

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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Learner's University Registration Number:

_____ 2245949 _____

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/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 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:

In this essay I will be discussing a complex case where I have been assigned as officer in case (OIC). The specific incident I will refer to, was a robbery that took place in the City Centre area, in the early hours of the morning.

As a Police Officer I have a duty to recognise my victims' vulnerabilities and put in place safeguarding measures, along with providing ongoing support to try and reduce the risk of harm faced by the victim. Understanding the factors that increase vulnerability and repeated victimisation in high-risk groups, such as victims of violent crime can have the potential to significantly reduce crime rates. (Farrell, 2005; Pease, 1998).

Regardless of the reason why a victim is classed as 'Vulnerable' they are likely to be at a heightened risk of Repeat victimisation if they are if they feel isolated or are still being exposed to similar incidents, like the incident that is being investigated (Graham-Kevan, et al, 2015).

In this case the victim was a homeless women living in a tent near a homeless shelter. She was living in the tent due to being a substance addict mainly class A, heroin. She was also addicted to alcohol and was drunk at the time of the robbery. The victim stated that she worked as a prostitute to fund her drug addiction. The victim also suffered from various mental disorders including depression, bipolar and had warning markers for self-harm.

The incident occurred when the victim was alone in her tent at night, she states that a male (suspect one) came into her tent and grabbed her round the throat demanding money from her. The victim went to leave the tent, outside the tent were two other suspects (suspect two and suspect three).

The victim then tried to walk away when suspect one grabbed her by her hair and began to repeatedly punch her face, while he did this, suspect two began to grab at her trousers and put his hand down her pants taking money. As the struggle

continued and more money fell out of the victim's trousers, suspect three collected the fallen money off the ground.

When the victim eventually broke free, she ran away with her clothes ripped and headed towards the homeless shelter where she alerted staff.

The suspects varied in age, ethnicity, English language ability and offending history from PNC (Police National Computer) checks. This meant that I needed to be prepared to adjust my approach and notify others involved in the investigation of these factors so that any necessary changes to approach could be facilitated.

Suspect one had warning markers for domestic violence against multiple previous partners and was linked to drug selling and sex trafficking and was well known to the victim meaning I needed to consider this as a safeguarding concern.

Suspect two was a drug addict who often alternated between homelessness and living with family. He spoke limited English meaning if apprehended a translator would likely be needed and due to addiction issues, he was a risk of repeat offending. Suspect three had been living with the victim in the tent up until two days before the robbery. She was also a drug addict and had a room in a homeless shelter.

On receiving the report from the homeless shelter, police arrived and conducted 'golden hour' enquiries involving CCTV of the incident which was captured on the homeless shelter's external cameras.

The next enquiry was speaking to the victim and gaining an account from her, this is called first disclosure. When speaking to the victim she was visibly shaken and crying, it was decided that although evidentially the victim providing a formal statement was extremely important to progress the investigation, the victim clearly needed time to compose herself, and due to being intoxicated, time to sober up. She was able to provide officers with enough detail however to make arrests and suspect three was arrested on the night twenty minutes later, after she was found in an area search.

With four suspects at large, safeguarding measures needed to be put in place for the victim who was assessed by myself and sergeant as being 'High Risk' and vulnerable using the Police THRIVE model (Threat, harm, risk, investigation, vulnerability and engagement). College of Policing (2021).

These guidelines are used by all officers in the first instance to try and identify the level of threat posed to the victim, the potential harm that could be suffered, the likely of that harm occurring, and the level of intervention required, highlighting the victims vulnerabilities and how to best proceed with engaging with the victim in the future, the THRIVE approach should be used in conjunction with the Vulnerability screening tool (ViST) which are open-ended questions for the victim to answer to identify the most appropriate agency to provide support. College of Policing (2021).

By using the THRIVE model and the ViST it was highlighted that the victim was high risk, homeless and vulnerable. One negative of this model is it relies upon the victim feeling comfortable enough to disclose the totality of the offences that have been committed against them.

