

Graduate Diploma Professional Police Practice

LEVEL 6 - 40 Credits

Workbook title: Competency Based Workbook 2 (DHEP)

**(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) - BMPP6001D

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.
- Note that this module has 2 components with each weighted at 50% of the overall 100% marks total.
- 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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Component 1 50%	Area of Professional Practice	Word count
Task 1	Vulnerability and Risk Evidence-based policing	2000
Task 2	CHOOSE ONLY 1 OF THESE 'ADVANCED LEARNING AREA' OPTIONS. IT SHOULD BE ONE THAT HAS BEEN AGREED WITH THE FORCE TO STUDY IN YEAR 2.	All options are 2000 words
Task 2		2000
Option 1	Response Policing	
Option 2	Policing Communities	
Option 3	Road Policing	
Option 4	Information and Intelligence	
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Task 1

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

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

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

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

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

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

ANSWER:

This assignment will use Bortons Reflective Model to discuss an incident of ongoing harassment (with fear of violence) whereby I played a significant role in the investigation. I will discuss how I took steps to protect the vulnerable victim and how I ensured the offender could not repeat the behaviour displayed during the incidents reported.

Section 1 of the Protection from Harassment Act 1997 defines harassment as pursuing a course of conduct, on two or more occasions, which amounts to harassment of another, and which he or she knows or ought to know that the behaviour amounts to harassment (Crown Prosecution Service, 2018)

In this particular policing incident, the course of conduct from the offender resulted in the victim being in fear of violence which is defined further into the Act above. Section 4 of the Act states that a person is guilty of the offence if on two or more occasions the course of conduct causes the other to fear that violence will be used against him or her and he or she knows or ought to know that their behaviour will cause the other to fear on both of those said occasions.(Crown Prosecution Service, 2018).

During a shift in September, I was dispatched to an emergency call in relation to a male who was being violent to towards his neighbour. It was my job to attend the call, safeguard the victim and deal with the investigation. The call was allocated as an emergency using the THRIVE acronym. THRIVE stands for threat, harm, risk, investigation vulnerability and engagement. The acronym is a risk assessment used by Control Room Operators to categorise calls and organise the appropriate response. Calls to Gwent Police are categorised into the following; Emergency, Priority, Scheduled, Routine, Diarised and Resolution without deployment.

Once I had arrived at the call and had ascertained the circumstances of the incident, I made the decision to arrest the offender which I had a power to do under Section 24 of the Police and Criminal Evidence Act, as I had reasonable grounds to suspect the male had committed a criminal offence. He was held in custody on suspicion of sending repeated and unwanted text messages to his next-door neighbour, making inappropriate sexual remarks, kicking her front door and making threats to end her life.

The investigation was quite difficult due to both parties having vulnerabilities. The victim suffered from quite severe anxiety and the offender was dependant on alcohol and had an array of mental health issues. This meant that I would have to adapt my Policing and communication style to suit the individuals I was dealing with.

Once I had familiarised myself with the circumstances of the incident and conveyed the suspect to the custody unit, I attended the victims address to conduct Golden Hour enquires, this included obtaining an evidential statement from the victim, conducting CCTV enquires and house to house enquiries to ascertain whether there were any witnesses to the event.

The College of Policing (2021) define the Golden Hour as ‘...the period immediately after an offence has been committed, when material is readily available in high volumes to the police. Positive action in the period immediately after the report of a crime minimises the amount of material that could be lost to the investigation and maximises the chance of securing the material that will be admissible in court.’

Whilst engaging with the victim I was careful to be patient and empathetic with the female’s situation. She was very nervous and anxious about what had happened and was worried about whether the offender was going to cause her further distress. I kept on reassuring her that the male was in our Custody and that she was safe, which helped the situation greatly. I obtained an evidential statement from her, which she was reluctant to do when I first

arrived. However, once I had explained the array of 'Special Measures' available to her from the Courts she agreed to support Police in our investigation.

