

Understanding the Role of the Constable



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V4.0

Learning Outcomes:

1. Explain the role of a police constable and how the police service has evolved.
2. State the role of law enforcement agencies.
3. Outline how the extent of Police Powers and how they are regulated.
4. Outline what CoP does for Policing
5. Describe the concept of Policing by consent.
6. Evaluate the effects of cuts on future policing.



The history of policing in England and Wales dates back to

The first modern police force in Britain was formed in London in 1829 by Sir Robert Peel. (Policemen were called Bobbies or Peelers after him. Sometimes they were called coppers from the old English word cop, meaning to grab or seize hold of). The first British policemen were not armed with guns, instead they carried truncheons and rattles. (Policemen carried whistles from the 1880s). They wore top hats. (They were later replaced by helmets designed to protect the head).

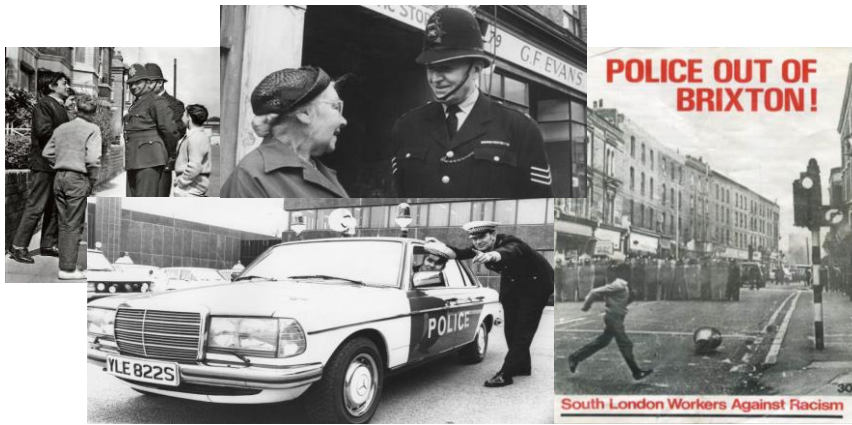
In 1835 local government in England was reformed. All counties were compelled to form their own police forces. In 1839 counties were permitted but not compelled to form police forces for rural areas. (It was made compulsory in 1856). The first force of detectives was formed in London in 1842. In 1878 the detective force was reorganized and it was renamed the CID.

There has been considerable change since that time.

Our focus will be from the 1980's onwards.

Handout – Read Peelian Principles, discuss

Evolution of Policing



Reference: BBC **From truncheons to body cameras** February 2008
<http://news.bbc.co.uk/1/hi/magazine/7230711.stm>

In the early **60's** police officers didn't have radios or any communication other than police call boxes, which was a box with a phone inside and a flashing light on the top. Uniform included a heavy cape and a helmet (which were not very practical) Officers were equipped with a torch and a truncheon and they were the only items available to officers when dealing with drunken violence.

The Police Act 1964 was formed, bringing coherence and structure to the many police forces and authorities throughout the country.

In the **70's** discretion was a tool widely used by officers and this was used to manage people and take them home, rather than taking them to the police station. Uniform was still very uncomfortable, but yellow overcoats were introduced. There was a move away from community beat policing and more cars were introduced and the force became more reactive.

In the **80's**, traditionally it was mainly white, lower middle-class officers that joined the police service. There was rampant racism among certain sections of the police.

The use of the "sus" law was a characteristic of the time. This allowed police to stop and search anybody on suspicion of a crime and was widely abused. Police began to become more remote from the public and would be rarely seen walking the beat. By the end of the 80's officers would become more well equipped and be issued helmets and riot shields.

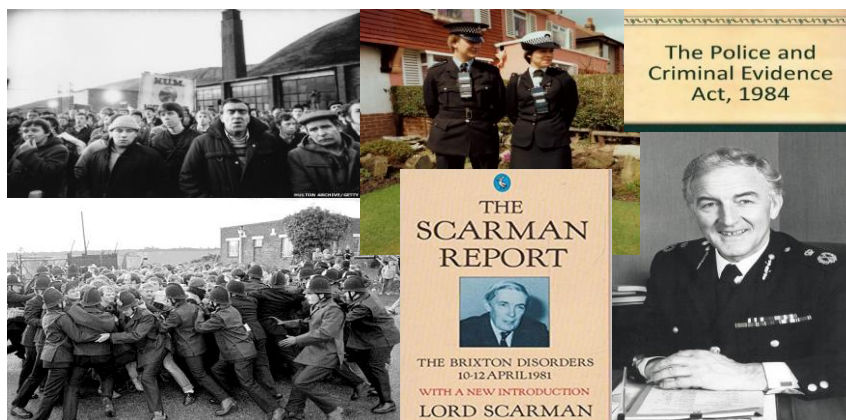
Two major events changed policing forever.

The Brixton Riots 1981, which led to Lord Scarman's 1981 report (next slide)

...and the

Police and Criminal Evidence Act (PACE) 1984 that followed its recommendations.

Evolution of Policing



See Brixton Riots Handout – Discuss

Brixton Riots

The 1981 Brixton riot or Brixton Rising was a confrontation between the [Metropolitan Police](#) and protesters in [Lambeth](#), [South London](#), England, between 10 and 12 April 1981.

The rioting shocked the nation.

For three days, rioters - predominately young, black men - fought police, attacked buildings and set fire to vehicles.

More than 300 people were injured and the damage caused came to an estimated value of £7.5m.

What was most shocking to many people was the unexpectedness of events. On the surface it seemed that black people were well-integrated into the fabric of UK society. Many were second generation, born to parents who had come to Britain from the Caribbean in the late 1940s and 1950s to help "the motherland" with post-war rebuilding.

