

Graduate Diploma Professional Police Practice

LEVEL 6 - 40 Credits

**Workbook title: Competency Based
Workbook 2 (DHEP/DET)**

***To be completed by DHEP Detective students
only***

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

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FACULTY OF BUSINESS AND MANAGEMENT PUBLIC SERVICE PROGRAMME

Module title: Policing in the Workplace 3 (DHEP) - BMPP6009D

Workbook Guidance

Please read these notes carefully. They provide essential information. The documents you will use in developing your workbook are on the following pages.

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 Graduate Diploma in Professional Policing Practice. You are being asked to outline your experiential learning based upon your theoretical understanding in a range of operational situations.

- Wellbeing and Resilience
- Criminal Justice
- Conducting Investigations
- Decision making and discretion
- Maintaining Professional Standards
- Leadership and Team working
- Policing the roads
- Information and Intelligence

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

How should the workbook be presented?

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

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

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

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

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

How is the workbook assessed?

Advice and support about the completion of this workbook is available to you. Please contact Kelly Andrews direct using k.andrews@uwtsd.ac.uk with any questions or queries you may have.

Dates of workbook submission can be located within the General information tile within Moodle.

Once submitted your workbook will be assessed and marked independently. You will be provided with individual feedback once the work has been marked.

Confidentiality

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

- adhere to guidance in the Candidate Handbook about confidentiality.
- 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 Candidate 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 particularly 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 Candidate 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.***

Competency Based Workbook 2 - Learner Workbook

Guidance:

- *Your workbook must contain items 1 - 5 below (in the order given).*
- *You should use the pro-forma to insert your text within each section.*
- *You should upload your completed document as a saved pdf file of this workbook; if this is not possible then a Word Doc file is acceptable. Do not send a scanned file from a photocopier, an apple.dot file, or a Microsoft publisher file as Turnitin will not be able to assess them, despite you being able to upload them.*

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Task 1

Relevant areas of the National Policing Curriculum: Vulnerability and Risk, Evidence-based policing

You must choose serious and complex investigation in which you played a significant role with a victim of crime and reflect on what happened.

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

Critically evaluate the appropriateness of different approaches (by professionals and the police) in supporting or managing vulnerable people or people at risk of harm during the investigative process

Explore what works in relation to tackling repeat victimisation and repeat offending during this investigation. Consider the use of evidence-based policing.

2000 words (+/- 10%: include your actual word count at the end of each section)

ANSWER:

This investigation of rape, in which I was the officer in charge, involved a Romanian victim and was also a member of the Romany Gipsy community. A translator was required for every communication. During initial contact it became apparent that the victim's first language was Romany gipsy, a language taught through families within their community and does not even have an alphabet. Therefore, anyone outside of the community, even if they wished to learn the language, would not be able to. Due to this there were no interpreters able to assist with this investigation. Fortunately, the victim also spoke Romanian allowing 'language line' to be used initially. Wales Interpretation and Translation Service (WITS) (*The Wales Interpretation and Translation Service, n.d.*) was also able to be utilised, and a Romanian interpreter was provided to conduct the victim's video recorded interview which outlined her account instead of a written statement. Video recorded interviews are used when a victim/witness is intimidated or vulnerable in relation to the youth justice and criminal evidence act 1999 (YJCEA) (*Crown Prosecution Service, 2023*).

As the investigation continued the victim made me aware that their children attend local primary and secondary schools, and because of this, an Education Welfare Officer for the local Council was used to aid communication with the parents and the schools. Due to the victim mentioning this, I contacted the Educational Welfare Officer to ask for their assistance with communication during the length of the investigation. The educational welfare officer had worked with the victim and her

children over the last 5 years and because of this, she was better placed to deal with her communication.

Once the report was made to police the suspect was arrested and interviewed. The suspect was bailed pending further enquires. Police do this as there is not enough evidence to send a case file to the CPS in the first instance and a full investigation is initially needed. Bailing a suspect means that Police can put conditions on the suspect to safeguard the victim, general public and the suspect themselves. In this case the suspect was informed that he was not allowed to be on the same street as the victim or contact her directly/ indirectly and had to surrender his passport, so he was not able to flee the country. Pre charge Bail or Police bail is use for multiple reasons however in this investigation it was because not all evidence had been obtained and it was not going to be completed during their time in Custody. Police bail is governed by Police and Criminal Evidence act 1984 (PACE), and when conditions are placed, they need to meet a standard, ensuring that they are proportionate and necessary (*Crown Prosecution Service, 2017*).

