluation. However, checks must be completed within guideline procedures and therefore this must be considered. One way in which investigations are conducted is through the Regulations of Investigatory Powers Act 2000 known as (RIPA). Providing investigation techniques to corroborate with article 8 of the human rights act. Article 8 provides individuals the right to respect private and family life. Therefore, by using this legislation it prevents abuse of the system, the use is for a valid reason and ensuring human rights are protected (GOV, 2020).

One of the key parts of the investigation following the third-party disclosure was to check the CCTV within the shop and street. Therefore, this would provide key evidence in showing the victim's character while in the shop and speaking with the shop keeper. Also, conducting CCTV enquires on shops within the street as well as the street CCTV which would be following 'The Golden Hour Principles'. These principles provide a timeframe in which evidence should be obtained, therefore providing an improved chance of better-quality evidence as well as evidence being lost. For example, if witnesses seen the crime being committed and were spoken to several months later, they could forget significant details of the incident. Therefore, the 'Golden Hour' as it is known, is provided to conduct all lines of the investigation whether it being witnesses, CCTV, forensic evidence and more (Pues, 2017). The CCTV within the shop was poor but did show the female victim entering the shop by herself and only shown minor parts of her persona due to the poor quality. However, following further investigations being conducted, the CCTV within the street shown a male waiting outside the shop with a clear description. Following the female victim leaving the shop, the footage shown the male physically forcing and pushing the female around the street before going out of sight. Therefore, this provided clear evidential material towards the case and shows the importance of conducting all lines of enquiry within an investigation regardless if it is of a serious nature or not. Within the ten standards of professional behaviour incorporated into The Code of Ethics (2014) are duties and responsibilities. Equally just as important is Equality and Diversity which is also discovered in the standards of professional behaviour. These standards provide the minimum requirements for an officer. All cases being investigated must be conducted fairly and lawfully, therefore all lines of enquiry must be investigated in order to ensure an impartial and fair investigation (Blackstone's, 2020[]).

The final section looks at the how I applied learning from a previous serious and complex investigation in which was an incident involving cuckooing. Cuckooing is effectively an offender taking advantage of a vulnerable individual to store their drugs within their home address. This incident that I dealt with involved many sources of information and intelligence being conducted. Mainly, provided by assistance from specialised police departments such as Gravitas, Crime Investigative Detectives and the Public Protection Unit. Therefore, I utilised

this learning as it provided further assistance in me gathering more information and intelligence from partner agencies. Teamwork plays a vital role within policing, working with other team members can assist in further knowledge, experience and support (Blackstone's, 2020q). Tasking and coordination played a vital part in this incident due to the significant risk to the victim. Therefore, providing the sourced information and intelligence to develop a strategic plan in tackling the problem. Thereby enabling my sergeant to resource the appropriate number of officers required for the operation (College of Policing, 2015). This actively demonstrates the importance of developing information and intelligence by assessing risks, developing operational plans and safeguarding victims. Evaluating this incident now, the teamwork provided by all officers involved worked positively due to the victim being taken to a place of safety and the offender being arrested. Furthermore, everyone worked as a team, communicating effectively and developing information and intelligence as well as exceeding all lines of enquiry.

To conclude, this essay has provided a serious and complex incident in which I played a significant role with a victim and conducting investigations. Some of the noteworthy sections I have discussed throughout have been the different considerations of gathering, analysing and evaluating information and intelligence. To add to this, I have discussed the legislation involved as well as providing supporting academic literature throughout. Several models have also been discussed which enabled me to provide a structured approach while investigating this incident. The Gibbs Reflective Model (1998) has been introduced and applied throughout as this is a reflective task. My reflection has incorporated understanding and application of human rights, equality and ethics. To add to this, language preferences were applied using an interpreter, which ensured the necessary safeguarding was provided as well as obtaining the best possible evidence. Furthermore, the importance of 'The Golden Hour Principles' were applied, reflecting on the importance of obtaining evidence within a time restricted limitation. Finally, evaluating and explaining how I applied learning from previous complex investigations in supporting me through this incident. Looking back on this incident now, I can provide further learning by introducing more models and speaking with specialised departments to gain more knowledge. Furthermore, learning the importance of information and intelligence and how it can provide valuable in the process of conducting investigations.