The main riot on 11 April, was dubbed "**Bloody Saturday**"

Scarman Report

The Home Secretary, [William Whitelaw](#), commissioned a public inquiry into the riot headed by [Lord Scarman](#). The [Scarman report](#) was published on 25 November 1981. Scarman found unquestionable evidence of the disproportionate and indiscriminate use of 'stop and search' powers by the police against black people.

Please bear in mind, this potential abuse of power could also be applicable to other inappropriate use of legislation such as S163 of the Road Traffic Act 1988 (the power to stop vehicles).

As a consequence, a new code for police behaviour was put forward in the [Police and Criminal Evidence Act 1984](#);

The act also created an independent [Police Complaints Authority](#), established in 1985, to attempt to restore public confidence in the police.

Scarman concluded that "complex political, social and economic factors disposition towards violent protest"

Evolution of Policing



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In the **1990's** many major events occurred that caused changes to legislation. The photos depict Poll Tax Riots, Stephen Lawrence and the Rave scene that erupted in the mid to late 1990's.

The 1990s were a time of change.

Instead of just writing up notes from an arrest when it was convenient, an officer would have to write things up immediately after returning to the station and then get them time-stamped.

The police became far more accountable, extremely focused on issues of racism after the Stephen Lawrence case. It generated massive workloads recording stops and searches.

Policing became more transparent.

Professor Newburn- There was a transition between the police functioning like a force or army in the 1970s and 1980s to becoming a "service" in the 1990s focusing on the customer,

A drive to have more community policing has been a constant of the last decade. It

went from "community beat officers" to "unit beat policing" to "sector policing" over various decades.

The uniform became more sophisticated, with stab vests, extendable truncheons and CS spray all making a debut, this made the force look more like the military and less accessible.

Policing became more efficient and business-like, about targets and financial management.

The **2000's** saw the revelations of Mark Daly, dubbed as the Secret Policeman, being publicized (see <http://news.bbc.co.uk/1/hi/programmes/panorama/7650207.stm>), the introduction of PCSO's and the London Bombings.

The decade also saw the murders of Holly Wells and Jessica Chapman in Soham, and the introduction of the SOCPA 2005.

Evolution of Policing



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The decade also saw the murders of Holly Wells and Jessica Chapman in Soham, and the introduction of the SOCPA 2005.

Finally, to come right up to date 2010 onwards saw the significant cuts to policing budgets as a result of the Comprehensive Spending Review 2010/2014.

In 2011 brought about the shooting of mark Duggan in London

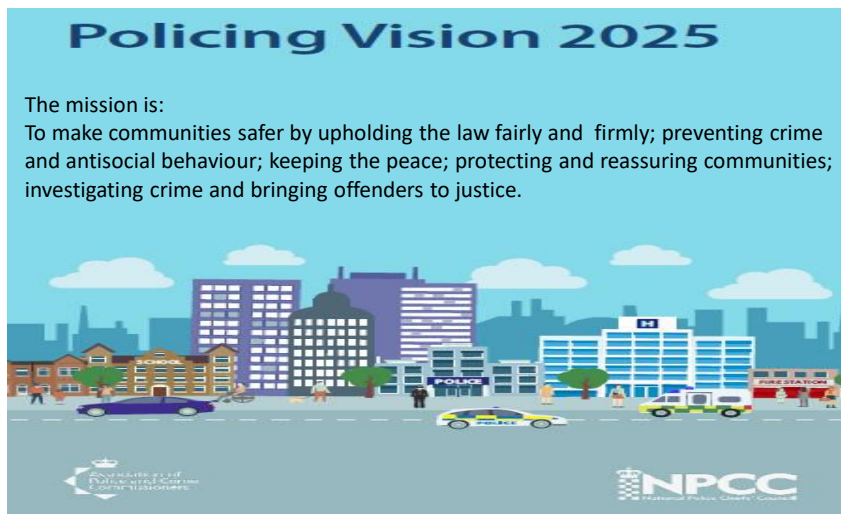
The suspected member of the Tottenham Man Dem gang was shot twice on 4 August 2011 in Tottenham, north London, after 11 specialist firearms officers stopped the minicab he was in on suspicion that he had an illegal firearm. While no gun was found on him, a handgun in a sock was discovered on grassland about four metres (14ft) from his body.

His death sparked the [worst riots of recent times across cities and towns in England](#). An inquest jury [returned a lawful killing verdict in January 2014, sparking outrage from his family](#), after hearing that the police marksman, who fired the two bullets in

rapid succession, which hit Duggan in the upper chest and right arm, had the honestly held belief he was an “imminent threat to life”.

Reference: <https://www.theguardian.com/uk-news/2015/mar/25/armed-police-cleared-wrongdoing-fatal-shooting-mark-duggan-tottenham>

And finally, more recently the murder of Police Officer Keith Palmer in London.



Group Discussion: What does this vision mean to you?

To bring things right up to date, this is the document which sets out the policing vision for the next ten years. The document also includes the policing mission.

This Policing Vision 2025 sets out our plan for policing over the next ten years. It will shape decisions around transformation and how we use our resources to help to keep people safe and provide an effective, accessible and value for money service that can be trusted. This Vision comes from the service itself. It must inspire officers, staff and volunteers, as much as police and crime commissioners and chief constables and of course the public as a whole.

The communities we serve are increasingly diverse and complex, necessitating a more sophisticated response to the challenges we face now and in the future.

Whether it be child sexual exploitation, domestic abuse, cybercrime or new threats from serious and organised crime like human trafficking or terrorism, the leaders of the service - police and crime commissioners and chief constables – acknowledge that if we are to meet our communities' needs, the service must continue to adapt to the modern policing environment.

This Vision is about more than making savings or incremental reform; our ambition is to make transformative change across the whole of policing. The public, and

improving policing for them, are at the heart of this Vision.

