

Graduate Diploma in Professional Police Practice

LEVEL 6 - 40 Credits

To be completed by DHEP Detective students only

**Workbook title: Competency Based Workbook 1
(DHEP) 6,500 words**

(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)

Workbook Guidance

Please read these notes carefully; they provide essential information.

What is the workbook for?

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

Area of Professional Practice covered, (called elements in your module descriptor):

- Wellbeing and Resilience
- Communication Skills
- Managing Conflict
- Valuing Difference and Inclusion
- Criminal Justice
- Decision making, discretion
- Conducting Investigations
- Criminal Justice (Managing offenders)
- Problem Solving
- Evidence Based Policing
- Maintaining Professional Standards
- Public Protection.

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

How should the workbook be presented?

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

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

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

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

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

How is the workbook assessed?

Advice and support about the completion of this workbook will be provided by university staff as part of your initial training day. Your tutor constable and in-force training staff will not be involved in assessing or marking your workbook after it has been submitted.

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

Once submitted your workbook will be assessed and marked independently.

Confidentiality

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

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

The content of this workbook should be your own work. Do not allow anyone else to see your work or use your work for their own submissions.

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

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

NOTE

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

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

Dyslexia and other special circumstances

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

Guidance:

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

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Task 5	Independent Patrol Status Confirmation	Equivalent 1500 words
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Task 1

Relevant areas of the National Policing Curriculum:

Understanding the role of a constable.

Guidance:

Focussing on your initial 6 months of learning and since being attested as a Police Constable, **discuss and compare** the coping strategies you have applied to develop resilience and minimise stress.

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

ANSWER:

Throughout the initial 6 months training and since being attested as a Police Constable, developing resilience has been a key factor in me being able to minimise stress effectively. As such, throughout this essay I will be discussing and comparing the essential coping strategies that I have used in order to develop resilience to stress as well as incorporating a reflective model to enable me to explore and structure my learning from these experiences. The reflective model that I will be using throughout my essay is Terry Borton's "Model of Reflection" (1970) whereby it is a fluid process for examining experiences and due to its cyclic nature, it allows you to learn from things that went well or didn't go so well and how to improve things in the future (The University of Edinburgh, 2020). The reflective model is considered an "structured debriefing" that is comprised of 3 reflective stages; What? So what?, and Now what? (University of Cumbria, 2020). By undertaking reflective practice, this will increase my self-awareness as I will identify strategies that worked effectively, those that didn't and what strategies I will continue to use as I progress throughout my policing career (Collage of Policing, 2023).

Firstly, I will be investigating the "What?" element of Borton's Model (1970) whereby I will be addressing the core issues involved in the policing context which is namely stress and resilience. Stress is defined as a "state of mental or emotional strain caused by adverse circumstances" (Healthline, 2023). Stress is "how we react when we feel under pressure or threatened" whereby stress in small amounts is very common and can help us when we feel under pressure, but stress can become a problem when it lasts over long periods of time (Mind, 2022). Although, many people experience stress at many stages throughout their life, it can have mental and physical consequences (MentalHealthFoundation, 2023). Recent statistics demonstrates just how common a problem stress is in the UK. For example, a worrying statistic which depicts that over 914,000 UK workers suffered from work-related stress, depression or anxiety in 2021/2022 (Health and Safety at Work, 2022). As such, it is crucial to develop coping strategies for the management of stress and build resilience in order to bounce back from anxiety-provoking events particularly in the policing context (E, Seppala, 2021).

Having discussed as to why stress is a predominant factor in a policing context, I will now move onto the second stage of Borton's reflective model "So what?". Here I will be discussing the 2 coping mechanisms that worked effectively for me to tackle the core issues of stress and resilience as well as incorporating the evidence that demonstrates the

effectiveness of these strategies. The first coping mechanism used that I adopt nearly every day is walking, either alongside the company of my family or with my dog, Harley. I have found that by taking time out to walk not only helps me physically but more importantly to me, mentally. I will try to fit at least 30 minutes of walking into my daily routine everyday whereby I more commonly use this time when walking to reflect on why I am stressed, how I can mitigate further stress and what the solution is to my stress and worries. As well as the whole host of physical benefits (O'Hara, 2021), I will be focussing on the mental health benefits of walking. Walking, as a form of exercise, has been proven to release feel-good hormones and "our bodies are designed to move, and when we don't do that, the energy gets stuck inside and creates more stress (Hoban, 2019.) There has been many studies and statistics that demonstrates the mental health impact of exercise in particular, 89% of 1,158 studies found a significant, positive association between physical activity and mental health (John W Brick Foundation, 2021). To conclude, walking as a form of exercise will continue to be an important coping mechanism when dealing with stress and building resilience as it enables me to build clarity on any stressful situations that I encounter and essentially take care of my mental well-being.