Section 17 of the Youth Justice Crime and Evidence Act 1999 allows certain measures to be put in place, in cases where the victim is intimidated or in fear of the offender. The measures are put in place to ensure that the victim is able to provide the best possible evidence to the Courts. This includes providing evidence via. Live Link or having a panel placed between the victim and offender in the Court room to prevent them from seeing each other. The victim in this case was also eligible for Special Measures under Section 16 of the same Act, due to her being defined as Vulnerable and suffering from a mental health condition (Crown Prosecution Service, 2021).

Using different approaches within policing is very important, as no two incidents are ever the same. In different circumstances, if the victim of this incident was safeguarded, the subject was calm and lived away from the victim then I may have taken alternate course of action such as inviting the offender into a police station for a voluntary interview. In this incident this would not have been proportionate due to the severity of the offences and the offender residing nextdoor to the victim. The victim was also vulnerable and at risk of being intimidated by the offender during the ongoing investigation.

Whilst at scene I had multiple necessities to make an arrest, therefore that is the course of action I decided to take.

As a Police Officer, before making an arrest it is important to ensure there is a necessity present in order to legally deprive that person of their liberty. Code G of the Police and Criminal Evidence Act provides the following necessities for arrest; for the prompt and effective investigation, to prevent physical injury, to prevent loss or damage to property, to prevent their disappearance, to prevent an obstruction of the highway, to protect a child or vulnerable person or to ascertain the persons name or address (Home Office, 2012).

Once all evidence had been gathered, I interviewed the detained male in accordance with the Police and Criminal Evidence Act. Prior to doing so, I had completed an application to remand the male in custody which is an alternative approach to releasing the male with bail conditions. This meant that the male would be detained in the Police Station until the next available Court date and not be released. This decision was made to further safeguard the victim as I believed he was likely to commit offences on bail. He had previous for committing

offences whilst on bail, meaning that if he were to be released with police bail conditions, then he was likely to breach them.

Some colleagues disagreed with my decision to request a remand in Custody, however I was adamant that my decision making was the correct one to make. I explained my reasoning professionally and was adamant that it was necessary to protect the victim. The request to remand the male was subsequently approved by the Custody Sargent and on reflection this was the right decision to make, to prevent the male from reoffending and safeguard the victim.

Taking further safeguarding measures such as remanding an offender or ensuring bail conditions are in place on them prior to their release is paramount in most cases involving vulnerability and risk. The Bail Act 1976 allows Police to place bail conditions on an offender upon their release, these include but are not limited to not entering a certain place or contacting a certain person. All conditions must be in line with the Police Code of Ethics, such as being justified, proportionate and ethical.

There have been tragic incidents in the past whereby Police have made mistakes with managing risk, which in turn has cost lives. The case of Kay Richardson, a 43-year-old victim who had reported her partner for rape and harassment in 2018, was the catalyst for reform in how Police decide on whether a person is released under investigation or whether alternative measures are put in place. The offender in Kay's situation was her partner. He was arrested and later released under investigation; without bail conditions in place to protect Richardson. This was despite there being a domestic abuse history and the risk he posed to her. The male later murdered Richardson at her home by beating her and strangling her to death (National Centre for Domestic Violence, no date)

This case outlines the importance of managing offenders and ensuring the correct safeguarding measures are in place and formed part of my decision making when requesting that the offender in my investigation was to be remanded and not released.

In response to the death of Kay Richardson, 'Kays Law' was brought into place as part of the Police, Crime, Sentencing and Courts Act and the new government strategy to combat violence against women has been introduced. The law puts the onus on the Police to consider the risk to the victim prior to releasing offenders from our Custody and push for increased use of bail conditions. It also allows Police to take the victims views into account when applying conditions to the person (Home Office, 2022).

Once the offender in my case, had been charged and remanded I informed the victim of the outcome of the investigation. The Code of Practice for Victims of Crime states; “You have the Right to be provided with updates on your case and to be told when important decisions are taken” (Ministry of Justice, 2021). I also requested restraining order be put in place by the Courts to further protect the victim once he was released from Court or Prison.

The Home Office states; ‘People with mental health problems or other vulnerabilities may have a range of complex needs, which the police alone are not fully equipped to meet. In such circumstances, it is crucial that there is early recognition of a person’s requirements and a clear process for the police to access, in conjunction with partner agencies, the right and timely support to meet these.’ (Home Office, no date).