This highlighted to me the need for dynamic risk assessments to be continuous throughout the investigation process, this will help minimise the victim's risk of harm through early intervention. Once risks are identified, it can also prevent repeat victimisation, this is normally used in domestic abuse cases however also applies to all investigations. (Ariza et al, 2016).

Under the Homelessness Act 2017 (Uk Government, 2017) I have a duty of care to refer the victim with her consent to a housing authority. However, due to the incident occurring at night I was aware that my request would not be reviewed until the following day during working hours. I felt that waiting for this would not adequately safeguard the victim and so I was required to find emergency accommodation for her. Luckily this was availability at another homeless shelter, which had locked gates and 24hr security. I felt that this was a positive outcome as if it were not for emergency housing, I worry that we would have struggled to maintain a positive relationship with this victim, and it may have jeopardised her willingness to cooperate with the investigation and further.

A referral was placed for the victim to be discussed in a Multi-Agency Risk Assessment Conference (MARAC). This is a meeting where professionals from different agencies collaborate to safeguard people who are at high risk of serious harm, the main purpose is to provide a coordinated response that prioritises the safety and well-being of victims and their dependants (Care Learning, 2024).

This meeting decided that because emergency housing had already been found for the victim, there was nothing more that could be done by the agency. The main finding was that the victim should be offered drug programmes by the homeless shelter so that if she wished to engage with them she could.

Whilst I do accept this outcome, I do feel that due to the victim's vulnerability because of her addiction issues may impact her decision-making ability and therefore relying on her to access this support herself may be an unsuccessful approach. Limiting what can be accomplished if victims do not want assistance or do not admit there is a problem". (Robinson, 2006).

I feel that the likelihood of a better safeguarding outcome and a better relationship between the multiple agencies and the victim, would be for the agencies to have some responsibility, to regularly encourage victims to take part and regularly assess the victim's welfare while undergoing this process.

Suspect three, who was in custody posed a different risk as she was interviewed without the police having received a formal statement from the victim. This meant she would have to be released with bail conditions, not to go near the victim or the homeless shelter.

Bail conditions is a set of restrictions imposed on a suspect to ensure they comply with a police investigation and the court process. It is the conditional release of a suspect with the promise to later appear at the police station or court. (Mason, 2022)

However, suspect three was living in another homeless accommodation near the victim, meaning that the bail conditions and the suspect would need to be closely monitored. I decided I would phone the staff at the victim's accommodation daily to monitor the victim and I also spoke with the Sergeant of that area updating him of the victim's vulnerable situation and asking him to carry out daily area checks to see if he the outstanding suspects could be located.

A negative of bail conditions is that it relies upon the co-operation of the suspect adhering to the conditions imposed which often they feel is not proportionate.

A positive of the bail conditions is they can be catered to each investigation and suspect or victim. The imposing of bail conditions often leads to the victim feeling more protected reducing the victims' fears.

If a suspect were to break any conditions this could lead to their arrest so this can act as a warning to any suspect considering breaking any of their conditions.

After the initial fast track investigative actions, I was taking a further statement from the victim when she started suffering from stress-induced tics. Since the robbery, they had become more severe and increased in frequency. Understandable this would impact her greatly if required to give evidence in court. I therefore knew that she would benefit greatly from the use of Special measures which she is entitled to as a victim of robbery.

Special measures are intended to help vulnerable and intimidated witnesses give their best evidence to the court. They were first introduced in the Youth Justice and Criminal Evidence Act 1999 and brought into effect over a period of years. (Baird Victims Commissioner (2021))

On discussing special measures with the victim, it was decided the use of a screens to shield the victim from having to see the defendants while giving evidence would best support her.

I believe this really helped my victim when providing her evidence and would reduce the stress she felt which in turn would reduce the likelihood of her suffering stress induced tics.