The second coping mechanism that I use to build resilience to stress is by communicating to family or friends whenever I feel worried or stressed. I feel it is crucial to communicate whenever we face difficulties as friends and family are generally the people we turn to when times get tough. Personally, for me, I believe that my first and second coping mechanism inter-link as I normally walk with my family members and friends in order to relieve stress and "vent" if anything has upset me. I have found that talking openly about my triumphs and lows in my police training has been hugely beneficial for my mental health. Before I customised myself to this tactic, I would generally isolate myself from communicating to friends and family, however this has left me feeling alone and overwhelmed with stress. As such, now that I communicate effectively and I turn to people who know me best, I am able to have open discussions whereby they provide me guidance and advice. Studies have shown that "being able to talk to people close to us, helps us sift through our feelings to better understand our stance on a topic or situation" (PCYC, 2021). This is supported by Pennebaker (1986) whereby studies shows that simply talking about our problems and sharing our negative emotions with someone we trust can be profoundly helpful in reducing stress.

The last stage of Borton's reflective model is "Now What?" which is the stage whereby I compare and evaluate the coping mechanisms and I decide what was the most effective and what tactic I will be maintaining as I move forward in my policing career. The 2 coping mechanisms that I have discussed above inter-link in a number of ways. As I have stated before, I often like to walk with a family member or friends as such I experience the health benefits both physically and mentally. By combining exercise through walking with effective communication, I have found this hugely beneficial as I am able to discard of any stresses or worries that I have encountered in the day with advice from family members. Moving forward, I would like to expand my coping strategies by incorporating more physical exercise that increases my core strength not just physically but mentally. I feel I have focused predominately on my mental well-being, which is of no doubt an importance, but I would now like to challenge myself in becoming physically stronger as means of reducing stress and increasing resilience.

Total word count = 1100

Task 2

Relevant areas of the National Policing Curriculum: Communication Skills, Managing Conflict, Valuing Difference and Inclusion

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

Critically assess the incident including social and legislative contexts and any relevant cultural, ethnicity and language issues.

Consider the use of effective communication skills that you used within the incident.

Reflecting upon your incident, critically evaluate any theories or models underpinning the causes of conflict within policing interventions. (Examples would include, Betaris Box, The Drama Triangle).

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

ANSWER:

The policing world encapsulates an expectancy that conflict will be a core issue that needs to be addressed and managed in all daily policing incidents that officers attend too. Policing is an “physically demanding and potentially dangerous profession” if officers are not attentive and respond to such situations appropriately and effectively (CoP, 2023). As such, officers, when responding to the vast variety of situations, need to expect the unexpected and place conflict management and effective communication at the core of their decision making in order to de-escalate potential violent and aggressive offenders. As such in this essay, I will be reflecting on a policing incident whereby effective communication was necessary in order to de-escalate the situation and manage conflict. The incident will be discussed whilst conforming to data protection regulations ensuring that my work is sanitise thoroughly. Furthermore, I will critically assess and evaluate the incident in relation to any social or legislative contexts that are deemed relevant to the issues at play and reflect upon my performance using The Gibbs Reflective Cycle (The University of Edinburgh, 2020). I will also be discussing the “hands-on” aspect of policing whereby this was particularly pertinent in my policing incident whilst incorporating the conflict management model “Betaris Box”.