The Role of a Police Officer

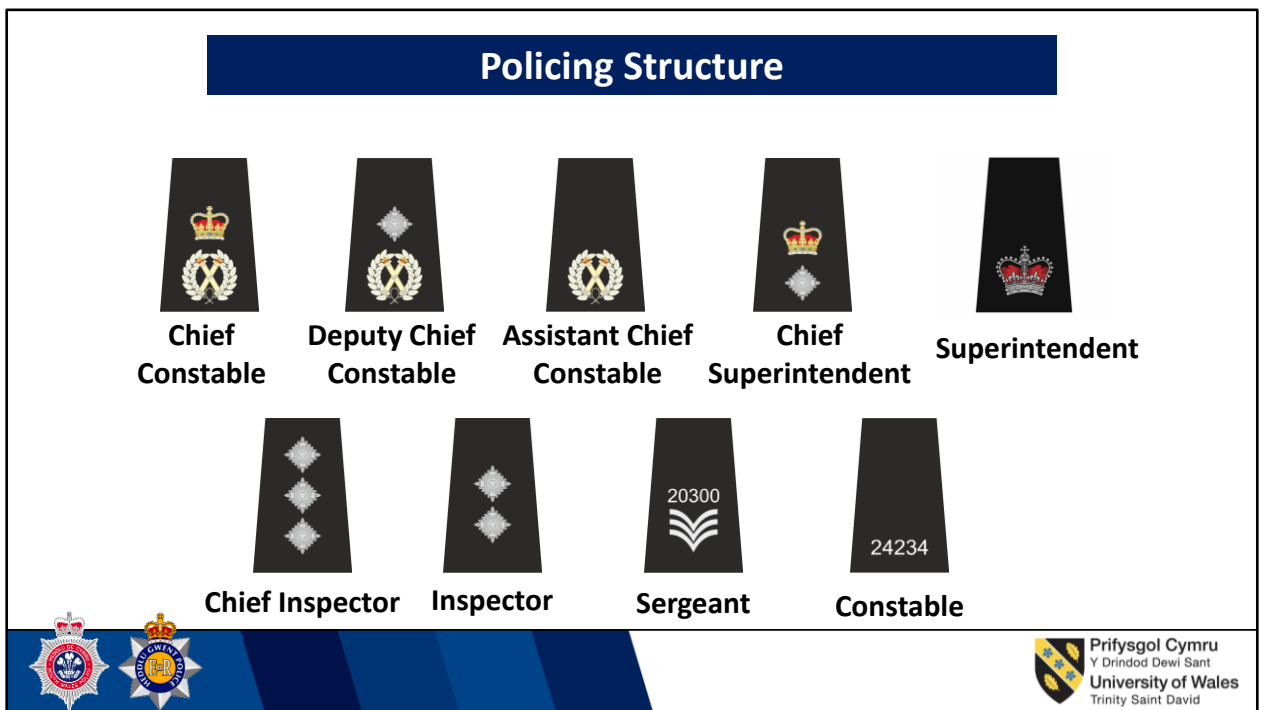


The role of a modern day police officer.

Question: What do we do? Discuss

Video clip 3.33mins long

https://www.youtube.com/watch?v=LIA_CdZSXnk



This is the Policing rank structure.

Trainer to put students into 3 groups and hand out flipchart paper and pens.

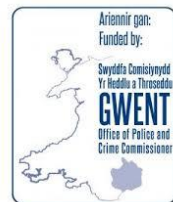
Trainer to ask each group to discuss the allocated task as follows:

Group 1 - Name some internal departments within the organisation

Group 2 - Name some partner agencies who assist the police to deliver a service

Group 3 - Who else plays a role within the police family?

Police Crime Commissioner



In the 2010 British general election campaign, both the Conservative Party and Liberal Democrats' manifestos outlined plans to replace or reform the existing police authorities, due to concerns about the perceived lack of accountability of police authorities to the communities they serve. They introduced legislation such as the **Police Reform and Social Responsibility Act (2011)** to make the police more accountable through locally elected representatives.

Police and Crime Commissioners are **locally elected officials** who have the responsibility of making the police accountable to the public and holding chief constables and their forces to account.

PCCs are expected to work in partnership with a number of agencies at a local and national level and are accountable to the Home Secretary

The police can also be held accountable:

- through other elected representatives e.g. local council officers and members of parliaments
- during face-to-face encounters with members of the public when on patrol
- via social media
- online contact with local forces or at www.police.uk
- at neighbourhood meetings.

People require detailed information about what is being done to tackle crime and Anti-social behaviour in their area and how that compares with other areas. In order for the local community to be able to hold the police to account, they need access to data that gives an accurate picture of crime at a local level as possible

South Wales Police Crime Commissioner – Alun Michael

His priorities for policing in South Wales include:

- We will reduce and prevent crime and anti-social behaviour to keep people safe and confident in their homes and communities
- We will improve the way in which we connect with, involve and inform our communities
- We will work to protect the most vulnerable in our communities
- We will make sure that the local Criminal Justice System works effectively and efficiently, meeting the needs of victims and challenging offenders
- We will make our contribution to the Strategic Policing Requirement and successfully police major events
- We will spend your money wisely to protect policing in your community

Gwent Police Crime Commissioner – Jeff Cuthbert

His priorities for policing in Gwent include:

- Providing more accessible policing on our streets and in our communities;
- Ensuring that crimes such as domestic abuse, hate crime, child exploitation, and modern slavery continue to have the attention that they deserve;
- Further developing and maintaining good community cohesion;
- Working with the voluntary sector to facilitate their involvement in wider partnership working;
- Working with the Chief Constable so that the principles of social justice become the cornerstone of police practice;
- Working with the Welsh Government and the devolved public services on practical issues of support such as the provision of the additional Police Community Support Officers (PCSOs) for Gwent.