There is however some criticism of special measures contravening the defendants right to a fair trial under Article 6(1) of the European Convention on Human Rights (ECHR). (Hoyano, 2001). While I do agree that the special measures may have made the court process more disjointed in 2001, with the significant improvements to technology since this time I do not believe that the defendants right to a fair trial is negatively impacted to an extent that the special measures aren't balanced and would influence a jury to the extent that it would impact the verdict. Should we have been unable to have these special measures, there is a good chance that the victim may have been unwilling to give evidence, the trial may not have gone ahead, and justice would not have been achieved. The court has a duty to balance the right of the defendant and in accordance with, and in the interests of the rights of the victim along with justice itself.

Overall, I believe that special measures are a brilliant tool for court to offer to victims of crime to help support them through the investigation.

A truly successful outcome for any case will also have minimised the likelihood of repeat victimisation.

The tents where the incident occurred was attracting crime and antisocial behaviour. I therefore requested that council removed the tent area where the victim had been living to reduce the likelihood of the victim leaving appropriate accommodation to return to this location and to also prevent any other individual occupying the site and making themselves vulnerable to a similar crime. I also engaged with the on-foot neighbourhood policing team to patrol the area more frequently which results in a more visible presence in the area.

Research into public expectations of policing in the UK has previously highlighted a strong preference for a highly visible police presence (Bradley, 1998).

Visible police patrol can reduce crime, however, but only if it is targeted in the small geographic locations – or hot spots – where crime is concentrated (Sherman and Eck, 2002; Weisburd and Eck, 2004).

I also ensured that the area had a marker on police systems for crimes that occur in the early hours in case any of the suspects had committed similar crimes against other victims in this vicinity. Since carrying out these measures, the number of crimes reported from this area has greatly reduced.

In conclusion, I believe that throughout any investigation supporting vulnerable victims is crucial to achieving the best outcome for the victim. This can only be achieved in complex cases like robberies, when all agencies collaborate in their effort to reduce repeat victimisation.

I believe that being able to support this vulnerable witness (who usually would not wish to support a police investigation) has resulted in a positive working relationship that has enabled the victim to provide her evidence at court and achieve a successful conviction for all suspects involved, thus reducing her chances of repeat victimisation.

Total word = 2198

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:

On my currently workload I have a case where a male has phoned police saying that he had met a woman online to buy drugs and when he has then attended her address he has been drugged, tied up, injected with an unknown substance and abused by a man and woman. The male stated that at this address there was the young child, believed to be the suspects, daughter.

The nature of the offences disclosed by the victim meant arresting the two suspects was a vital to secure evidence and to safeguard their daughter, who due to her age would be considered vulnerable.

From screen shots provided by the victim, I was able to find the females suspects social accounts online. Officers then using the Police databases were able to find an address for the female who had warning marker for assault on emergency worker when she had been arrested previously. Also linked to this address was her male partner and their daughter, with the identity of both suspects confirmed along with the identity of the child the next stage of the investigation turned to arrest enquiries.

At each stage of the investigation, I reviewed the national decision-making model (NDM) to help me in my decision making, this also applied when conducting arrest enquiries on the same day the complaint was made.

The NDM is made up of six different key elements.

Stage one: Code of ethics

Stage two: Gather information and intelligence.

Stage three: Assess threat and risk and develop a working strategy.

Stage four: Consider powers and policy.

Stage five: Identify options and contingencies.

Stage six: Take action and review what happened.

When conducting the arrest enquiries, we were working in stage three of the NDM. This is the analytical stage involving assessing the situation, including any specific threat, the risk of harm and the potential for benefits. (College of Policing, 2024)

Before the arrest enquiries were carried out consideration was given to ensure that police procedures were followed to try and minimise the risks of mistakes made due to the pressure of a complex and hurried investigation. (Spooner et al. 2023).

However, the safeguarding of the suspects daughter was paramount and deemed necessary by my sergeant and myself.

