

BSc (Hons) Professional Police Practice

LEVEL 5 - 40 Credits

Workbook title: Competency Based Workbook 2 (PCDA)

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

Learner name: Lloyd Williams

**Learner's University Registration Number:
910322**

FACULTY OF BUSINESS AND MANAGEMENT PUBLIC SERVICE PROGRAMME

Module title: Professional Police Practice 2 (PCDA) BMPP5000D

Workbook Guidance

Please read these notes carefully; they provide essential information.

What is the workbook for?

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

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

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

How should the workbook be presented?

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

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

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

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

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

How is the workbook assessed?

Advice and support about the completion of this workbook will be provided by university staff as part of your initial training day. Your tutor constable and in-force

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

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

Once submitted your workbook will be assessed and marked independently.

Confidentiality

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

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

Please be aware that any content that is deemed to be inappropriate, disrespectful, or abusive will not be tolerated. Following review of any content of this nature the information will be shared with the employer of the student responsible.

Should any health and wellbeing concerns be raised because of disclosures made by the student within this workbook, the employer of the student will be informed.

NOTE

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

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

Dyslexia and other special circumstances

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

Guidance:

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

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Task 5	Individual Learning Plan	1500 equivalent
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Task 1

Relevant areas of the National Policing Curriculum: Wellbeing and Resilience

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

Consider the risks of conforming to organisational culture.

Illustrate your strategies for maintaining wellbeing and resilience.

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

ANSWER:

As an independent police officer, I have been exposed to the unique organisational culture within the policing world, which has subsequently had a significant impact on my wellbeing and resilience. Whilst the organisational culture is vital to maintaining consistency and order within policing, conforming to this specific type of culture can have an adverse effect on a police officer's mental health. Within this essay, I will reflect on the impact of organisational culture within policing on my wellbeing and resilience, the risks that come with conforming to organisational culture and my different strategies for maintain my personal wellbeing and resilience.

Organisational culture within policing is deeply ingrained, and is evident in how officers act on a day-to-day basis and how they are trained. Policing culture places high value on discipline, loyalty and following a hierarchy. This can sometimes lead to a feeling of isolation and put [pressure on those officers to conform. The nature of police work involves various high levels of trauma, exposure to violent behaviour, stress and anxiety which can very often exacerbate the different negative effects of organisational culture on Police officers and their wellbeing (Nery, et al., 2019).

When officers conform to the organisational culture it can pose risk on their mental wellbeing. One of the effects that can be prevalent on frontline officers is the sense of a disconnection from their own personal values and identity, it can be a feeling of oppression and being trapped within a strict system that does not give space for self-expression or individuality. Adding to this conforming to the policing culture can lead to burnout, depression, anxiety and post-traumatic stress disorder (PTSD) among frontline officer (Phythian, et al., 2022).

A study which was conducted by the University of Cambridge (University of Cambridge, 2023) showed that PTSD or what is known as 'complex PTSD' affects close to one in five different police officers, and yet over two thirds of these officers who have been affected are unaware that they are suffering from the condition. This was covered by a survey which subsequently, became the largest force wide survey

which had been undertaken, this survey focused on the wellbeing of officers and screened for health issues relating to both of these disorders (University of Cambridge, 2018). The information that was gathered was done so by a team of sociologist at the University of Cambridge and funded by the charity of Police Care UK (Police Care UK, 2023). The research which was gathered from the survey found that around 90% of police workers who had responded, had been exposed to some form of trauma through their work life. Of these different officers, one in five of them reported to experience symptoms of either PTSD or complex PTSD within the last month. PTSD itself is defined as an anxiety disorder, which occurs when a person is exposed to a traumatic or life threatening experience causing disrupting memories to recur as well as states of 'hypervigilance' (University of Cambridge, 2014). This study shows how important it can be for police officers to maintain strategies to help their mental wellbeing.

One of the risks when conforming to organisational culture within the police force is the potential for groupthink. Groupthink is defined by various professional psychologists as a psychological phenomenon where members of a group prioritise consensus over rational and critical thinking. Within a group such as the police force this can lead to a lack of creativity and innovation which can subsequently prevent officers from speaking and challenging behaviour when they see potential issues. This can be extremely dangerous within the police force, as for the officers who work within it, it is a high-pressured environment where critical thinking and individual decision making is vital (Turner & Pratkanis, 1998).