As part of partner agency working, I also submitted a Public Protection Notice. The notice ensures that information is shared to the relevant agencies, such as housing, social services and schools. I felt it was necessary in this case, with the consent of the victim, to share this information in order for her to be provided with more support with her mental health, which is something the Police are not trained to do. I also made it clear in the notice that the female required help with alternative housing and that I felt that as a further safeguarding measure, she should be offered alternative accommodation.

Despite focusing on safeguarding the victim throughout this incident and throughout this essay. Upon reflection, I ensured the offender was adequately safeguarded too. I knew the offender quite well and understood that he struggled deeply with alcohol abuse since the death of a family member and the loss of his job. I ensured the PPN also included him and his vulnerabilities, making it clear that the male required help with substance misuse and had requested further assistance from the Gwent Drugs and Alcohol Services. Upon reflection, arrest was the best course of action I could take for this male as I removed him from the situation and prevented him from committing further offences. Further to this, the sentencing in Court and the subsequent order put in place on him, will hopefully prevent him from reoffending and further protect the victim.

In conclusion, using different approaches to manage vulnerability and risk is of significant importance, in order to prevent harm and save lives. Each situation is different and requires a fresh set of eyes to appoint the correct support and make the right decisions. The use of partner agencies to support victims, and also to support offenders should be common

practice for Police Officers and is of a significant importance for Police to effectively deal with incidents involving risk.

WORD COUNT: 1995

Task 2

This is a reminder that this TASK 2 section is an opportunity for you to answer one question which should be relevant to the “advanced learning” area that you have chosen. The advanced learning lecture that you choose to attend will assist you in answering this task.

Choose 1 of these 5 options to answer

(Note for officers who have an interest in becoming a detective and wish to specialise in this role, you **MUST** choose option 5)

1. Response Policing.
2. Policing Communities.
3. Road Policing.
4. Information and Intelligence.
5. Conducting Investigations.

Task 2 Option 1:

Relevant areas of the National Policing Curriculum:

Response Policing

A core part of the policing mission is to prevent crime and disorder. Domestic abuse causes both serious harm and constitutes a considerable proportion of overall crime

You should choose **a domestic abuse incident** that was of a complex nature, in which you played a significant role in providing a response.

Critically assess the challenges associated with a domestic abuse incident that you have attended, and the strategies developed for effective policing in such challenging situations.

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

ANSWER:

“Domestic abuse blights lives. It destroys lives, and not just the life of the immediate victim but of the children and other family members as well” – Former Prime Minister, Theresa May (Goult, N. 2019).

In this essay I will discuss a domestic incident I have attended, the challenges associated with such incidents as well as the strategies the Police and the Criminal Justice System have developed to provide an effective service to victims of domestic abuse.

A domestic violence incident is defined by the UK Government as an incident or a number of incidents involving violence, abuse, threatening or coercive and controlling behaviour between persons who are aged sixteen or over and who are or have been intimate partners or family members (The National Institute of Health and Care Excellence, 2016). As Police Officers, it our duty to protect the vulnerable and provide immediate and continued safety for Domestic Violence victims.

In response to this question, in the early hours of night shift in January I was dispatched to an emergency call in relation to an ongoing domestic incident. A female had called 999 and was heard screaming. She was reporting that a male had entered her house in possession of a flame thrower and was threatening her. There were also children present at the address who were witnessing the incident. I had prior knowledge of the persons who resided at the address and also who the male was likely to be. I knew that I needed to get to the address as soon as possible to prevent the male from causing harm. He was known to be violent; I knew that the victims were at serious risk. I was adamant that I would do my best by the victims and fulfil my oath as a Police Officer to “prevent all offences against people and property”.

The Gwent Police and Crime Plan, states that one of the force priorities for 2021-2025 is to ‘Combat Serious Crime’, which includes to improve the services response to domestic

abuse and violence against women (Gwent Police and Crime Commissioner, 2021). All Officers should strive to achieve these priorities in the best interests of our communities.