Furthermore, with the potential danger of the suspect allowing unknown people into their address while their daughter was present left her extremely vulnerable to the intentions of these unknown individuals and what potential harm they could cause.

When the team entered the address, the suspects were both present with their young child, who at the time was awake but playing in her bedroom. When I entered the address, I have taken the female suspect into a separate room from her partner where I have explained to her the alleged offences and cautioned her, my college has searched her, which has been negative for any drugs or harmful objects.

The Betari box model uses a cycle to show how our attitude affects our behaviour, then how our behaviour affects other attitudes and how that then affects their behaviour. The cycle can also represent how others behaviour can affect our attitudes and therefore affects our behaviour. (David, 2021).

When explaining to the suspect that she was being arrested I remained composed and reassure the suspect that she will be able to speak with a solicitor and we would make arrangements for her child to be taken care of while she was in custody.

I felt that by myself remaining calm positively impacted on the female suspect's behaviour during arrest and avoided her becoming aggressive which she has been known to do on previous arrests. With her remaining calm this has then allowed me to think clearly about the investigation which helped ensure all the evidence was collected.

When both suspects were being arrested and removed from the address, great care was given to the suspect daughter who was allowed to say goodbye to her parent but was not present when they were arrested or removed from the address. This was conducted to avoid any unnecessary stress which can cause childhood trauma as children have often not developed the coping and processing mechanism for these high stress events to not affect them later in life. (King-White, Troy 2024)

I then turned my attention to who would take care of the child with no next of kin present while her parents were in custody. A Officer contacted Children Services for guidance and were instructed that the child would now be regarded as 'abandoned'. Children Services attended the address and took the child into their care.

Once all the occupants had been removed from the address, the investigation moved to collecting evidence. Still in stage three of the NDM we decided to search the address for potential evidence of drugs which could have been used in the alleged offences.

Moving into stage four where we knew as police, we had a power under section 32 of the Police and Criminal Evidence Act (PACE) to search the property where both the suspects had been arrested. (College of Policing, 2020)

We identified that drugs could be hidden anywhere inside the address so decided to seek help from a drugs dog to make the search more efficient.

Dogs can be much more effective than officers when searching for drugs as a dog's nose possesses about 300 million olfactory receptors, as compared to about 6 million

in the human's nose. Consequently, the olfactory cortex occupies 12.5% of the total canine brain mass, while in the human brain it barely represents the 1%. (Rucci et al 2021).

When the drug dog entered the address, it went straight to the kitchen and showed great interest in a draw. By showing great interest, this shows to the dog handler that there maybe drugs located here.

Officers have then re-entered the address and located class C drugs in the kitchen draw also located within the kitchen were a set of small weighing scales with approximately 200 small zip lock bags. With this new evidence the officers conveying the suspects to custody were informed to further arrest them both for possession with intent to supply a drug of class C.

As we continued our search of the address the suspects phones were located, the downloading of this device was a fast-track enquiry due to the victim believing that he may have been filmed when he was drugged.

As a full download of suspects phones can take twelve weeks to be processed the potential evidence in this phone was vital and needed if presented to the suspects in interview.

Digital evidence should be treated as fragile as physical evidence. Digital devices become more integrated into people everyday lives our digital footprint is ever expanding.

In the courtroom, digital evidence can have a significant impact on the outcome of a case. It can corroborate or contradict witness statements, provide concrete data points, and offer jurors a more tangible context for understanding the case. (Delgado, 2024)

Although I am not a kiosk trained officer, I have asked a member of my team who is trained in this procedure to carry out this initial fast track action. From this enquiry no footage was found however this footage could have been deleted prior to arrest. As part of a full phone download, I would request that all deleted videos or images be recovered by the digital forensic team. What was found on the device was photos showing the suspects which appeared to have a bondage nature, while this did colborate the victims account it was not direct evidence and more circumstantial.