An example of the risks to conforming to organisational culture within policing can be seen in the case of the Minneapolis Police Departments handling of the death of George Floyd. During this particular case, the departments culture of silence and loyalty to the involved officers prevented other officers within the force from speaking out against the actions of their fellow colleagues. This led to a very tragic outcome and only highlighted the importance of freedom of speech and speaking out and challenging the status quo within policing (Christian, et al., 2022).

When it comes to my personal wellbeing and resilience, I have adopted several strategies that have proven effective for me. Firstly, I have developed a strong internal support system within my close family, friends and even work Colleagues. This allows me freedom to talk about my struggles and the potentially harming behaviour that I am exposed to on a daily basis. I also seek council with health professionals in regards to the expose of violent behaviour which is seen by frontline officers regularly. By using this support system, it has allowed me to have a safe space to express my emotions and discuss any problems that I may face as a police officer.

Another of my coping mechanisms is that I take advantage of the mental health resources available to me through the police service. These things include peer support, counselling and wellbeing programs. All of these different resources have been invaluable in aiding me to manage the stress of police work and to help maintain my personal wellbeing and resilience.

I also, I like to engage in a self-care routine which I regularly do, these include things such as exercise, journaling and meditation. It is these different types of activities

that help me to manage my stress and anxiety which comes as part of being a police officer, it helps me to maintain a positive outlook on my personal situations even during very stressful and difficult times (Mayo Clinic, 2023).

Another one of my coping mechanisms that I use to help maintain my wellbeing and resilience is to remain open minded and always be willing to challenge the status quo. I believe it is vital to sometimes when appropriate challenge assumptions and conventional thinking, even within the strict context of policing, and organisational culture. This not only helps with my wellbeing and resilience but also helps me to stay engaged on finding innovative ways to solve issues and problems within the communities that I serve (Kendra, 2023).

In conclusion, the impact of organisational culture within policing on officers' wellbeing and resilience cannot be overstated. When officers conform to this culture it can be potentially harmful to officers and risky on their mental health. Whilst a strong organisational culture can promote a sense of self-worth, belonging and shared purpose, it can also then be a source of stress and burnout. It is vital that officers adopted strategies to maintain their wellbeing and resilience. By creating a strong support system, engaging in regular self-care practices, and taking advantage of certain health support services. By doing all of these things' officers can ensure that they remain healthy and resilient through their careers as police officers.

Words: 1160

Task 2

Relevant areas of the National Policing Curriculum:

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

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

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

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

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

ANSWER:

As a serving police officer, I have dealt with many incidents and been faced with numerous complex and unpredictable circumstances, these situations have required me to utilize dynamic risk assessments to make an informed quick decision. A particular incident which stood out to me, is a domestic related incident that I had responded to as a response police officer. The incident itself involved a married couple who had been arguing very loudly within their address, this arguing then quickly turned violent, which led to the husband violently assaulting his partner. As a first responding police officer, it is crucial to understand the social and legislative contexts of incidents such as this, as well as to take into account any ethnicity, cultural and language issues that may arise during the incident itself.

Domestic violence itself is seen as a significant issue in modern day society, and in the eyes of the law it is considered a criminal offence. In countries such as the United Kingdom, domestic violence falls under the Domestic Abuse Act 2021 this act defines domestic abuse as 'any incident or pattern of controlling, coercive, or threatening behaviour, violence, or abuse between individuals who are associated with each other'. The Act itself recognises that there are often many different forms of domestic abuse, these different types can include things, such as, psychological, emotional, economical, sexual, financial and physical abuse. The domestic abuse act also states that any person can be a victim of domestic abuse, regardless of their culture, background, gender, social status, race, sexuality, religion or ethnicity (Domestic Abuse Act , 2021).

During this particular incident, the people involved were from a minority ethnic background, and the English language was not their first or primary speaking language. Immediately this presented a big communication issue for me as the responding police officer. Not only did I have to make sure to take a sensitive approach to their cultural background but also to their language needs, simultaneously while doing this, I also had to enforce the law and ensure the wellbeing of all parties involved and safeguard the potential victim.

As my role as the first responding police officer, I used the National Decision Model (NDM) (College of Policing, 2013) to make an informed decision during the domestic related incident. The NDM framework itself provides a structured approach to the decisions made by police officers based in Wales and England. It involves a few different stages. The first of which is gathering all information and intelligence available. The second stage is assess and analyse the risks, thirdly is to identify and evaluate the different options available and finally to make a decision and review this decision. I use this model on a daily basis to make my informed decisions and provide structure to my decision making. During this particular incident I used this model to evaluate every single option available to be before rushing into a decision which could have consequences to the victim or defendant (College of Policing, 2013).