During my tutorship, I have learnt the importance of effective communication when dealing with an incident especially in regard to building a rapport with the victim/offender in order to come to an agreement and establish trust. It has been found that effective communication should be quickly established when attending a policing incident which should include building a rapport, active listening, using a procedurally just approach as well as minimising bias and judgement (Collage of Policing, 2023). This was particularly important in regard to the incident I attended whereby communication was necessary in order to reduce tensions with the offender and seek to build a relationship with the male before the use of force was used. The incident that I will be describing relates to a male that was suspected to be under the influence of a controlled substance whilst in control of a motor vehicle. The male was

found to be driving in the early hours of the morning at an unusually high speed as such myself and two officers instructed the driver to pull over when safe to do so. The vehicle came to a compliant stop, and it was found that under observation, the male appeared very animated, his pupils were small, and sweat was apparent on the forehead. As well as this, there was an overarching smell of intoxicants coming from within the vehicle. It was found through relevant police checks via PNC and NICHE that the male had travelled a far distance whereby the male stated that he was in the area to meet his friends. However, the male's behaviour was increasingly erratic and despite obliging to a breath sample which came back as zero, the male was detained for the purposes of an S.23 Misuse of Drugs Act (1971) search. Whilst the vehicle was being searched, I was responsible for speaking to the male to de-escalate tensions and establish what has occurred following the incident. The search on male was negative but a number of items were seized in regard to the vehicle search which subsequently led to his arrest. The male was arrested on suspicion of driving whilst unfit through drugs, possession of an offensive weapon and possession of Class C drugs. The male upon hearing his arrest was violent towards officers which as a result, use of force was used upon the male in order to execute an effective arrest. The male was conveyed to custody by myself and another officer, and we were advised that due to his hostile nature, that we would be required to watch the offender in his cell until a blood sample could be taken from the male when it was safe to do so.

There is a clear overarching drug driving issue in relation to the social context especially in regard to the number of fatalities due to drug driving and the safety risks that a driver imposes on other road users whilst unfit through drugs. In a review conducted by Sir Peter North (2010), it has been found that the UK's legislation in relation to drink/ drug driving law has demonstrated that there is a significant drug driving issue. This has been evidenced through statistics that reveal impairment by drugs was recorded as a contributory factor that led to 813 fatalities in 2022 (Office for National Statistics, 2022). It is an offence to drive with any of the 17 controlled substances above the specified levels and there are many overarching risks associated with drug driving that affect you're driving. Drug driving can affect your ability to judge speed and distance, reactive and coordination skills, blurry or impaired vision as well as drowsiness and aggression (Police.UK, 2023). This is supported by Romano et al (2014) whereby drug driving significantly increase the likelihood of crashing and furthermore Watling et al (2010) states that approximately one in five drivers reported having driven within 4 hours of consuming a controlled substance prior to crashing their vehicle. However, the root cause of drug driving stems down to the singular issue of drugs and its prevalence in UK's societies. In recent surveys, drug use has been regarded as relatively stable up until recently whereby it was found that drug use has increased by 9.4% in England and Wales (Gov.UK, 2021).

The legislative context for my policing incident was looking at Section 4 Road Traffic Act (1988) whereby it states:

"A person who, when driving or attempting to drive a mechanically propelled vehicle on a road or other public place, is unfit to drive through drink or drugs is guilty of an offence."(RTA 1988).

This particular act and offence relies on police officers attentiveness and ability to prove that the driver was unfit due to the fact they were under the influence of drugs (Stepheson's, 2021). However, in my policing incident, it was made ever so clear by the male that it was under the influence of a controlled substance due to his erratic driving, aggression and the

strong intoxicating smell coming from the vehicle. Moreover, under S. 4 RTA (1988), roadside testing can be carried out whereby officers can require suspected offenders to undergo field impairment tests as well as roadside drug kit to screen for Cannabis or Cocaine (Gov.UK, 2023). However, in my policing incident, we did not have a roadside drug kit readily available, but the RTA 1988 enables you to arrest an offender if you have reasonable grounds to suspect that the road user is unfit through drink or drugs. As such, as long as you have reasonable grounds to suspect the road user is unfit as a result of controlled substance, you can arrest and require a blood sample by a doctor for further testing. Despite no roadside test conclusively confirming that the male was under the influence of a controlled substance, the S.23 Misuse of Drugs Act (1971) search provided more reasoning for his arrest due to locating Class C drugs in his vehicle thus providing grounds that the male could be unfit to drive through drugs.

There was no cultural, ethnic or language issues within this police incident. The incident involved a white, English-speaking British male as such there was no issues present that related or concerned the above.