1779 Words.

Task 5

Relevant areas of the National Policing Curriculum: Digital Policing, Vulnerability and Risk

You must choose an incident involving digital technologies and reflect on how you provided an appropriate initial police response.

Explain the immediate actions that you took to reduce the risk of harm caused by the incident. Detail who may be more vulnerable in this type of incident.

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

ANSWER:

This essay looks at a digital technology incident in which I provided a vital role with a victim. This incident involved a young female child, reporting that her ex-friend from school had posted sexual images of her on Facebook as well as sent her threatening messages. My initial thoughts from this information regarding legislation was Malicious Communications under Section 1 of the Malicious Communications Act 1988. Also, Disclosing or threatening to disclose private sexual images with intent to cause distress under Section 33 of the Criminal Justice and Courts Act 2015. Due to this essay asking for a reflection, I will be using The Gibbs Reflective Model (1998) to structure my thoughts. Developed by Graham Gibbs, it enables users of this model to provide a structured writing reflection (Cardiff Met, n.d.). Immediate intervention needed to be implemented to safeguard the victim from further risk and harm. Academic research will be utilised throughout to evidence my discussion through digital policing and vulnerability and risk.

This section looks at the actions in which I applied to reduce the risk of harm instigated by the offender and therefore impacting the victim. Assessing vulnerability and risk is a significant role within policing, ensuring early identification of vulnerable individuals will ensure the correct support is provided. Facts and considerations specific to the individual need to be assessed to understand the level of risk (Blackstone's, 2020r). The first action that needed to be resolved was to remove the image off the social media platform, also to seize the offender's phone to prevent anymore circulation as well as obtain that significant evidence. At the time I knew the offender's phone would contain the images as well as the threatening messages exchanged and therefore this was time restricted. My considerations in the use of legislation to seize the phone would be applied through Section 19 of PACE. This section provides an officer who is lawfully on a premise, to seize any item in which the constable has reasonable grounds for believing that item is related to an offence. Seizure is required to prevent that evidence being destroyed, concealed, lost or altered (Police and Criminal Evidence Act, 1984). Furthermore, the victim has numerous previous incidents for self-harm and mental health. Therefore, these risks also had to be taken into consideration as this incident could provide serious effects to the victim's safety and wellbeing. Also, by applying The National Decision Model (2012) and THRIVE approach it enabled me to weigh up the significant risks and develop a working strategy. This model was introduced in 2012 by the College of Policing, it is the central structure to decision making within policing. Furthermore, the

THRIVE mnemonic provides an evaluation of threats, harm, risk and vulnerability (College of Policing, 2021a). By using these two structured platforms it enabled me to risk assess the significant factors of further harm.

Another immediate action that needed to be applied was to safeguard the victim by providing additional support. While at the scene I felt that the victim was extremely concerned of who had seen the images as well as the embarrassment of going back to school. Therefore, I decided to submit a public protection notification (PPN) to inform external partners. Public protection notifications are applied within policing to provide further support to vulnerable people by notifying other agencies (Royal Society for Public Health, 2020). This referral was key in the assistance of mental health support as well as informing the school of the report. Thereby, providing a pre-awareness of the incident and being prepared for any further events relating to this incident. Looking back now, I feel the referral not only benefited the victim from this incident but assisted in the investigation. For example, it provided more engagement from the victim as she was receiving the appropriate support which assisted in obtaining significant evidence. By providing the appropriate support to vulnerable victims and witnesses will thereby benefit in the assistance of the investigation (Ministry of Defence, 2011). A key attribute in which I implemented also was the explaining of the investigation process. By informing the victim that the offender will now be arrested, and the phone will be seized therefore reducing the risk of further circulation. If victims are informed of each stage of the process through clear communication, it will provide the victim of reassurance. Also, understanding the victim's feelings and thoughts of how it has affected them, enabling officers to direct the specific support to vulnerable victims (Blackstone's, 2020s). This actively demonstrates the significance of safeguarding victims of crime, particularly highlighting the vulnerable. In relation to what was good about the experience, I believe early intervention of seizing the phone provided safeguarding the victim from further harm and obtaining significant evidence towards the case. However, reflecting back now, I could have also seized the victim's phone for further evidence, but I wanted to ensure the victim had access to this for any further emergency situations.