My first priority during this domestic incident was to ensure the personal safety of all parties involved and check for any potentially injuries, this stage also starts the first part of the NDM for myself as I can assess the address for signs of s disturbance or and physical injuries caused by persons within. I immediately separated the couple and called for medical assistance for the wife, I did this due to her having sustaining several serve injuries to her face. I spoke with both parties separately to gather further information and to assess the risk of both parties for further violence. I used the South Wales Police interpreter service to communicate as effectively possible with both parties involved in the incident.

Both parties were not very fourth coming with information in relation to the events of the incident. I could see around the house that some form of altercation had taken place, the wife had several injuries to her face and marks around her neck and she was visually shaken up. The husband had bloody and bruised knuckles and was of a much larger stature than the wife. I gather all of the information I felt available to be, I then made the informed decision having gone through the entire NDM to arrest the husband on suspicion of domestic assault. I explained my reasoning for the decision through the language line communication, including in this was the legal caution and the necessity for his arrest. I placed the man in handcuffs to reduce the risk of any more physical violence and escorted him to my police vehicle. I then went back into the property to speak with the wife and provide her with information about the different kind of support services which are available to her.

When I began the recording of details of the incident, I ensured that every piece of information was accurate, concise and relevant. I then used the PEACE model of interviewing; this model involves a few different stages the first, planning and preparation, secondly engaging and explaining, then the first account, closures and evaluation. Simultaneously while doing this, I also considered the ethical

implications of my decision, in particularly terms of ensuring that the couple privacy and confidentiality were intact while ensuring that the correct form of justice was being served.

The PEACE model is a collaboration between law enforcement and psychologists in England and Wales, the model itself takes a conversational, and a non-confrontational approach to retrieving information and gathering this from a investigation interview subject. The peace model is the primary form of investigation structure used by law enforcement in England and Wales (Forensic Interview Solutions, 2009).

The PEACE model comes in five separate stages. Firstly, is the planning and preparation stage, this is where you create the record of the interview itself, making sure it is recorded and prepare questions for the defendant. The second stage is to engage and explain, this is where officer would build a rapport and give an introduction, this is also where the PACE requirements are given to the defendant including his rights. The officers would go through the reasons why the interview was taking place and the expectations of what the interview is going to be about. The third stage is the account, this is where the first account is given by the defendant if he wishes to give one, this account is written down and an officer would highlight any areas of which he may wish to talk about. The topic is probed by the officer in fine grain detail, checking if it is factual with an appropriate style of questioning. Anything which doesn't add up the officer will challenge. The next stage is closure, this is the formal closure of the interview. The final stage is the evaluation, all information which has been gathered will need to be evaluate in regards to the investigation, including any potential accounts given by the defendant during the interview (Forensic Interview Solutions, 2009).

The overall consequence of my decision making using the NDM were positive, the husband involved in the incident was charged and prosecuted for domestic assault, and the wife received appropriate support from services after referrals were made through a public protection notification report (PPN).

A public protection notification report is something completed by officers who think that the person the report is about needs some form of additional support or safeguarding. Anyone can have a PPN submitted for them regardless of race, sex, religion, ethnic background and culture (Nottinghamshire Police, 2020). A PPN can also be submitted even if the persons involved do not speak English. All relevant details of the incident which has taken place goes into the PPN and then this is shared with service such as the multi-agency risk assessment conference (MARAC) this is a local multi agency victim focused meeting that takes place for the highest risk cases of domestic abuse. The agreed exchange of information allowed for an alert to be shared with children's centre, schools and colleges, this alert does not give sensitive information but knowledge that these pupils attending may have been involved in such an incident like domestic abuse or seen as a high risk of this violent behaviour (Bournemouth, Christchurch and Poole Council, 2022).

The decisions of which I made were based on a thorough assessment of all information and intelligence available, whilst consider risk and safeguarding. Whilst also taking special consideration of the ethical implications of my actions on the parties involved.