Due to this case being Domestic Violence, and the victim and suspect were married, it was important to ensure there was support. However, due to the communication barrier this was difficult. A public protection notice was completed making relevant services aware of what was happening, and this meant support could be implemented. The educational welfare officer helped with this support ensuring that the victim understood what was happening throughout the investigation. During the investigation, police were called again due to the suspect allegedly placing a video online on a social media account threatening the victim to withdraw her complaint and stating that he would hurt her family if she did not. Due to this information the suspect was arrested for witness intimidating and breach of police bail. Due to the suspect reoffending whilst on police bail, the safeguarding of the victim was a priority.

The victim was offered refuge with her children away from their home address. However, due to her feeling like the children would be isolated she declined. We then offered further ways of safeguarding, including strengthening the safety of her home, involving placing door and window alarms. The victim was also offered panic alarms within the house and one for her to carry with her at all times. Also, general safeguarding which includes stating to keep window and doors locked and to always be with someone when outside of the house and the numbers to ring in an emergency. A critical marker was also placed on the victims address and mobile number so that should she ring 999 then she would be a priority call and would automatically receive an emergency response.

The suspect was again released from custody due to the original case not being ready for CPS, and there was no evidence at the time of witness intimidation. The

suspect was warned of the consequences of breaching his bail conditions and each bail condition was explained in detail with an interpreter present. The bail conditions were strengthened meaning that the victim was further safeguarded. These new bail conditions included not being anywhere he believed the victim may be, and that he was not allowed to speak about the victim to anyone including on social media. These new bail conditions at the time of writing this, appear to be working as the victim has stated that she has felt at peace due to not having any contact with the suspect at all.

Throughout the investigation process, and as per Operation Soteria which was brought into action in July 2023 to increase the number of rape charges (*National Police Chief's Council, 2024*), I have continued to do my best to support the victim and to manage the risk with the suspect.

All victims of sexual offences get given the opportunity to be referred to support service called New Pathways and get assigned an ISVA (Independent sexual violence adviser), (*New Pathways, n.d.*). During this investigation I do not believe that an ISVA contacted more than once due to the language barrier difficulty and therefore something needs to be put in place to make communication between an ISVA and their client easier. I believed that making them aware of the language barrier would have assisted them in making arrangements for contact. Due to this belief, I made them aware within the referral that I sent; however, I am now aware that this cannot always be accommodated. To ensure that the victim was supported I could have informed New Pathways of how I was communicating with the victim and asked her and the educational welfare officer whether I could also pass on her number to aid in communication for the support access. The appropriate level of support was not given to the victim in this case because of the language barrier and I believe that something needs to be done to ensure that this is not an issue going forward or with any other victim who may have a language barrier as they all will need the same level of basic support. In hindsight, I believe I should have contacted New Pathways and the allocated ISVA to express my concerns at the time and to work with them to support the victim as best as we could.

The Educational Welfare Officer went above and beyond, as her role within her job description is the welfare of the children and not the parents. She aided communication and explained to the victim what was happening using words that she could understand and was there for the victim (to speak to) throughout the investigation. I believe the support from the welfare officer continued to make the victim feel at ease during the investigation and it aided my rapport with the victim, as communicating with her was always a lot easier and felt like it flowed better when the welfare officer was there. Using the welfare officer compared to language line and or a WITS interpreter, who would not have been aware of the intricacies of her language, appears to have been the best option. Continuity was also improved

compared to these, as usually there would be different personnel speaking to the victim throughout the investigation. The victim even mentioned to me that interpreters from these agencies don't always say what she means, and using the welfare officer made her feel much more at ease. I believe the support the victim received from the welfare officer was appropriate and the best way of making the victim feel at ease, however the welfare officer did not need to do all that they did as it is not within her job role. The support would have been more appropriate coming from an organisation that is supposed to deal with it every day, however as previously stated, this proved difficult due to the language barrier. The support she received from the welfare officer was the best support available at the time.