Upon arriving at the address, I could hear a disturbance inside. I attempted to open the door and enter under Section 17 of the Police and Criminal Evidence Act, as I had a genuine belief that the lives of those inside were in danger, however the male was holding the door shut. I eventually gained entry and was confronted by the male in the hallway. Using the National Decision Model, I made the decision to take hold of the male, I had my PAVA spray drawn and was also using my communication skills. I did consider deploying my PAVA spray due to not being able to see his hands, him not complying with my requests and me having prior knowledge of him being in possession of weapons, however there were factors which made me decide not to and just use unarmed skills, to remove the male from the property and safeguard the victims.

A challenge Police Officers face when confronted with dynamic and dangerous situations is deciding what level of force should be used. Since the death of George Floyd in the United States, which saw a 46-year-old man die at the hands of a Police Officer due to prolonged restraint, the spotlight has been shone on Police use of force now more than ever (BBC, 2020).

It is very easy for some Officers to allow 'red mist' to take over and allow their emotions to guide you them, rather than safety training. Therefore, it is paramount that Officers remain professional and level-headed at all times. In this situation I was aware of this. I was mindful that there were two children present who were witnessing the incident, and in turn witnessing my actions. Even though using further force in this situation would have been justified, I had an awareness that public perceptions of Police Officers has decreased and an understanding, through Adverse Childhood Experiences training, that children's minds can easily be affected by trauma in their early years. I did not want the children witness me using that level of force on their father, nor did I want them to be affected by the tool, therefore I made the decision not to deploy my PAVA spray.

As well as the main victim, children are now also categorised as victims of Domestic Abuse if they are witnesses to the offender's behaviour (Home Office, 2022). As stated above, traumatic and violent experiences such as the domestic incident I attended are proven to have a profound impact on the development of a child. Adverse Childhood Experiences are defined as; "highly stressful, and potentially traumatic, events or situations that occur during childhood and/or adolescence. They can be a single event, or prolonged threats to, and

breaches of, the young person's safety, security, trust or bodily integrity" (Young Minds, 2018). Therefore, as a strategy it is important that Police Officers recognise this, adapt their behaviour whilst in their presence and treat Children as victims in their own right, as well as provide them with the necessary support, signpost to partner agencies and prevent them from being subjected to further ACE's.

In this incident, due to the incident being categorised as 'high-risk- a Multi-Agency Risk Assessment Conference Referral was submitted (as well as a Public Protection Notice to Social Services). If specific criteria are met, incident is discussed in a 'MARAC meeting' between multi-agencies such as; housing, schools, social services, independent domestic violence advisors and Police. During the meeting, risks will be discussed, and a plan put in place going forward to prevent incidents from reoccurring, ensuring the victim is supported and that the correct safeguarding measures are put in place. This meeting ensures that all agencies are kept informed and work together to ensure the best outcome (Gwent Safeguarding, 2018).

Another strategy Officers use to effectively Police in such situations is having a good understanding of emotional intelligence, which is a way of understanding and identifying emotions.

There are five categories of emotional intelligence, and I will briefly discuss how I used some of these to effectively deal with the domestic incident discussed. The first is self-awareness, this is having an understanding of your own feelings and how they can potentially impact on yours and other people's behaviour. The second, self-regulation this is being able to control your own emotions. The third is motivation, this is having the ability to recognise negative emotions and transferring those emotions into positive ones. The fourth is Empathy, this is being able to understand how others feel and adapting how you communicate with them. Lastly, is 'Social Skills'. This is when a person has good interpersonal skills and is essential for Police Officers to communicate effectively (Akers and Porter, 2007).

In this incident, I ensured I remained calm and did not allow my feelings of anxiety and annoyance to affect my response him, or for those feeling to be known to the offender. This resulted in him mirroring my behaviour and not becoming overly violent towards me. Anxiety, because I knew the danger I was walking into and annoyance to the fact this male had committed further offences and had a complete disregard to a restraining order I worked to put in place (self-awareness and self-regulation). When dealing with the upset and shaken victims, I ensured I was empathetic, understanding and remained calm, despite my body

producing high adrenaline from dealing with the offender. This wasn't difficult for me as I had already built a rapport with the victims from attending previous incidents. The behaviour I was displaying ensured the victims were comfortable to tell me what had happened and trust me with that information.