In conclusion, as a response police officer, I have faced a multitude of unpredictable and complex domestic situations, which has required me to utilise dynamic risk assessments whilst dealing with an incident to make an informed decision on the best appropriate method of dealing with the situation. This particular incident which involved domestic violence was such a fast-evolving incident it needed to be dealt with accordingly. It was vital to understand the social and legislative context, language and cultural issues that could come as a result of my decisions. Relying on the National decisions making model to make my informed decisions allowed for a structured approach to decision making that then ensure that all relevant factors such as these are considered in the end decision. Considering the ethical impacts are also paramount in ensuring that justice is served whilst simultaneously respecting the privacy and ethical considerations, which could have arisen. This is one of the many domestic related incidents which I have dealt with and through my actions and decision-making process, I am able to help in potentially life threatening and violent situations and to provide ongoing support and resources based on my findings for those persons affected most by domestic abuse.

Words: 1622

Task 3

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

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

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

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

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

ANSWER:

As a police officer, working withing a team environment is an essential part of the job. Being an effective team and having team cohesion are essential elements to achieving successful outcomes whilst maintain high levels of professionalism. There are numerous different factors which can affect team dynamics, these factors can lead to poor team cohesion and overall performance. In this essay I will try to evaluate different theories of team dynamics as a form of developing team cohesion, and look at reasons as to why some teams cannot function together. Additionally, to this, I will make reference to theories and models relation to team dynamics and ways to improve on team cohesion. I will also consider why interpersonal conflict can happen from within a team and consider different options that can be adopted to enhance team performance and individual performance. I will also look at how professional standards within the police force can lead to failing to comply with professional standards requirements such as code of ethics, policies and procedures (College of Policing, 2014).

Viewing theories of team dynamics provides a useful frame work for getting a better understanding of how teams work, and how to better team cohesion. One of the most widely viewed models is Tuckman's stages of group development (West Chester University, 2022). This theory outlines four key stages that teams go through, they are listed as: forming, storming, norming and performing. During the first stage of this theory, members of the group get to know each other and their personalities and establish their roles within the group as individuals. The second stage 'storming' is seen as the conflict stage, here is where different group members will clash and conflict happens due to members of the group seeking power or authority over another. The next stage 'norming' this is the first positive stage where team members start to work more efficiently and developed shared goals and are more positive. The final stage 'performing' this is seen as the stage where the team

is most effective, working together efficiently, and achieving all goals set out to complete.

A slightly different theory which can also be used to help nurture and develop team cohesion is the social identity theory (Guy-Evans, 2023). This theory hints that individuals derive their own self worth from the different members of their social groups. The extent of which they identify personal with this group can then go on to affect their behaviour and how they act. Due to this they foster a sense of group identity and find purpose through their team members, which ultimately leads to better team cohesion.

Although despite efforts made by team leaders and authorities figures within these groups, some teams just simply cannot function effectively. This can be due to a multitude of reasons. One of the more common factors which can happen between members of the group is lack of trust, this can lead to poor communication between members which is an essential part of being a police officer. Another reason is a lack of clarity around certain goals and expectation of the group. Certain individuals can be disruptive and significant impact on the team's dynamic's, leading to negative results and poorer atmosphere for the team which ultimately leads to a reduction in productivity (Rajagopal, 2023).

Teams are reliant on certain factors, teams must be real, people have to know who is on the team and who is not. This is the job for the leader or authoritative figure to make this clear. Teams also need a compelling direction; the members need to have a joint view on what the goal is and all agree to work towards this. Unless the leader of the group articulates a clear direction for the group this poses a real risk that members of the team will pursue different objectives. Teams also need a stable structure that enables them to produce their best work, teams with poorly designed tasks or the wrong number of members can have a severely negative affect on the team. Teams also need to be under a supportive organisation which in its own will have to have successful parts such as; reward system, human resources and the system of information (Coutu, 2019).

There are a multitude of models which are designed to help enable teams and positive affect their cohesion. One approach which is popular is team building through things such as, activities, which are then designed to improve communication, cooperation and trust between members of the group.