Police Regulations

Roles and responsibilities of those charged with ensuring that the police deliver a professional service.



The following slides look at regulations on policing, accountability and how we deliver a professional service.

Trainer to discuss Police Regulations which covers areas such as pay and duty time

Section A Complaints and Misconduct

Section B Standards of Professional Behaviour

Section C Unsatisfactory Performance &

Attendance Procedures

Section D Restrictions on the Private Life of a Police Officer

Codes of ethics

9 Police Principles and 10 standards of Behaviour.

The nine policing principles originate from the 'Principles of Public Life' published by the Committee on Standards in Public Life in 1995, as these continue to reflect public expectations.

The ten standards of professional behaviour originate from the Police (Conduct) Regulations 2012 and from the Police Staff Council Joint Circular 54. In the Code the wording of the standards has been adapted so that it applies to everyone. Where

something applies solely to police officers, this is made clear.

Policing Principles

The public expect the police to do the right thing in the right way; basing decisions and actions on a set of policing principles will help to achieve this.

- 1. Accountability:** you are answerable for your decisions, actions and omissions.
- 2. Fairness:** you treat people fairly.
- 3. Honesty:** you are truthful and trustworthy.
- 4. Integrity:** you always do the right thing.
- 5. Leadership:** you lead by good example.
- 6. Objectivity:** you make choices on evidence and your best professional judgement.
- 7. Openness:** you are open and transparent in your actions and decisions.
- 8. Respect:** you treat everyone with respect.
- 9. Selflessness:** you act in the public interest.

Standards of professional behaviour: These standards reflect the expectations that the public and the force have of the behaviour of those working in policing.

Standards of professional behaviour: These standards reflect the expectations that the public and the force have of the behaviour of those working in policing.

- 1. Honesty and integrity:** I will be honest and act with integrity at all times, and will not compromise or abuse my position.
 - 2. Authority, respect and courtesy:** I will act with self-control and tolerance, treating members of the public and colleagues with respect and courtesy. I will use my powers and authority lawfully and proportionately, and will respect the rights of all individuals.
 - 3. Equality and diversity:** I will act with fairness and impartiality. I will not discriminate unlawfully or unfairly
 - 4. Use of force:** I will only use force as part of my role and responsibilities, and only to the extent that it is necessary, proportionate and reasonable in all the circumstances
 - 5. Orders and instructions:** I will, as a police officer, give and carry out lawful orders only, and will abide by police regulations. As a police staff member I will give reasonable instructions only, and will follow all reasonable instructions.
 - 6. Duties and responsibilities:** I will be diligent in the exercise of my duties and responsibilities.
 - 7. Confidentiality:** I will treat information with respect, and access or disclose it only in the proper course of my duties.
 - 8. Fitness for work:** I will ensure, when on duty or at work, that I am fit to carry out my responsibilities.
 - 9. Conduct:** I will behave in a manner, whether on or off duty, which does not bring discredit on the police service or undermine public confidence in policing.
- Challenging and reporting improper behaviour:** I will report, challenge or take action against the conduct of colleagues which has fallen below the standards of professional behaviour.

Organisations



Other organisations who are responsible for ensuring the police delivers a professional service are:

- **Her majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS)**

For over 160 years, Her Majesty's Inspectorate of Constabulary has independently assessed and reported on the efficiency and effectiveness of police forces and policing, in the public interest.

They provide authoritative information to allow the public to compare the performance of their police force against others.

Their evidence is used to drive improvements in the services they provide to the public.

They are appointed by the Crown and act independently to the government and the police.

In summer 2017, HMIC took on inspections of England's fire and rescue services, inspecting and reporting on their efficiency, effectiveness and people. To reflect this new role, our name changed to Her Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS).

- **Police Federation of England and Wales**
- The Police Federation of England and Wales (PFEW) is the staff association for police constables, sergeants, inspectors (including chief inspectors), and special constables.
- PFEW has been successfully representing officers and influencing the policing agenda for over 100 years, having first established in 1919.

Voicing the views of more than 139,000 rank and file police officers, PFEW is the official body that exists to represent and support police officers on issues such as pay, allowances, terms and conditions, as well as advising and lobbying on operational policing issues and influencing legislation. It also provides training on equality, promotion, discipline and health and safety.

At some point in their career many police officers face challenges they had not anticipated; an accident on duty, an allegation made against them or perhaps they feel they are being treated unfairly in their role. There are Federation representatives in every force in England and Wales who can provide advice and offer support if ever a member needs them to.

- **National Police Chiefs Council (NPCC)**

The NPCC brings police forces in the UK together to help policing coordinate operations, reform, improve and provide value for money.

- **Mayors Office for Policing & Crime (MOPAC)**

The Police Reform and Social Responsibility Act 2011 established a Police and Crime Commissioner for each police force area across England and Wales. In London, the elected Mayor – [Sadiq Khan, is the equivalent of the Police and Crime Commissioner and is responsible for the totality of policing in the capital \(outside of the City of London\).](#) The Mayor of London, as occupant of the Mayor's Office for Policing and Crime (MOPAC) is required by law to produce a plan that explains how the police, community safety partners and other criminal justice agencies will work together to reduce crime. The Police and Crime Plan reflects the Mayor's manifesto and priorities for making London a safer city for all Londoners and the Mayor's Office for Policing and Crime (MOPAC) is the strategic oversight body tasked with devising the Police and Crime Plan and ensuring that it is delivered over four years

- **Independent Office for Police Conduct (IOPC) (Previously Independent Police Complaints Commission IPCC)**

The Independent Office for Police Conduct (IOPC) oversees the police complaints system in England and Wales. They investigate the most serious matters, including deaths following police contact, and set the standards by which the police should handle complaints. They use learning from our work to influence changes in policing. They are independent, and make decisions entirely independently of the police and government.