A more common and daily strategy used by Officers to Police any situation, including domestic incidents is the National Decision Model. The model is split up into the different parts which assists officers ensure that all decisions, including force are justified, proportionate, legal, accountable, necessary, ethical and coinciding with other legislation and policy such as the Code of Ethics, the Children Act 2004, the Human Rights Act 1998.

Further to the challenges discussed above, another identified in many domestic incidents is public trust. Although in this situation I had already gained the trust of the victims (through working with them previously and becoming a familiar face), in many domestic incidents and other crime related incidents, victims do not come forward with information, nor support Police action.

This lack of engagement from the victims often ends up in Police having to no further action investigations. This non-cooperation is either due to them not trusting Police, not understanding the investigation process, fear of repercussions from the offender or in some due to cultural and religious differences and how they would be perceived in the community if they engaged with Police. Although in this case there were no cultural or religious factors, I was aware of the difficulties in Policing such situations and the barriers effecting victim support, such as 'shame' and the subsequent 'honour-based violence' a person could be subjected to if they engaged with Police.

The Office for National Statistics states that in the year ending 2018, 24% of domestic abuse cases failed, 52% of which were due to the victim not supporting Police, retracting or failing to attend Court (Office for National Statistics, 2018). In response to this a strategy has put in place, known as an evidence-based prosecution or a 'victimless prosecution'. This means in cases where victims do not provide an evidential statement about what has happened to them, Police can consider this form of prosecution without victim support. This means investigators can utilise other evidence gathered by Officers. This evidence can include but is not limited to; Body Worn Video of the attending Officers, evidencing the demeanour of the subject and of the victim, 999 call recordings, photographs of injuries and statements from witnesses, for example a neighbour who has heard or seen the incident (Golden Hour

Enquiries). As long as the incident passes the full-code test and the public interest test, then such cases can be prosecuted at Court (Crown Prosecution Service, 2022)

The European Court of Human Rights has voiced the importance of evidence-based prosecutions in order to safeguard victims of such crimes. This strategy displays that the Criminal Justice system and Police take Domestic Abuse seriously and that it will not be tolerated in today's society. The strategy can help prevent victims from being subjected to further criminal offences, and subsequently decrease criminal behaviour (Carnes, D. 2020).

Another strategy Police use to effectively deal with domestic violence incidents is the use of Domestic Violence Notices and Orders. In incidents where the case has been no further actioned due to insufficient evidence and an evidence-based prosecution is not available, then this further safeguarding measure can be utilised. Brought in as part of the Crime and Security Act 2010 and introduced across Police Forces in 2014, DVPN's and DVPO's have become common practice for Police Services across England and Wales (Home Office, 2022).

A DVPN is a Civil Emergency Notice which can be placed on an offender (once authorised by an Inspector). The notice holds conditions such as; not attending an address or contacting a victim. Once a DVPN has been authorised, Officers must apply to the Courts for a DVPO within forty-eight hours, which if accepted by the Magistrates can provide a further twenty-eight days of protection to the victim (Home Office, 2022).

This strategy provides a period of respite for victim and allows them the opportunity to, for example; leave the relationship, obtain support from partner agencies and organise alternative accommodation, without interference from the perpetrator. Any breaches of the Notice or Order hold a power of arrest (Home Office, 2022).

In conclusion, Police Officers encounter many challenges whilst policing domestic violence incidents, such as; violence, lack of victim support and managing their own emotions. Utilising tools available such as; the National Decision Model, understanding emotional intelligence, obtaining the best evidence possible during Golden Hour enquiries and applying safeguarding measures such as; DVPNs and DVPOs ensures that Police are providing the best possible service to victims of domestic abuse. As well as, increasing prosecution rates and subsequently improving public trust and the likelihood of victims coming forward and reporting abuse in the future.

WORD COUNT: 2068

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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.