One particular model, is the Rubin, Plovnick and Fry's GRPI model of Team Effectiveness (Rubin, et al., 1977). This particular model is one of the oldest models of team effectiveness. It is quite often referenced to as the 'GRPI Model' which stands for Goals, Roles, Processes, and Interpersonal Relationships. The model is made up of four key components which are all interrelated and essential for effective team performance. The first stage is goals; this component involves establishing a clear and measurable end goal that the team is expected to achieve. The goal itself should be specific to the team, achievable, relevant and be able to be completed within a certain specified time range. The next stage is roles; this stage outlines that each team members should have a clearly defined role that aligns to their particular skillset and expertise. The roles of the team should be socially accepted with every team member having a understanding of what each roles requires and adds to the

team. The third stage is processes; this component involves the different protocols and processes that the team will need to use in order to achieve their end goals. The process itself should be very clear, defined, efficient and flexible. It should also be adaptable to a change in circumstance. The last stage is interpersonal relationships; this component emphasizes the importance of building strong relationships among the team members based on trust, respect, and effective communication. These different interpersonal relationships help to foster a positive team culture and ensure that the team members work collaboratively towards the end goal set out by the team (Rubin, et al., 1977).

The GRPI model heavily indicates that effective teamwork requires a balance between these four components, and that deficiencies in any one of the components can negatively impact the effectiveness of that particular team and their overall performance. Therefore, teams should regularly evaluate their self performance as well as the performance of their team, relating this feedback back through the model to make necessary adjustments to improve their overall effectiveness (Rubin, et al., 1977).

Within the police force, certain team dynamics can impact and result in failing to comply with professional standard requirements such as the code of ethics, procedures, policies and legislation. The police force itself operates within a very high-pressure environment, and relies on effective teamwork for success. When an individual team member doesn't or fails to comply with professional standards, it can have a very damaging affect, it can lead to loss of public trust, which can damage the reputation of the police in the eyes of the public, and due to the nature of the role police officer carry out it can lead to potential legal consequences. Civil actions taken against the police are claims made for things such as compensation through the judicial system, the use of a tort, or a civil wrong, allows citizens who have been subject to a form of abuse of the police's powers to sue them. A few examples of these things can be by unlawful arrest, false imprisonment and police abuse. These are all things that can be affected by a team's cohesion and a person can be unlawfully arrested due to a team's lack of ability to effectively communicate. Depending on the circumstances the police can also destroy DNA and personal data and correct records on the Police National Computer. This can ultimately have a sever effect on the public trust of the police (Ronoghue, 2019).

Therefore, due to these reason's it is vital for teams within the police to prioritise team cohesion and effective communication to ensure that all individuals have compliance with the strict professional standards which all police officer are governed by. As failure to comply with these strict professional standards can have a detrimental effect on the public image of the police which can lead to long lasting negative effects and negatively affect the trust the public has within the police, which can sometimes take years to rebuild.

In conclusion, team dynamics are a crucial element for the success of any team, including the police force. Understanding the different stages of group development and reasoning behind why teams cannot function effectively together can help develop and nurture different strategies to improve the team's overall cohesion and work rate. Strategies such as establishing clear goals for the team and per

individual, encouraging open communication and new ideas are vital elements at bettering team cohesion and efficiency. Inter personal conflicts can be address through active listening, compromising and negations and clear effective communication. The use of a model such as the GRPI model can help to aid and guide any team including those within the police force. It can provide structure and analyse the effectiveness of a team, as well as to enhance a team's potential effectiveness. The police agencies behind these teams must also prioritise ethical behaviour and accountability to ensure that the individuals within these teams comply with professional standards and requirements. Investing in team dynamics and the culture of the organisation, these police agencies can improve of individuals performance and therefore achieve better outcomes for the communities that they serve on a daily basis.

Words: 1614

Task 4

Relevant areas of the National Policing Curriculum:

Policing the roads, information and intelligence and conducting investigations.

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

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

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

ANSWER:

As working as a response police officer, I have come to realize how significant information and intelligence is when it comes to the disruption of criminal activities, particularly human trafficking, drug smuggling, child sexual exploitation, organised crime groups, county lines and counterfeit goods. One of the most crucial ways of repressing these types of criminal activities is effective policing of the roads. This helps to prevent the movement of goods, people, drugs and offenders across many different regions within England and Wales. In this essay, I will discuss at length, how important information and intelligence is in disrupting this criminal activity, how the Automatic Number Plate Recognition (ANPR) system can be used as an investigative resource, and also make reference to relevant case studies that support the effectiveness of ANPR in cracking down on criminal activity in England and Wales.

The role that information and intelligence have on criminal activities is vital, this is because they help the police to identify the types of crimes, the areas where they are most prevalent, and the most likely persons involved within these incidents. This knowledge is critical in the safe prevention and investigation of the criminal activity, in particular those that involved the movement of goods, people, and illegal substance such as drugs and weapons across from different regions. The police rely on up to date information and rely heavily on this to form their investigation, this information is based on the different criminal activities and individuals involved within these organised crime groups (North Yorkshire Police, 2022).