Reflection of the incident

Upon critical reflection of the incident using Gibbs Reflective Model (1988), I have found that I used a variety of communication tactics as part of conflict management. Upon my initial arrival, I used active listening and emotional awareness to build a rapport with the male offender. I found that by demonstrating to the offender that I'm willing to engage and communicate with him, he was more willing to engage with myself and other officers present at scene. Through research, active listening is a system of maintaining open conversation through the use of empathy, listening and body language (CoP, 2023). This was further supported by an impartial approach whereby I stated to the male that as officers we act on no judgement and pre-conceptions of an offender regardless of their criminal history. The male appeared to be less anxious when I engaged with him and made an effort to talk about what his plans were and general conversation.

I also demonstrated empathy when he informed me of his mental health issues that he is currently suffers with. I demonstrated emotional awareness by identifying the sensitive issue regarding his mental health and made him aware that support is available if he wished to receive it. Although he declined this offer, he appreciated that someone was listening to his worries despite it being a police officer. By discussing his personal life and mental health, the male began to trust me which led to him becoming less agitated and more compliant.

However, the male became very agitated and hostile once the male was denied smoking a cigarette during the vehicle search. He did not understand the importance of the search and kept trying to interrupt it. But I decided to negotiate with the male in order to de-escalate tensions whereby I reiterated on multiple occasions that once the search was completed; he would then be able to have a smoke. I spoke to him in a calm manner whilst being assertive which did have a positive effect in reducing tensions.

The incident took a turn for the worse once Class C drugs and an offensive weapon were located during the vehicle search. The male became very angry and was threatening to use violence on not only police officers but himself. I became increasingly aware that the risks the male was imposing on officers was imminent and it was indicated from his demeanour that

he could possibly place officers at risk of injury. As such, by being situationally aware, you are more able to process potential threats and risks in the environment (CoP, 2023). However, the male imposed a risk to officers once he was cautioned and arrested for the discussed offences. As such, the male was placed into handcuffs once he was placed onto the floor. Under Section 117 of the Police and Criminal Evidence Act 1984, an officer may use reasonable force, if necessary, in the exercise of power as long as he has an honest belief that the force used was appropriate and reasonable in the circumstances (Blackstone's, 2021). In our case, the use of force was appropriate due to subjects increasing hostile and aggressive behaviour towards officers and his resistance to being placed into the Police van.

Betaris Box

The Betaris Box model demonstrates how our attitude and behaviours are affected by others and how our own attitude and behaviour can affect other people surrounding us (Revolution, 2023). The model is considered a cyclical behavioural pattern which can help us to understand the impact that our attitudes and behaviours have on the attitudes and behaviours of others (MindTools, 2023). The model essentially demonstrates that if we address conflict with a negative mindset and negative attitude, this will be reflected by the opposing individual who will address us in the same manner. As such, by adopting a positive approach to situations involving conflict, this will prevent the formation of hostile environments that lead officers to get off on the "wrong foot" with victims or subjects.

Having researched this model, I have found this significantly applicable to the policing incident I attended. As I adopted a positive approach when dealing with the subject, he engaged with me openly which in turn enabled me to establish a rapport with him. By adopting the Betaris model in policing, I have found that it reduces hostile environments from forming and allows officers to consider changing their attitudes to deal with conflict effectively.

In conclusion, I feel confident that I dealt with the incident in the most effective and appropriate way. I dealt with a subject who demonstrated a variety of emotions which challenged me emotionally and physically. I was able to de-escalate the situation by using effective communication and establish a rapport with the subject, which was critically important in reducing tensions. As such, I have demonstrated conflict management through the use of communication and by using force as the very last option. Although my situation ended in the use of force, the most important factor that prevented this from occurring earlier was verbal communication and showing the subject empathy in regard to his frustrations.

Total Word Count = 2091

Task 3

Relevant areas of the National Policing Curriculum: Criminal Justice, Valuing difference and inclusion

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

Critically explore a policing incident that you have **investigated** and examine how you dealt with competing issues such as legalisation, social issues, culture and language.

Consider the victims code of practice and how it was used to support your victim/witness through the criminal justice system during the **investigative process**.