Future considerations had to also be considered to protect the victim from further risk of harm. Therefore, following arrest I believed it was necessary and proportionate to provide bail conditions to the offender and therefore safeguarding the victim. Various conditions can be placed for the offender in protecting the victim depending on what is necessary. If the conditions are broken, an arrest can be made and in some circumstances a remand can be justified (Cape, 2019). For example, some of the conditions I decided to apply were not to contact the victim indirectly, directly or via any third party. Also, to not attend the victim's house as well as not talk directly about the victim on any social media platform. Therefore, this provided additional safeguarding for the victim to reduce the risk of harm caused and preventing any future harm. However, ensuring a proactive action is applied following breaches of bail is significant in maintaining trust with the victim. Breaches should be acted on imminently to protect the victim, enforce procedures and prevent reoffending (College of Policing, 2020b).

The final section looks at an evaluation of individuals that could be more vulnerable during this incident. Realistically this occurrence would impact anyone, causing anxiousness, stress as well as other emotions. If this had occurred to an individual with learning disabilities, further concerns could be raised due to their vulnerability. Individuals with learning difficulties can be at significant risk both offline and online studies suggest. For example, a study was conducted which showed children with special educational needs experienced online concerns due to low digital competence. Also, leading to increasing problems as the individual may not believe they have been targeted or a criminal offence has been committed (Cavallini and Cavallini, 2021). There are also many different platforms in which could take advantage of their vulnerability in committing further offences. Such as the dark web and sexual exploitation, therefore providing further risk to the individuals who again may not be aware of those risks. Research shows we can all be vulnerable at times whether it's through digital policing or elsewhere. However, there is also a vast range of individuals that can be placed at further risk online. Research suggests, individuals with learning disabilities are more liable to experience online grooming and sexual exploitation (UK Safer Internet Centre. n.d). This actively demonstrates that individuals with learning difficulties are more vulnerable to digital crime. Studies from the office of National Statistics show in 2019 that 10 million disabled adults use the internet (Officer for National Statistics, 2019). However, this would be a range of different disabled individuals not just learning difficulties. Although, it does show the rise of vulnerable use of the internet and therefore leading to more vulnerable persons liable to further risk.

To conclude, this assignment has addressed a number of significant issues which show the immediate actions that were taken to safeguard the victim. This digital policing incident had many risks which had to be considered and the early intervention actions that needed to be executed. Furthermore, this victim was a child and ensuring the appropriate agencies were informed to provide additional support was crucial in managing the risk. Additionally, the school was informed as well as mental health agencies, as I had concerns of the victim's mental health due to her previous incidents. Academic research, sources and information has been applied in discussing my views to provide appropriate context. Throughout this essay I have utilised The Gibbs Reflective Model (1998) to reflect on my experiences, thoughts and actions. The relevant legislation has been discussed along with The National Decision Model (2012) which assisted me in assessing the risks and making key decisions. The final section discussed individuals that could be more vulnerable in this sort of occurrence. By understanding how the further risks are developed and the backing of academic research. Taking everything into account, this incident provided me further knowledge when dealing with future digital crimes and assessing vulnerability and risk. Providing areas of improvement such as developing different ways of interventions for the victim and to consider discussions with other specialised police departments.

1506 Words.

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 5003D; Policing in the workplace 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: J.Gough (Learner – electronic signature accepted.)



Date: 29/11/2021

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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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