This information includes the modus operandi of the criminals, their routes, and the type of vehicle they use when in reference to roads policing. With information such as this, the police can plan an organised operation to effectively target key aspects of the criminal activity such as their resources, and members. Officers are deployed to the most critical areas of this criminal activity in the aid of preventing crime on the roads.

The ANPR system itself, is a very powerful tool that can be used to disrupt criminal activities on the roads within England and Wales. ANPR is an advanced technology that reads the number plates of vehicles and captures the images of the vehicles as they pass through certain parts of England and Wales, these cameras are strategically placed on certain key roads in England and Wales for maximum effectiveness (Police UK, 2023). The system itself can detect stolen cars, uninsured vehicles, and vehicles used within certain criminal organisations. It is a vital tool which is used by police forces all over the United Kingdom. The system is used to help identify criminals, track their movements, and to help link them to specific crimes and offences. Police officers can stop these vehicles identified by ANPR, speak with the occupants of the vehicle itself and if necessary, arrest the individuals (RAC , 2020).

A record for every vehicle which has passed an ANPR camera is stored, including vehicles that are not of interest to police or involved in some form of criminal activity. This helps when there is a concern in an area for a high risk missing person and the police can help track movements of the person using the ANPR system if they are travelling to a different region in the country.

ANPR cameras around England and Wales submit on average around 60 million ANPR 'read' records to national ANPR system within the UK on a daily basis. ANPR data from each individual police force is stored together with similar data from other forces for one year (Police UK, 2023).

ANPR can be used as an investigation resource when disrupting criminal activities. The system itself provides real time data, that allows the police to respond quickly to criminal activities and to safeguard members of the communities that they serve on a daily basis. An example of this would be, when a vehicle is identified as being involved in human trafficking or drug smuggling, the ANPR system can be used to track the vehicle's that are involved in the criminal activity and help to identify the driver of the vehicle. The system also shows if the vehicle is insured and which can help to identify the occupants of the vehicle as well as details about them such as their name, date of birth and address as well as any potential warning marks which can be vital for the responding police officers. This information can be used to intercept the vehicle and arrest the occupants as well as safeguard any potential victim within the vehicle. The ANPR system can also help to find patterns of behaviour within organised criminal activities, such as the routes they take, the location and the individuals involved and to help piece together information to aid in the investigation process. This information and intelligence that is gathered is used to disrupt criminal activity and apprehend the offenders (Home Office, 2022).

There are several different case studies which supports the effectiveness of the ANPR system and its impact on combating criminal activities. In the United Kingdom, ANPR has been used successfully to disrupt the activity of criminal gangs and organised crime groups, particularly those involved in drug trafficking and human trafficking. An example of this in 2018, the UK police used ANPR to detect a vehicle involved in drug trafficking. The ANPR system helped to identify the vehicle's number plate, the police then used this information and intercepted the vehicle as its direction of travel was being tracked using the ANPR system. The driver was subsequently arrested as his vehicle had a large quantity of class A drugs within it. In a separate case, ANPR was used to track the vehicle of a gang that were heavily involved in human trafficking. The system helped to track movements of the gang. This information was fed back to police, a specialist unit then planned an operation to apprehend the gang and collect all evidence relating to the offence. This was all achieved through the information and intelligence first gathered through the ANPR system (National Police Chiefs' Council, 2013).

A separate incident where the ANPR system played a vital role was when a large rave took place in an isolated area of Manchester. As police attempted to stop the rave, a very serious public disorder incident occurred. A large number of officers were injured in the chaos which unfolded. A significant number of arrests were made as a result of the behaviour; however, a large number of offenders fled the area in their vehicles. Officers on the ground, ANPR assets at the scene and the Police Air Support used ANPR systems to collect the registration plates of the vehicles which were involved in the disorder at the scene. Information was later then received that the organisers of this illegal rave intended to stage a violent protest outside a main police station based in Manchester the following evening. Using the registration plates that were collected at scene but the officers at scene, with appropriate authority from RIPA; a database of all registration plates was created and loaded onto all force ANPR assets within Manchester and the area surrounding the targeted police station. An electronic moat was then created around the town centre and police station, acting positively on all hits on the involved vehicles. The outcome was an extremely depleted protest that was managed efficiently by specially trained officers, thereby no disruption was caused to the town, police station or to any members of the public (National Policing Improvement Agency, 2009).