- College of Policing

The College of Policing was established in 2012 as the professional body for everyone who works for the police service in England and Wales. The purpose of the College is to provide those working in policing with the skills and knowledge necessary to prevent crime, protect the public, and secure public trust.

We have three complementary functions: Knowledge, Education & Skills

- Professional Standards

The principle of policing by consent relies on the trust and confidence that the public has in the police service and the wider law enforcement community. Professional standards departments (PSDs) can play an important role in the maintenance of that trust and confidence. Trust and confidence can be undermined by a failure to vet and manage misconduct and complaints or investigate counter-corruption activities effectively. It is, therefore, essential that such issues are dealt with openly and robustly in accordance with the [Code of Ethics](#).

Professional standards consist of the following areas:

- Counter corruption

- Vetting

- Complaints and misconduct

- Governance.

Organisations



A lot of these organisations cross over with their duties and responsibilities, and often have a varying degree of difference

National Crime Agency – includes UK Financial intelligence unit, (UKFIU) International Crime Bureau (UKICB), Modern Slavery & Human Trafficking Unit (MSHTU), Cyber Crime Unit

We lead the UK's fight to cut serious and organised crime. NCA officers work at the forefront of law enforcement, building the best possible intelligence picture of serious and organised crime threats, relentlessly pursuing the most serious and dangerous offenders and developing and delivering specialist capabilities on behalf of law enforcement and other partners.

Serious and organised crime is one of the deadliest threats facing the UK today - blighting communities, ruining lives and costing the UK at least £37 billion each year. It affects more citizens, more often, than any other national security threat and leads to more deaths in the UK than terrorism, war and natural disasters combined.

The National Crime Agency leads the UK's fight to cut serious and organised crime,

protecting the public by disrupting and bringing to justice those serious and organised criminals who pose the highest risk to the UK.

NCA officers work at the forefront of law enforcement, building the best possible [intelligence picture of all serious and organised crime](#) threats; relentlessly [pursuing the most serious and dangerous offenders](#); and developing and delivering [specialist capabilities](#) on behalf of law enforcement and other partners. Ours is a battle against the most dangerous criminals, but we are committed to the fight. Our officers come from all walks of life, but what unites us and motivates us is our dedication to protecting the public from serious and organised crime. It is our privilege to do so.

We are proud to protect.

Border Force – Who we are: Border Force is a law enforcement command within the Home Office. Border Force secures the border and promotes national prosperity by facilitating the legitimate movement of individuals and goods, whilst preventing those that would cause harm from entering the UK. This is achieved through the immigration and customs checks carried out by our staff at ports and airports. Our officers work at 140 sea and air ports across the UK and overseas.

Responsibilities: We are responsible for:

checking the immigration status of people arriving in and departing the UK

searching baggage, vehicles and cargo for illicit goods or illegal immigrants

patrolling the UK coastline and searching vessels

gathering intelligence

alerting the police and security services to people of interest

Priorities: Our priorities are to:

deter and prevent individuals and goods that would harm the national interests from entering the UK

facilitate the legitimate movement of individuals and trade to and from the UK

protect and collect customs revenues for trade crossing the border

provide excellent service to customers

provide demonstrable effectiveness, efficiency and value for money

Immigration Enforcement – Immigration Enforcement was set up on 1 April 2012. It is responsible for preventing abuse, tracking immigration offenders and increasing compliance with immigration law. It works with partners such as the police to regulate migration in line with government policy, while supporting economic growth.

Our team

Immigration Enforcement staff work in the UK and overseas, including air and sea ports. We work across government and with employers, the voluntary sector and others to maximise compliance with the immigration rules.

Our vision

Immigration Enforcement's vision is to reduce the size of the illegal population and the harm it causes.

This vision is supported by 3 core objectives to:

- prevent migrants from entering the UK illegally and overstaying
- deal with threats associated with immigration offending
- encourage and enforce the return of illegal migrants from the UK

Ultimately, the police are regulated by the public

Discuss

What CoP does for Policing



APP

Authorised Professional Practice

Provides Information and support for frontline policing to provide consistency and a better service for the public. Based on a wide range of evidence from police forces and experts.

WWC

What Works Centre

CoP is the What Works Centre for Crime reduction. They collect and share research evidence on crime reduction and support its use in practice.

PEQF

Policing Education Qualifications Framework

Professional training framework for Police Officers and Staff. Based on a modern curriculum of dynamic operation training, underpinned by sound theoretical education.

NPLC

National Police Leadership Centre

CoP helps Police Leadership develop skills, knowledge and networks required to address the most complex strategic challenges.





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Activity 3: Class to be split into four groups, each group given one of the four topics:

APP

WWC

PEQF

NPLC

Students to research and report back to the class.

Authorised Professional Practice – APP

Gives Operation guidance on how to deal with different types of crime / incidents – from first response through to investigation, legal issues and public protection.

Authorised professional practice (APP) is developed and owned by the College of Policing (the professional body for policing) and can be accessed online. It is the official and most up-to-date source of policing practice.

APP streamlines existing knowledge products and guidance into a consolidated online format. The benefits of an integrated approach include:

- instant access to authorised knowledge and the ability to link seamlessly to other APP areas
- the ability to search content
- a reduction in the volume of material
- a consistent and compatible approach

APP is authorised by the College of Policing as the official source of professional practice on policing.

The development of APP is based on identified threshold criteria. APP must support interoperability at a national level, contribute to the mitigation of ‘high risk’ activity or reinforce the Strategic Policing Requirement. APP is being developed and released incrementally.

Not all guidance will meet the criteria determined by the Gateway Group to become APP. It is at the discretion of the relevant National Policing Business Area to identify any additional guidance to be developed and they are responsible for ensuring that such guidance is accurate and kept up to date.