Both direct evidence and circumstantial evidence are admissible as evidence against a defendant, however assuming the evidence is relevant, more probative than prejudicial, and does not violate any other evidence rules. (Kent 2024)

In this case, as the images were not relating to the victim, they were not considered evidential and therefore would not be put to the suspect during interview for comment at this stage.

Once the search of the address was complete, we had to prepare for interview as I was officer in case, I would be leading the interview, and a colleague would take a supportive role as a second interviewing officer.

Interviewing is a fast-track action as once the suspects were arrested, the police have 24-hours to charge the suspects with the alleged offences or release them on bail or under investigation. I made sure to review all the evidence collected and when I was writing my interview questions.

An interview is an important investigative tool used by officers to gain information from the suspect. When interviewing the suspect, it is important as an officer to keep a professional mindset and not to get allow their personal prejudiced to impact on their questions.

Investigator must establish in interview a working alliance with the suspect, to gain trust through identifying what his/her agenda is and the suspect's agenda, evoke the

suspect's motivation to engage in the interview process and respond to questions, and collaborate with the suspect to gain investigative-relevant information. (Tedeschini and Jung, 2018).

The confluence of these processes is not a linear progression, but rather they flow into each other, overlap, and even recur at times. (Miller and Rollnick (2013).

During interview I made sure to speak with the suspect calmly and respectfully. I made sure to use sympathy as the suspect denied the allegations made by the victim. The suspect admitted to meeting the male and stated he just came round for drinks and stayed the night sleeping on the sofa. She admitted to being a drug addict but denied the allegation of selling the male drugs. The female said that the male brought his own drugs which he took while inside the address. Without any images being available on the suspects phone the I had limited evidence to use to challenge any inconsistencies in her account. Therefore, to just ask the suspect as much information for later when forensic tests results or a full phone download were carried out.

During the interview the suspect requested to be referred to a drugs programme to help her overcome her drug addiction. After the interview I made spoke to the custody sergeant who was able to make the referral for a drug education course for the possession of class A, B, or C drugs.

I believe that this interview was a positive outcome for the suspect as it gave them the opportunity to provide their version of events if they wish to do so, meanwhile protecting their rights when in custody under code C of the Police and Criminal Evidence Act (PACE). (Police and Criminal Evidence Act, 1984).

Furthermore, by being referred to a treatment programme they were taking the first steps towards their own recovery with addiction. Lowering their chances of committing crime, with those dependent on opiates, are disproportionately involved in criminal activity (Bennett et al., 2008). The account provided by the suspect was a plausible and therefore left myself, as officer in case with a little evidence to support the initial alleged offences at that time.

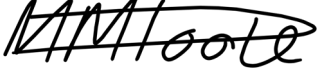
In conclusion, moving into the final stages of the NDM, where I review what happened, I have discussed the investigation with my sergeant highlighting the weaknesses and strengths and how to best proceed. Reflecting on all the evidence gathered so far and what evidence would need more investigating by experts such as the mobile phones belong to all those involved, or forensics which would need to be examined by forensic scientists. With these further outstanding lines of enquiry, the decision was made to release both suspects on bail with strict conditions not to contact the victim in any way and to abide by a curfew.

Although the suspect was not remanded in custody, I do feel that with the fast-track action being carried out diligently by officers this saved potential evidence, that potentially would have been lost.

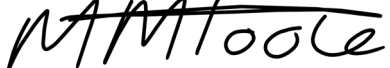
I believe that the way I engaged with the female suspect helped the investigation to progress; by building a rapport with her making her feel comfortable to engage with myself and then the criminal justice system not only benefitted the case from a policing perspective but also the suspect by asking for help concerning her drug addiction and hopefully aid in her rehabilitation.

For the victim I believe that by placing safeguarding measures on the suspects through bail condition, this aided him in feeling safe and supporting him through the investigation helped him in his recovery from the alleged offences.

Word Count: 2082

Authentication signature: 

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

Signed: 

Date: 28/10/2024

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