However, there are some issues which can arise when the ANPR system is used. When cameras are operating at night, some cameras cannot pick up the full registration plate of the vehicle due to visibility, the weather can also have an affected on ANPR as if there is a heavy cloud of fog over the camera it can directly affect the cameras' ability. In some cases, the speed of the vehicle can also affect the effectiveness of the ANPR camera, due to the fact that a fast moving car is likely to look blurry on the ANPR camera itself. The angle of view of the camera also has to be utilised effectively for maximum benefit (Booth, 2021).

Overall, the ANPR system itself is an extremely accurate form of technology that very rarely misreads. However, a study which was conducted did find that ANPR cameras can have an issue with certain number plates. The main reasons behind

this are due to certain screw fixing. These screw fixings can confuse the ANPR system and the result could be a complete failure to capture or a misread (Rhead, et al., 2018).

In conclusion, information and intelligence are critical in disrupting criminal activities in general, however they play a particularly vital role involving the movement of goods, people and drugs across England and Wales. Having an effective roads policing team is essential in preventing criminal activities, and the ANPR system, is an extremely powerful tool that can be used to track the movements of criminal all over the country, identify their vehicle, and link them to that specific crime as well as others that they may be involved in. The case studies of which I have discussed in this essay demonstrate the effectiveness of the ANPR system, in disrupting criminal activities, and the police should continue to use this technology to help combat organised crime groups and prevent different criminal activity within England and Wales.

Words:1578

Task 5

Individual Learning Plan

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

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

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

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

ANSWER:

Knowledge, Skills and Experience Assessment

	REQUIRED			RATING			DEVELOPMENT NEED
KNOWLEDGE	Low 1-4	Med 5-7	High 8-10	Low 1-4	Med 5-7	High 8-10	Over the last two years I have been a police officer, I have identified several key areas for development within my policing knowledge. The first key area would be traffic stops and the road traffic act, this is one of the areas of which I struggle the most and have the lowest amount of self confidence in. I would say my knowledge

						at this stage is low and at around 3. Ideally I would like to feel confident in traffic stops and documenting everything correctly. The development I need to be able to do this would require me to do things such as several traffic attachments where I can learn first hand from specialist traffic officers on things to look for when conducting a traffic stop as well as how to deal with situations where low level offences have been committed. My knowledge of the road traffic act legislation I would say it roughly around a 5 however implementing this into real situations has always been a struggle of mine. Another one of my areas of knowledge which I feel needs improvement is case file building. Over the last two years I have done several different case files however, when I send them off to CPS I often get that they come back for additional things several times. This is something that I will improve on. I would say that my knowledge at the
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							minute is around a 5 and ideally I would like it to be at around an 8 given the fact I want to pursue a career in investigations.
SKILLS	Low 1-4	Med 5-7	High 8-10	Low 1-4	Med 5-7	High 8-10	My skills when it comes to this would be roughly at around a 3 and in reality, I feel I need to be at around a 7 to feel confident in my ability. I have a good understand of the legislation behind roads policing but my application can be poor and is something of which I lack in confidence. My skills in terms of casefiles I would say is around a 4 at this stage with a large amount of room for improvement. I think the only way to improve this is to do attachments such as my hub attachment which I am yet to complete, as well as this is an attachment with CID which I have arranged for the end of this year. Overall, I want to try and progress my case files over the course of my career and ideally end up based on CID within the next 5 years.
EXPERIENCE	Low 1-4	Med 5-7	High 8-10	Low 1-4	Med 5-7	High 8-10	I have had a few experiences with traffic grade one response calls and I

						have been on one traffic attachment previously. I think the best way to strength my knowledge would be to go on serval more attachments and question the traffic officer on everything that I do not feel confident in doing, these would be things such as giving a TOR for specific offences. If a vehicle needs to be seized at a certain time such as if it has no MOT. These are all examples of things of which I do not feel so confident about and need further first hand experience in dealing with these things. I have had a fair amount of experience within case file building, however this has been done through my own doing, I will like to complete several attachments with people who had much more experience than me to help me to better my file building. At this stage I would say my experience is around a 3 and ideally like it to be around 7-8 over the next five years
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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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