Your reflection must illustrate your understanding and application of core principles of ethics, equality, diversity and human rights.

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

ANSWER:

Placing victims at the heart of policing is fundamental in providing the correct and relevant support that caters to each individual's needs. This has a catalytic effect whereby the police are prioritising then needs of crime victims and are rebuilding a "general inclusive culture" that supports and increases public confidence in their police service (The City of London, 2022). Every single victim of crime is entitled to receive support from the Criminal Justice System, which has been enshrined through the Victims Code of Practice that has recently been amended as of 2021 (CoP, 2021). The Victims Code of Practice sets out the services and minimum standards that must be provided to all victims of crime regardless of whether the victim wishes to report the crime. There is no denying the importance of victims in policing due to the very fact victims provide officers with the information required to move forward in an investigation and as victims demonstrate such bravery in coming forward to officers, they should be treated and provided with the upmost support. As such, throughout my essay, I will be describing and critically assessing an incident whereby I played a crucial role with the offender and victim. In turn, I will be discussing any social and legislative issues that come into play with the incident and what support I offered to the victim as the investigation progressed.

Myself and another officer attended a call of a domestic nature whereby a female has reported that her brother has made numerous threats to commit criminal damage to their family home by means of arson as well as already committing criminal damage inside the property. The threats at hand suggested that the brother was going to burn the victims home where they both reside as well as punching a hole in the wall of the hallway. The victim expressed great fears that the acts would be carried out by her brother due to his increasing aggressive behaviour hence why she made the report to the police. In response to the victim

informing me of the events that took place, I completed a statement as well as a Domestic Abuse, Stalking and Harassment form in the family home as the victim wished to proceed with a complaint against her brother. At the time of this writing, an arrest has been made on the brother by myself and another officer but is yet to be interviewed. As such, the outcome of the case is yet to be reviewed and finalised in order to make the decision as to whether the case proceeds to court.

The incident at hand is focused on threats to commit criminal damage by means of arson as well as already committing criminal damage. However, the main over-arching focus is that the acts were committed by a family member to another family member, thereby meeting the criteria of Domestic Abuse. Under the Domestic Abuse Act (2021), domestic abuse is viewed as “any incident or pattern of incidents, controlling, coercive, threatening behaviour, violence or abuse between those aged 16 or over who are, or have been, intimate partners or family members regardless of gender or sexuality” (Home Office, 2021). The abusive behaviours can encompass but is not limited to psychological, physical, sexual, financial, and emotional. In regard to my policing incident the events discussed shows that the brother displayed abusive behaviour by means of violence and threatening behaviour that was conducted over the course of one day. As such, the need to safeguard and take action as soon as possible to prevent any further harm to the victim was of significant importance in my eyes.

However, there is no set offence for domestic abuse or domestic violence as they are not regarded as a criminal offence. But there are many types of conduct associated with them which are an offence most commonly threat to kill, sexual assault, coercive control, criminal damage and so forth (NCDV, 2023). Particularly in Gwent Police, we have a duty to take positive action when dealing with domestic abuse which will mean making an arrest providing that the required necessities and grounds are fulfilled (Collage of Policing, 2023). This was particularly important in my policing incident whereby arrest attempts were made due to the subject had committing the offence of threats to commit criminal damage by means of arson and committing criminal damage. My necessities for the arrest fit in line with the Police and Criminal Evidence Act (1984) whereby the arrest were to prevent any harm to any persons as well as preventing any further loss or damage to property. Given the arrest of the subject, Article 5 of the Human Rights Act 1998 (Right to Liberty and Security) was removed from the subject. I believed that by taking positive action through arrest was the best option to take due to the concerning nature of the threats and the danger he imposed on the family home. Safeguarding of the victim should always be the priority of any officer when dealing with domestic related incidents as such an arrest was the most effective in my decision making.

There is no ethnicity, language or culture issues involved within this occurrence. The victim in this occurrence was a white British female first language was English.