Social services became involved due to the nature of the allegation and children being present. From my understanding an assessment was undertaken, and they were not concerned about the children's welfare. However, by focusing on the children, there did not appear to be support provided for the victim. My understanding is that social services did not carry out further check-ups and did not ensure that the victim was supported as the investigation continued. The term social services when it comes to children always has a stigma surrounding it. Therefore, when social services became involved, the victim was worried that her children would be taken away from her. Due to this I believe that the response of social services was appropriate. Further visits could have caused the victim to feel more stressed during the investigation and could have withdrawn from the investigation, concerned that the children could have been taken away, which would not have been the case.

As this investigation was a domestic violence offence the suspect knew where the victim lived, where the victim frequented, and where the children went to school. Therefore, it was important to minimise repeat victimisation and repeat offending. To safeguard the victim, bail conditions were placed on the suspect when he was released from custody on bail whilst the investigation continued. Bail conditions often reduce the risk of repeat offending and victimisation, due to the suspect realising the severity of the matter and understanding that should bail conditions be broken they could be prosecuted further. In this case due to the victim not feeling safe within their home address, I tasked a target hardening unit to come out to the home address and place alarms on the windows and doors and give safeguarding advice, this made the victim feel safe (*College of Policing, 2023*). As well as target hardening the address, the victim was given a panic alarm to have on their body at all times. These measures reduce the risk of repeat victimisation as the house could not be entered without the victim being aware. The alarms act as a deterrent, protecting the victim whilst in and away from their home address.

Evidence based policing (EBP) is based on being proactive, being tailored and focused to the task in hand, and place orientated rather than focusing on individuals and reactive arresting. The College of Policing state that "EBP means that the best

available evidence is used to inform and challenge policing policies, practices and decisions” (*College of Policing, 2024*). This means that the way the police look at how to make new policies that are most appropriate for the circumstances need to be based in actual evidence rather than theory. This is to ensure the police service continues to make improvements and strive to reduce crime.

In this case, when the suspect breached his bail conditions and made threats towards the victim, EBP was exercised, and due to the risk, the decision was made to further arrest the suspect instead of giving them a warning in relation to the breach of bail conditions. PACE grants a power of arrest to an officer when they have reasonable grounds to believe this (*Crown Prosecution Service, 2017*).

The suspect was also arrested for witness intimidation and threats to kill. Due to the threats a critical marker was placed on the home address and phone number of the victim, ensuring a priority response if the victim ever phones the police through 999 (*Citizens Advice, 2019*). As the initial investigation had not concluded, the decision was made to release the suspect on bail, however further bail conditions were used, and he was warned by the custody sergeant what could happen should they break the bail conditions again. An interpreter was present when the suspect was being informed of the bail conditions as this ensured the suspect understood the bail conditions and that he could ask questions regarding the bail. I made this decision to ensure that the suspect understood the bail conditions and what it meant for him, reducing the risk of him reoffending (*College of policing, 2021*).

Word count: 2118

Task 2

Relevant areas of the National Policing Curriculum:

Conducting Investigations

You should choose an **serious and complex investigation** that you have been involved in **that was of a complex nature**, in which you played a significant role.

Critically evaluate the processes employed in a complex investigation you have been involved in, and the fast-track actions that you have utilised.

Evaluate the support you have provided to victims, witnesses, and offenders (where appropriate) during a complex investigation and reference the management of your own personal values and attitudes in relation to this.

2000 words (+/- 10%: *include your actual word count at the end of each section*)

Answer:

This investigation involves an allegation of rape whereby the victim and suspect are known to each other and have been involved in a sexual relationship. It was alleged that the suspect and victim had been taking drugs which lead the suspect to becoming paranoid and asking to smell the victim to ensure she had not had sexual intercourse with anyone else. During this time the suspect became physically violent and threatened to harm the victim. Due to the victim feeling scared she had not reported it, and the suspect had continued to have sex with her. After sexual intercourse with the suspect the victim stated she had bathed in bleach. Due to the victim not believing she had enough evidence, she continued to stay with the suspect in order to obtain evidence. The offences were reported 3 days later to police.