Existing guidance products are still valid during the development of APP. Once APP has been developed, National Policing Business Areas review their pool of products to ascertain which have been superseded by APP and can be decommissioned, which need to be retained as reference material and which can be archived.

APP will be subject to review (either scheduled or triggered) in consultation with the relevant National Policing Business Area. Updates will be flagged to users and details on changes will be provided as necessary.

The content of APP is subject to scrutiny by the College’s Legal Services Unit to ensure that the product is legally accurate and compliant with diversity good practice. For further information on the steps taken in the development of APP, see our equality impact statement.

Topic areas include:

Armed Policing | Civil Emergencies | Covert Policing | Critical Incident Management | Detention and Custody | Engagement and Communication | Extraction of Material from digital devices | Information Management | Intelligence Management | Investigation | Liv Facial Recognition | Major Investigation and Public Protection | Mental Health | Mobilisation | NDM | Operations | Policing Elections | Post – Incident procedures following death or serious injury | Professional Standards | Prosecution and Case Management | Public Order | Risk | Roads Policing | Stop and Search

Policing Education Qualifications Framework – PEQF

Professional training framework for Police Officers and Staff. Based on a modern curriculum of dynamic operation training, underpinned by sound theoretical education. Creating a consistent high standard of training for all Police Officers whichever way they choose to join the force.

Why?

The Policing Vision 2025 that was written and agreed by the Association of Police and Crime Commissioners – highlighted:

- a need for consistency, accreditation and defined roles
- that roles need specific skills and knowledge, backed by qualifications

For a long time forces have recruited differently, without standard entry requirements, learning provision and support. The service recognised the need to standardise these areas as a priority. The PEQF also supports the recruitment of 20,000 new police officers, widening the gateway to, and broadening the appeal of, joining the service.

There is increasing demand on the police to do more than just solve crime and ‘catch the bad guys’. It’s understood that learning and support for new recruits will help them to start well and stay in a job that recognises their level of expertise and values their contribution.

Its aims are to:

- address the long-held deficiency in recognising the level at which police officers operate
- provide a framework within which the College can revise the learning provision for all officers and staff, starting with the initial entry routes, to ensure these meet the needs of forces and the expectation of the service as set out in Policing Vision 2025
- standardise the learning provision across all forces, in particular the initial learning for newly recruited officers
- include processes and guidance to help existing officers and staff achieve their potential, for example by taking their prior experience and learning as a basis for further learning and achievement of transferable and recognised qualifications.

What Works Centre

CoP is the What Works Centre for Crime reduction. They collect and share research evidence on crime reduction and support its use in practice.

The work includes:

- providing easy access to the best available evidence in the crime reduction toolkit
- sharing research on the research map
- turning evidence into practice with operational policing guidance
- providing practical tools for evaluating policing projects, interventions and tactics

- helping to connect practitioners and academics
- supporting people in policing to undertake research by providing peer support networks, research surgeries and a college bursary scheme

The What Works Centre for Crime Reduction is part of the What Works Network([opens an external website in the same tab](#)) – a network of 13 centres providing the best available evidence to guide decisions about public services.

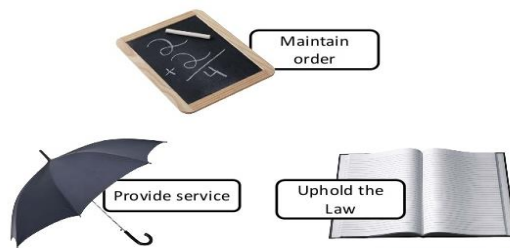
National Police Leadership Centre

CoP helps Police Leadership develop skills, knowledge and networks required to address the most complex strategic challenges. Working with partners such as the National Leadership Centre and Accipio to provide nationally recognised qualifications and help individuals develop the ability to lead, motivate, and inspire, while encouraging strategic thinking at this level of management. Aiming to develop management and mentoring skills to enhance the achievement of goals across the organisation.

NPLC is a "one stop shop" for leadership and management resources for people working in Policing. It also provides access to interactive workshops with top speakers and discounted CMI leadership and management qualifications.

Policing by Consent

Without the co-operation of the public we cannot continue
to police our communities



What have we learnt? How can we improve?

When saying 'policing by consent', the Home Secretary was referring to a long standing philosophy of British policing, known as the Robert Peel's 9 Principles of Policing. (Revisit Handout)

Essentially, as explained by the notable police historian Charles Reith in his 'New Study of Police History' 'in 1956, it was a philosophy of policing 'unique in history and throughout the world because it derived not from fear but almost exclusively from public co-operation with the police, induced by them designedly by behaviour which secures and maintains for them the approval, respect and affection of the public'. It should be noted that it refers to the power of the police coming from the common consent of the public, as opposed to the power of the state. It does not mean the consent of an individual. No individual can chose to withdraw his or her consent from the police, or from a law.

Reference: <https://www.gov.uk/government/publications/policing-by-consent/definition-of-policing-by-consent>

Group work

Discuss the relationship between the public and the police and the implications of losing the consent of the public

Group 1- Consider **why** people cooperate with the police and do not break the law.

Group 2- Consider, the events that we have discussed earlier, ie Brixton Riots, Broadwater Fram Riots, London Riots, Stephen Lawrence which suggest that the police service may have 'got it badly wrong'.

What are the potential benefits of the police adopting a more procedurally just approach towards delivering policing?

Group 3- Police legitimacy can be defined as the perceived obligation to obey the directives of a legal authority, trust in the institution of policing and in individual police officers in one's neighbourhood, and affective feelings toward the police. Consider how to improve public **perceptions** of police procedural fairness.

Difficulties Facing Policing Today



Clip- Cuts have consequences

Generate discussion around the reductions to policing budgets and the impact this will have on policing. Namely, we are asking officers to provide a service with greater efficiency and with fewer resources.