The Victims Code of Practice is a crucial document that outlines the rights and entitlements of victims within the Criminal Justice System (Collage of Policing, 2023). It is to be utilised as a guide that all officers should use to ensure that victims are treated with fairness, respect and dignity throughout their journey seeking justice. Within the Victims Code of Practice, there are 12 key entitlements for victims that are progressing through the CJS with the main over-arching focus being on keeping victims updated and informed about the progress of their case as well as providing support services that need to be readily available to victims (Gov.UK, 2023). I will not be directly discussing all 12 rights enshrined in the Victims Code

of Practice, but I will be discussing the main codes that are of importance to my policing incident and what support was signposted and offered to the victim as a result of the crime she reported.

One of the most important rights under the victim codes which is particular of importance to domestic abuse incidents is the right to be referred to services that support victims and have services and support tailored to their needs. This was relevant in my incident whereby I conducted a Domestic Abuse, Stalking and Harassment form (DASH) which is considered a risk assessment of the current situation that the victim finds themselves in. A DASH form includes a series of 27 questions that enable an officer to understand the risk that a victim is currently in and can assess from these questions what actions should be undertaken (Collage of Policing, 2023). I made the victim aware that due to the incident being domestic related, that I would be required to complete a DASH form with her. I remained empathetic with the victim as I know that the questions can be difficult to answer and made her aware that the behaviours her brother was displaying was abusive. Moreover, I informed that this DASH form, if with her consent, can be shared to partner agencies in order to provide with the necessary support and safeguard the victim. The victim who was initially reluctant did consent to the DASH and required reassurance from myself that this was the right thing to do. I completed the DASH form to a high standard to ensure that partner agencies have an in-depth understanding of the circumstances, this in turn, will enable partner agencies to co-ordinate their support.

Under the Victims Code of Practice, a victim is entitled to complete a Victim Personal Statement (VPS) whereby it allows the victim most directly affected by the crime to address the court during the decision-making process. From the victims point of view, it can be regarded as valuable in aiding their emotional recovery from their ordeal and demonstrate to the court what harm suffered as a result of the crime committed (UNODC, 2017). As such, in reference to my policing incident, I offered the victim the complete a VPS whereby she agreed as she stated that the effect of the threats received by her brother has left her scared and worried that something is going to happen. Within the VPS, she stated that this incident has left her frightened that her brother will burn the house down when she is sleeping and is afraid that he will turn up to the address unannounced.

Another such right contained in the victims code of practice, is the right for the victim to be entitled to special measures if they meet the required threshold when attending court. This was enshrined in the Youth Justice and Criminal Evidence Act 1999 (YJCEA) whereby it introduced a range of measures that can be used to facilitate the gathering and giving of evidence of vulnerable and intimidated witnesses (CPS, 2021). The campaign *Speaking up for Justice* recognised that being a witness in any Criminal Proceedings can be a stressful affair (Ewin, 2016). In my case, due to the fact my victim was under the age of 18 years, she was considered vulnerable and met the criteria contained with Section 16 YJCEA 1998. Moreover, as my victim was involved in a domestic abuse incident, she was also regarded as an intimidated witness whereby she would be protected from seeing the perpetrator in court when giving evidence. Other types of special measures that my victim would be entitled to receive would be a video recorded statement, giving evidence in private as well as giving evidence behind a screen. Due to these factors, I made my victim aware that I opted for special measures if she was to attend court and I would inform her in plenty of time to reduce any stresses and worries.

To conclude, I have approached a domestic related incident with an attentive and vigilant eye to ensure that the victim receives the effective support that caters to her needs. I have demonstrated assertiveness whilst keeping in line with the Victims Code of Practice to ensure that the victim is understood and that she acknowledges that officers take any domestic incidents with due care. By signposting the victim to support services and undertaking a DASH form to risk assess her situation, I was able to provide support that was crucial in limiting any further harm. I believe that by taking positive action to all cases of domestic abuse is key to ending the progression and escalation of domestic abuse cases which was my main reasoning behind the subjects arrest. Overall, I believe I handled the incident well and feel confident that I did everything that I could in order to reduce further harm to the family whilst providing effective solutions to the incident at hand.

Total Word Count: 1825

Task 4

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Relevant areas of the National Policing Curriculum:

Decision making and discretion, Conducting Investigations and Criminal Justice (Managing offenders)

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

Critically assess your role during a **police investigation** where you played a significant part with an offender/victim and reflect upon what happened.

Reflect upon your use of the National Decision-Making Model and the Code of Ethics and review how this impacted upon your decision making and use of discretion within the **investigation**.