Once this incident was reported to police, officers arrived, identified the victim, and a verbal account had to be taken from the victim. This therefore identified any offences committed. In this matter the allegation of rape was not identified until later that day. This had an impact on the fast-track actions that could be carried out. If the victim was spoken to earlier to establish all offences, actions such as forensic examination and swab collection could have been performed sooner reducing the loss of evidence. However, in this case it was established that consensual sex had

also occurred within the last 7 days and therefore forensic examination would not have aided the investigation as there was no way of establishing when DNA/semen was deposited (*HSE - Heath Service Executive, 2023*). This information could also have helped when the suspect was in custody as he was not interviewed until after intimate swabs were taken. In all rape allegations intimate swabs are requested as soon as possible to obtain evidence to minimise loss. As one cannot predict what a suspect will say in interview, taking the swabs first minimises deterioration of forensic evidence (*Dr Margaret Stark and the Forensic Science Subcommittee, 2020*).

Once all information from the victim had been gathered verbally, officers needed to establish whether the victim wished to proceed and how they would like to proceed with an investigation. Firstly, a written account needs to be obtained in a form known as PPD3. In this case, a PPD3 was taken. In order to complete fast track actions for a rape allegation that happened within the last 7 days, it is crucial to obtain video interview from the victim whilst the suspect is in custody so that the full account from what the victim says can be put to the suspect in the interview. In this investigation, the victim did not complete the video recorded interview whilst the suspect was in custody and therefore only a PPD3 of the victim's initial account was put to the suspect. This meant that not all questions could be put to the suspect.

Due to the rape allegedly having happened within the last 7 days of it being reported, one of the fast-track actions was to complete a forensic examination of the incident's location. During the examination, several knives and weapons were discovered. If this had not been conducted whilst the suspect was in custody, this evidence could have been lost. In this case, the suspect was interviewed prior to the examination concluding, therefore was not questioned on the evidence found during the forensic examination. This could have impacted on what was said within interview (*College of Policing, 2022*). The interview should have been completed after the forensic examination was completed, however due to time constraints and lack of resources this was not possible. If the interview had commenced after the examination, then his detention clock would have been impacted (*legislation.gov.uk, 2011*) and he would have had to be released before interview which is something that could not happen, as this could have given the suspect more time to conceal any evidence.

Once an incident is reported to police, officers need to complete golden hour enquires (*College of Policing, 2013*), fast track actions that need completing within the first 24 hours to reduce loss of evidence. Golden hour enquires completed during this investigation included house to house near the location of the incident and CCTV enquires. These enquires are essential as they can assist the investigation

and can support the victim or suspect's account. In this investigation house to house was negative as no one heard or saw anything, and CCTV did not capture anything.

Third party material was also crucial as this includes disclosure made to support professionals. Obtaining these notes can assist with an investigation – for example in this case the victim stating what things were like prior to the report being made to police. I believe I should have conducted the video interview with the victim earlier as this would have provided me with information sooner and therefore allowing me to send the requests off earlier as these can take their time to come back from third parties.

Planning and preparing during a complex investigation are important as actions need to be identified and followed (*College of Policing, 2013*). This includes planning for interview and taking information from the interview to identify further actions which the suspect may state as their defence. The suspect and victim had communicated via social media and the victim stated that the suspect had taken pictures and video of her whilst she was indecent without consent. I made the decision to seize the suspect's phone and sent it to digital media investigators to examine the phone and produce the phone download report. Once completed, I conducted a review of the report, and this produced further evidence. However, the suspect in interview gave plausible justification for the possession of videos found on his phone.

During this investigation the suspect bumped into the victim, and it is alleged that he asked the victim aggressively "why did you tell the police I raped you". The victim did not ring 999 but informed me of this 3 days later. I ensured that golden hour enquires were conducted once again and CCTV and house to house were carried out. During this one CCTV camera was identified that may have captured the incident, however no one was available to view or retain the CCTV. I was given a phone number, and I attempted to contact the person who had access to the CCTV. They believed that the CCTV was available for 28 days, so I did not prioritise collecting the footage. On collection of the CCTV footage, it was found to have expired by 3 days, meaning that potential evidence was lost. I should have collected the CCTV, as soon as possible as this could have captured the incident and assisted the investigation. I arrested the suspect and interviewed him in relation to this second offence of witness intimidation.