Following the video, the trainer should facilitate a discussion around the provision of policing in the present day, focusing on working together and officer competency.

Trainer to use a YouTube Video - <https://www.youtube.com/watch?v=o9y5Nhw3ffk>

Q. Evaluate the effects of financial cuts on the police service of the England and Wales?

Answers might include:

- History of cuts to policing
- Realigning what the police did and do (lost dogs, lost/found property etc)
- How have the top performing forces effectively dealt with reduced resources
- Effects of financial cuts on community/response policing
- Police culture and the effects of negative reporting.

- The future.

What does it really mean to be a Police Constable



Constabulary Independence
Crown Servant
Occupational Profile



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HO03 – The Office of Constable

This is an important question, the answer to which will be tested throughout the time that you will be employed as a police officer. Being a Police Constable is a very different job to most others as we are crown servants and holding the Office of Constable, meaning there is an absence of employment law. What does this really mean?

Constabulary Independence

The more traditional name for the modern Police Service is “Constabulary”. A simple definition of this is a Civil, non-paramilitary force to uphold the law. When we talk about Constabulary Independence, it means that governments cannot control the Police Service for political advantage, even though PCC’s are Politically aligned.

Even though we are independent we are also accountable to the public we serve, Policing by Consent, and that accountability is as important as for any department within Government. Police Independence should not mean the Police can do whatever they like, this is why the Chief Constable is accountable to the PCC, and the PCC is elected by the Public.

Crown Servant / Holding an Office of Constable

Every sworn Police Officer is a Constable irrespective of rank. Sworn officers hold 'the office of constable' and are servants of the Crown, they are not employees. In England and Wales, Police Officers swear an of allegiance to the monarch; this is to ensure the separation of power and political independence of the Office of Constable. Constables are not agents of the Police Force, PCC Office or government. Those who hold the Office of Constable are servants of the Crown.

What does this mean for you?

The Office of Constable encompasses so much: in terms of expectations, legal status and the responsibilities of the powers that are attributed to every officer who holds it. And while it is an immense privilege to hold the Office of Constable, with that comes great responsibility and restrictions on professional and private lives. With increasing demands and reduced officer numbers, extreme cuts have taken its toll on the police service but it is testimony to the hard work and dedication of officers throughout the country that the finest, long held traditions of the Office of Constable have not been eroded.

It is often said that Holding the Office of Constable means there is an absence of employment law. However, this is not 100% accurate. Police officers have access to **most statutory employment rights** afforded to employees, but it is a criminal offence for police officers to take industrial action. Police officers' terms and conditions are laid out in Police Regulations. There are not many employment rights that police officers don't have that ordinary employees do. However, holding the Office of Constable and being a sworn officer of the Crown does mean there are some restraints upon action that the individual can take.

Some of the restrictions on your private life include:

- Abstaining from any activity which is likely to interfere with the impartial discharge of duty, or to give the impression to the public that it may interfere. This can apply to immediate family also.
- Getting permission from the appropriate disciplinary authority for place of residence.
- Not wilfully refusing or neglecting to discharge any lawful debt.
- Not being able to have a business interest without the consent of the appropriate disciplinary authority.
- Abstaining from an 'active' role in any party politics

Employment law requires all employees to be 'protected' by a contract of employment. Constables are not employees. Police officers' conditions of service are provided by Police Regulations, Police Conduct Regulations and Police Performance Regulations; many reflect similar provisions to employment law but from a police perspective. The Police (Health & Safety) Act 1997 requires chief officers to provide safe working environments for police officers.

As Constables we cannot strike, withhold our services, down tools just because it's the end of our "Rota'd Shift". We do not get lunch or breaks, we are always technically on duty. We do not have a Union as we are not employees, but we do have a Federation that looks after us and helps ensure regulations are followed.

Occupational profile: (as articulated in the national apprenticeship standard)

Modern policing is undergoing significant transformation and highly competent PCs are vital to the delivery of an enhanced service to the public. They must display the right skills, knowledge and behaviour to become a Police Officer

Being a PC is a physically and intellectually demanding occupation, requiring high levels of emotional intelligence, strong behavioural interpretation skills and an ability to analyse and resolve rapidly evolving events. PCs have a unique employment status, as every PC is a warranted officer, making autonomous lawful decisions including taking away an individual's liberty if required. PCs exercise wide-ranging powers to maintain the peace and uphold the law across complex and diverse communities.

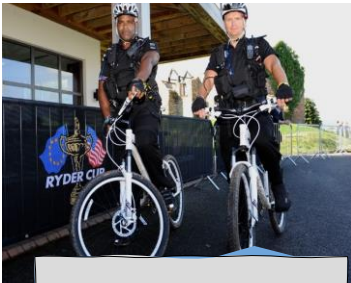
They must justify and personally account for their actions through differing legal frameworks including courts, while also under the close scrutiny of the public. Competent PCs work safely and lawfully, intelligently applying a wide range and depth of skills, knowledge and behaviours to many different and increasingly complex policing contexts, for example the management of a sensitive investigation into the sharing of sexual imagery involving vulnerable victims and witnesses, or the protection of vulnerable people, including those with mental health problems. A high level of knowledge is required to confidently respond to these complex scenarios. Increasingly PCs are individually responsible for determining, applying and evaluating practice based on the best available evidence, known as evidence-based policing.

Tasks can include:

- provision of an initial autonomous response to incidents, which can be complex, confrontational and life-threatening, to bring about the best possible outcomes
- conducting risk and threat analyses across wide-ranging, multi-faceted situations
- investigating incidents and crimes, managing crime scenes and evidence, and handling suspects
- providing leadership to the public, and supporting victims, witnesses and vulnerable people
- developing localised strategic partnerships to problem-solve, engage with, reassure and support organisations, groups and individuals across all communities.