Critically review your responsibilities regarding the provision of CPIA when conducting this **investigation**.

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

ANSWER:

The National Decision Model (NDM) is a framework used by law enforcement within the UK to guide decision-making processes during critical incidents. It enables Police Officers to develop the professional judgement that is necessary to make effective policing decisions and to learn from their outcomes regardless of whether they successful or unsuccessful (Peters, 2023). Moreover, the NDM is to be considered an “spinning wheel” whereby the decision making by officers during any critical incidents should be a never-ending motion. This reflects how circumstances can change in a heartbeat and that officers should be able to make effective decision making within a changing environment. As such, throughout this essay, I will be critically assessing an incident whereby I have applied the NDM and will be dissecting each element of the NDM in order to reflect how this was used for my effective decision making. I will critically evaluate the decisions I made by assessing the lawful and ethical rationale to reach those decisions whilst incorporating the Code of Ethics and use of discretion. With this in mind, I will also be reviewing my responsibilities in line with the Criminal Procedures and Investigatory Act 1996 (CPIA) whilst determining the legislation it holds for Police Officers during a criminal investigation.

The policing incident I attended was based on an initial report of assault between two male residents living in a shared accommodation. Myself and other officers attended the location whereby the subject had punched the victim approximately 15 times as well as kneeling him in the face three times. The first account from the victim suggested the reasoning behind the assault was fuelled by alcohol and that the subject became physically aggressive after a

disagreement. I arrested the subject for assault causing actual bodily harm (ABH) due to the injuries sustained by the victim. I led the initial investigation, whereby I completed first accounts from the victim, took photographic images of the injuries, collected CCTV of the incident as well as speaking to witnesses present. At present, I have also conducted the interview with the offender whereby his case is awaiting to reviewed and has not yet reached CPS stage.

The NDM is an essential tool that has been encouraged throughout my training to be used for all policing incidents that I attend to aid effective decision making. The NDM enables decision makers to structure a rational as to why and what they did during a particular incident and whether there is anything they could have done better. The tool itself can be used as reflective practice for officers whereby it gains insights into their professional decision making and what you can do to develop it further (South Yorkshire Police, 2017). Moreover, the NDM places the Code of Ethics (COE) at the heart of policing whereby it aides officers who regularly make decisions to keep in line and consider ethically and morally (Donoghue, 2017).

The NDM comprises of 5 elements which are; gather information and intelligence, assess threat and risk and develop a working strategy, consider powers and policies, identify options and contingencies and take actions and review what happened. The first stage of the NDM is gathering information and intelligence. This element began as soon as I received over the radio the initial report of what had happened and who were the persons involved in the incident. From this, I requested the control room to conduct person checks on the victim and subject through the use of our policing systems; NICHE and PNC. NICHE and PNC are recognised policing systems which are used to record and manage information particularly in viewing an persons involvement in crime, intelligence and occurrences. This was of particular importance to my incident whereby it was identified that the subject had an extensive criminal history with police as well as warning markers of violence towards police. In regard to the victim, there were no criminal history with the police and the only occurrences he was involved in was where he had made a crime report.

From the information provided, this led me onto the second element of the NDM whereby it assesses threat and risk in order to develop a working strategy. Keeping in line with COE, I objectively assessed the risk and decided that 2 doubled crewed units should attended the scene with caution. My Sergeant also suggested that one of these units should have at least one taser officer in case the situation escalates. At the time, the information provided to officers was that the issue was on-going whereby the offender was still in the vicinity of the victim. Due to these factors, myself and other officers responded to the call urgently whilst being aware of the risks that we were facing. On entering the building, myself and another officer quickly established that the risk had be mitigated due to the fact the victim has been safeguarded by a security guard and the offender had gone back to his room. From this information, I decided to inform the other unit to stand down as I believe there to be no imminent threat or risk to the victim, or any officers involved. However, I remained cautious to the fact that due to the subject had warning markers of being violent to the police that I should remain vigilant and bear in mind that the environment could change at any moment.