The victim had been open about having a drug addiction and how this has impacted her life causing complications. The victim currently lives within a hostel where there is drug misuse. The victim stated that she wanted to be clean from drugs and is trying, however because of where she is living it is even harder. As well as having a drug addiction the victim suffers from mental health problems. This is often combined and made worse by drug addiction. The victim was very scared and

feared of what may happen after she told the police. Every victim of a sexual offence is offered a referral to New Pathways, an organisation which specialises in support for victims of sexual offences (*New Pathways, n.d.*). The victim in this case accepted this support and an Independent sexual violence adviser (ISVA) would have been allocated to her. An ISVA supports survivors of rape and sexual offences and can discuss the police investigation, explain processes and what to expect throughout the investigation. A Public Protection Notice (PPN) would have also been submitted informing the relevant agencies of any support that the victim needed. Due to the victim already being involved in previous domestic violence relationships she was in contact with Women's Aid, which helps support and give advice. They also have courses and sessions which support and help women of domestic violence and substance misuse (*Welsh Women's Aid, n.d.*).

The victim also has multiple mental health conditions, and during my communication with her it was agreed that I would contact her every week I was in work. I received a missed call from the victim one day, and when I contacted her, she explained that she was struggling with her mental health. I asked what support she had in place and who had been in contact with her. She informed me that she had not heard from her ISVA and so I contacted New Pathways to ensure that they would contact her. The victim lived in a staffed hostel and staff were aware of how she was feeling and arranged a GP appointment which she attended. The victim informed me of how the doctor's appointment went but went on to say that she had her phone stolen from her. Due to this I let her know that I would come and see her and give her some support contact numbers for multiple different agencies and my contact numbers on a card so if anything happened to her phone then she would always have my number on a card. I attended her hostel to speak to her and the staff to establish what was being done and if there could be any further support in place for her at her hostel. I handed over my contact card, and a photocopy was taken to place on the victim's file. I also explained the processes of the investigation and the next steps and enquired as to anything else I could put in place to support her at the time. The GP had referred her to a mental health team, and I gave the victim a lift to this appointment. Whilst taking the victim to the appointment I tried to make the victim feel more at ease. I ensured that before I left the victim for her appointment that she felt better and was safeguarded. I do not believe that there is anything else that I could have done, as I had given her the contact numbers and contacted New Pathways to ensure that her ISVA contacted her to provide appropriate support. I ensured that I continued to be in contact and that she was safeguarded each time I contacted the victim. Before joining the police, I did not understand the complexity of drug addiction and I would not have known how to provide support. However, during this investigation, I found multiple agencies that were able to support the victim with the drug addiction, help and provide support to ensure she becomes clean. I have been aware of mental health conditions in friends and family members throughout

my life and before joining the police I knew which support agencies would provide support. This made it easier to provide support to the victim throughout this investigation.

The suspect was arrested twice, the first time was when the initial report was made to the police, but he was released on bail. The second time, after being arrested for breaking his bail conditions, he stated that his mental health was deteriorating due to the allegations and therefore I needed to ensure that I was also putting support in place for him to ensure he was safeguarded. This involved giving him some information sheets which include the Samaritans contact number and who he should go to for support whilst the investigation was ongoing. The suspect was also given his solicitors contact number for advice and he was by seen a Healthcare Professional (HCP) whilst in police custody to have a fitness for release (*Police Code of Practice C.*) to ensure his safety before he was released from custody. Fitness for release is when someone who is to be released from custody, is seen by the HCP and assessed for multiple different reasons including physical and mental health. During his time in custody the suspect stated to me that his mental health was being affected as a result of these allegations. I requested that he was seen by the HCP to assess his mental health prior to release ensuring suitable support was in place (*National Occupation standards, 2010*). I have learnt that the suspect needs to be safeguarded as well as the victim, and the investigation is about gathering all evidence, for or against the suspect. Since joining the rape investigation department, I understand a rape allegation comes with many misconceptions and scrutiny. This has an impact on the suspect. It is important to remember that police are independent evidence gatherers, and should stay impartial throughout the investigation, remembering that every suspect is innocent until proven guilty, and therefore support must be made available and given to all parties involved within the investigation.

Word count: 2168

Authentication signature: Catrin Davis

Please sign to confirm that the work submitted is your own and has not been copied from another:

Signed: *CMDAMS*

Date: 04/11/2024

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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