<https://www.instituteforapprenticeships.org/apprenticeship-standards/police-constable-degree/>

'Good News' Stories



2010 Ryder Cup



NATO Summit Wales



50 Years of Gwent Police



50 Years of Gwent Police

We're proud to announce this April we turned the grand age of 50!

On the 1st of April 1967, as a result of a government decision to reduce the number of police forces in England and Wales, Newport Borough Police and Monmouthshire Constabulary were amalgamated to form Gwent Police.

Over the past few months officers, serving and retired came together to share their memories and experiences about life in the force over the decades.

It is hard to imagine where the time has gone but our police family has changed tremendously over the years. Technology has advanced to transform how we work today and assist us to solve crimes quicker, however our passion and commitment to keep our communities safe has remained.

The 2010 Ryder Cup

The Ryder Cup is a biennial golf competition between teams from Europe and the United States. The competition is jointly administered by the PGA of America and Ryder Cup Europe LLP, and is contested every two years, the venue alternating between courses in the United States and Europe.

The 2010 Ryder Cup was hosted in the first week of October by The Celtic Manor Resort on a course, the Twenty Ten, specifically designed and built to host The Ryder Cup using the natural contours of the Usk Valley. Europe overcame The United States

by the smallest of margins – 14½ to 13½.

For Gwent Police and the partner police forces we worked with, it was a policing operation on an unprecedented scale at that time, for an event which was likened to hosting three FA Cup finals back-to-back!

Officers had to co-ordinate crowds who were dispersed over a wide area in the Gwent and South Wales, Avon and Somerset and Dyfed Powys policing areas, as well as ensuring the transport links ran smoothly with such a huge volume of traffic.

During the event, the atmosphere among the crowds was all positive with no issues with disorder. The event in Gwent was a huge success and was something that will remain an important part of the history of Gwent Police

NATO Summit Wales

Back in September 2014, Wales became the proud host of the NATO Summit, when leaders from around the world came to the Celtic Manor Resort in Newport. This was the first NATO summit since Chicago in 2012, and the first to be held in the United Kingdom since Margaret Thatcher welcomed NATO leaders to London in 1990.

The security operation represented a complex and extensive challenge to the Police Service of Great Britain, the likes of which had never been seen before in the UK.

Over 150 world leaders, deputies and foreign ministers were in attendance, including our then Prime Minister, David Cameron and the President of the United States of America, Barrack Obama. Never before had Wales seen a policing operation on this scale. Our county was in the world's spotlight for the duration of the Summit and we seized our opportunity to shine.

The sheer size and scale of the operation demanded a huge mutual aid response, making Gwent, for one week only, one of the largest forces in the UK, second only to the Metropolitan Police. The operation involved the deployment of over 9000 officers from 43 Police Forces, in addition to the British Transport Police, the Police Service of Northern Ireland, Police Scotland, Civil Nuclear Constabulary, Ministry of Defence Police and the Channels Islands.

There was also the added dynamic of over 1500 of the world's media arriving in South Wales. This meant that live coverage of the operation was broadcast across the world, 24 hours a day.

Whilst contributing to a smooth and successful Summit, officers delivered a policing style that resonated with communities. Residents warmly welcomed officers and their blue hats into their neighbourhood, showing them Welsh hospitality at its finest!

These are some examples of large scale policing operations that have taken place within our Police Force Areas. One day it might be you taking part in these!

'Good News' Stories



DVI Team, Indian
Ocean Tsunami 2004



Champions League
2017



Olympics 2012



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Champions League 2017

Real Madrid and Juventus met in Cardiff at the Millennium Stadium for the 62nd European final. Security planning and preparation had been underway for many months. For the whole period the planning and preparation, the threat level across the UK had remained at severe and all the security plans reflected this threat. South Wales Police approach to policing this major sporting event was intelligence-led and risk-based which gave them the flexibility to respond to any changes. During this time, they had seen several terrorist attacks across mainland Europe and the UK, including the terrible events in Manchester.

South Wales Police partnered up with market leader NEC to formally pilot facial recognition technology during the Champions League finals week in Cardiff. They deployed NEC's Real-Time solution to enable trained officers to monitor the movement of people at strategic locations in and around the city centre. A number of camera positions will be established to identify people who exist on pre-determined watch lists. Each watch list may include wanted or persons suspected of criminality, missing persons as well as persons of interest. Like fingerprinting, facial recognition is a form of identification that allows a computer to quickly match similar faces based on facial features. The technology can be used in both public safety and national security

environments, such as identifying individuals during a disturbance, or maintaining the security of high-traffic places such as Cardiff Airport and our Welsh sporting stadiums.

South Wales Police will be the first force in the UK to use this brand-new innovative technology out in the field at a large sporting event.

Olympics 2012

The Millennium Stadium had the privilege of hosting the very first event of the London 2012 Olympics - Team GB's football match versus New Zealand.

Eight further football matches were staged at the Stadium in Cardiff. Welsh training facilities were used by cyclists and swimmers. Newport had the National Velodrome, while the National Pool in Swansea had a brand-new aquatic complex.

Indian Ocean Tsunami 2004

A series of large tsunamis up to 30 metres (100 ft.) high were created by the earthquake that became known collectively as the Boxing Day tsunamis.

These tsunamis flooded communities along the coasts of the Indian Ocean and killed an estimated 227,898 people in 14 countries. The earthquake was one of the deadliest natural disasters in recorded history and the deadliest of the 21st century.

Indonesia was the hardest-hit country followed by Sri Lanka, India, and Thailand.

South Wales Police sent specialist officers out to assist with victim identification as part of international efforts. More than 700 officers from across 40 police forces including South Wales Police. During their time there, they identified 3000 victims and helped with body recovery, repatriation of victims and investigations into victims last known movements.

These are some examples of large scale policing operations that have taken place within our Police Force Areas. One day it might be you taking part in these!



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