Upon speaking to the victim, I was informed that the subject has become very aggressive over a disagreement between the two parties. The victim stated that the subject had committed an unprovoked attack whereby he was unable to defend himself. This new information presented to me enabled me to start thinking of what my powers and policies

were in conjunction with my options and contingencies. From looking at the extent of the injuries I knew I had a power to arrest under Section 24 of the Police and Criminal Evidence Act 1984 whereby it was obviously a higher level of assault particularly an assault causing actual bodily harm (ABH). As such, I knew I had the required necessities needed to arrest the offender under Section 24 PACE (1984) which were to prevent the subject causing physically injury to himself and another person and to conduct a prompt and effective investigation.

After I spoke to the victim, I then went to locate the offender who had retreated to his room after the incident. I remained open to the fact that if the subject presented risk to myself and another officer, then we could use Section 117 of PACE (1984) whereby it enables an officer to use reasonable force on another person as so long it is justified. However, before any use of force, my initial plan of action to deal with the subject is to make use of the 5-step appeal as part of managing conflict. The 5-step appeal enables officers to resolve conflict without use of force and use effective communication skills alternatively by demonstrating empathy to the subject. As I knocked on the subjects door, I was faced with an angry agitated male who did not want to engage with me whatsoever. I endeavoured to use the 5-step-appeal with the subject but after informing the male that he was under arrest, the male become increasingly aggressive. I made the informed decision that for myself and other officer safety, that we would need to use force in order to place hand-cuffs on the subject. From this, I requested a police van to convey the subject to custody due to the level of non-compliance and that this was the most appropriate mode of transport from the aggression he displayed.

The Criminal Procedure and Investigations Act 1996 (CPIA) is a piece of statutory legislation that regulates the procedures and protocols in the Criminal Justice System particularly focusing on the investigation and prosecution of criminal offences. In particular, the CPIA sets out the way investigators are to pursue all reasonable lines of enquiry within a criminal investigation and investigators must record, retain and reveal to the prosecutor material obtained during the course of a criminal investigation as part of a process called disclosure (UK Parliament, 2020). It stresses the importance that when a criminal is charged with an offence, it is crucial that they are provided with copies of, or access to material from the investigation that is capable of both undermining the prosecution or assisting in their defence. This duty surrounding disclosure is applicable to all investigators and the Crown Prosecution Service and its primary importance to enable a fair trial (CPS, 2022).

From the offset of a criminal investigation, investigators are to record, retain and reveal any material pertaining to the investigation. The over-arching basis for recording, retaining and revealing of information relates to the process of "disclosure". Disclosure is the process of providing the defence with copies of, or access to any material which has not previously been disclosed and which could possibly be used to undermine the defence (Brader, 2020). This is particularly focused around the investigation whereby material is to be recorded at the time it is obtained or as soon as it is reasonably practicable and for material to be in a durable or retrievable form (GOV.UK, 2023). In particular, in my policing incident I would be disclosing the recordings of my pocket notebook entry that I completed on the day of the incident as well as my Body Worn Video that was activated as soon as I entered into the property. Other materials that I would record would be the custody records of the effective arrest that I made, first accounts, written statements from the victim and witness, CCTV footage of the incident, photographic images of the injuries sustained and interview records. This material in particular would be considered as evidence and it should be recorded as

soon as the material is received or as soon as reasonably practicable (Sancus Solutions, 2013). Other types of materials that I would record and would be deemed as unused material would be the NICHE occurrence and OEL entries whereby it would contain the initial incident and what enquiries were made going fourth from this investigation and also any written statements that were not deemed to have any evidential value.

To conclude, I believe that I have effectively used the NDM throughout my policing incident whereby I made appropriate policing decisions that suited the ever-changing environment that I was faced with. I learned that the use of the NDM is crucial in enabling officers to remain in line with the code of ethics and to constantly consider that the use of the NDM is a never-ending circular model that aims for officers to evaluate a multitude of decisions and choices. I am happy that I completed an effective arrest whereby I kept in line with safeguarding the victim as my primary focus whilst remaining impartial when completely lines of enquiry. I will continue to implement the NDM into my policing career and use it at the forefront of my decision making when faced with the various policing incidents that I will attend.

Total Word Count: 1845

Task 5

Independent Patrol Status confirmation – equivalent to 1,500

This compilation of this task shall be confirmed by the employer once independent patrol status is achieved.

This is completed by your force.

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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