



Prifysgol Cymru
Y Drindod Dewi Sant
University of Wales
Trinity Saint David

BSc (Hons) Professional Police Practice

LEVEL 5 - 40 Credits

Workbook title: Competency Based Workbook 3 (PCDA)

**(SOUTH WALES POLICE, GWENT POLICE AND
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FACULTY OF BUSINESS AND MANAGEMENT PUBLIC SERVICE PROGRAMME

Module title: Professional Police Practice 2 (PCDA) BMPP5000D

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 BSc programme. Essentially, you are being asked to outline your experiential learning based upon your theoretical understanding in a range of operational situations.

- **Wellbeing and Resilience**
- **Decision-making and Discretion**
- **Vulnerability and Risk**
- **Public Protection**
- **Maintaining Professional Standards**
- **Leadership and Team-working**
- **Policing the roads**
- **Information and intelligence**
- **Conducting Investigations**

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.

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 particular 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 1	Wellbeing and Resilience	1250
Task 2	Decision-making and Discretion Vulnerability and Risk Public Protection	1750
Task 3	Maintaining Professional Standards Leadership and Team-working	1750
Task 4	Policing the roads Information and intelligence Conducting investigations	1750
Task 5	Individual Learning Plan	1500 equivalent
	Total	8000
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Task 1

Relevant areas of the National Policing Curriculum: Wellbeing and Resilience

Having achieved Independent Patrol Status, **reflect** on the impact of organisation culture within policing on your wellbeing and resilience (organisation change, retaining personal values in a wider organisational culture).

Consider the risks of conforming to organisational culture.

Illustrate your strategies for maintaining wellbeing and resilience.

1250 words (+/- 10%: include your actual word count at the end of each section)

ANSWER:

In this essay, I will be reflecting on the impact of organisational culture within policing on my wellbeing and resilience. I will also consider the risks of conforming to organisational culture, and how I have been able to illustrate strategies for maintaining my wellbeing and resilience.

Police officers on daily basis endeavour high paced incidents, with many of these incidents consisting of being of a very stressful and traumatic nature. According to Police Federation Chair Iain Prideaux (2021), he states that a constable during their careers are likely to encounter four hundred to six hundred traumatic incidents, with an average member of the public only experiencing between three and four in their whole life time. A recent survey taken by the police federation in 2016 states that “17,000 officers in 2016 showed an alarming set of statistics around mental health of officers, with 39% seeking help with mental health issues. More than a quarter of officers who have taken sick leave attributed it to stress, depression, or anxiety, while 65% said they still went to work even though they felt they shouldn’t have because of the state of their mental wellbeing”. At all times, police officers are expected to act with the utmost professionalism and adhere to the professional standards of behaviour, therefore it is important that good wellbeing and resilience is maintained.

Ruggeri and Garcia-Garzon (2020), states that “Well-being has been defined as the combination of feeling good and functioning well; the experience of positive

emotions such as happiness and contentment as well as the development of one's potential, having some control over one's life, having a sense of purpose, and experiencing positive relationships".

Cherry (2021) states that "Resilience is the ability to cope with and recover from setbacks. People who remain calm in the face of disaster have resilience. People with psychological resilience are able to use their skills and strengths to respond to life's challenges". Cherry further details that people who have a good level of resilience who come up against difficult situations, instead of them falling into despair and hiding they will face life's difficulties head on.

Since I achieved independent patrol status as a Police Constable, I have been able to reflect on the impact of organisational culture within the role on my well being and resilience. Organisational culture is "the collection of values, expectations, and practices that guide and inform the actions of all team members" (Wong, 2020). In the police service, the organisation culture is a lot different other your everyday job, and the culture may have many effects on not just your work life, but also your personal life. One of the main impacts of organisational culture within the role on my wellbeing and resilience would be the shift patterns, which are shifts of all times of the day. Before joining the police, I was working a standard Monday to Friday "nine to five" role, in which I found more sustainable for keeping an adequate sleeping pattern and a daily routine. Now, I am working all hours of the day, including nightshifts, therefore I find it difficult to maintain more of regular routine with general things and I also find it difficult to sleep at certain times. Creveling (2020) states that people who have an adequate amount of sleep tend to have improved learning, are better at making decisions, boosted moods and have better emotional wellbeing.

There are risks to conforming to an organisational culture, with one of these risks being a negative effect on your own personal performance. As a Police Constable, you are constantly busy, with little time to things such as being proactive, or focusing deeply on your own personal workload, as you are always occupied with things such as answering emergency calls. This could result in a slack in performance due to

not having the time to do other things, which could therefore increase things in a negative manner such as stress and could further result in conduct proceedings.

There are numerous strategies in which I have been able to undertake to help manage my wellbeing and resilience. One of strategies that I have used is physical activity. This would consist of me doing such as going to the gym as regularly as I can and doing activities such as walking. As a Police Constable, it can be a very physically demanding role, therefore it is vitally important to try and stay in the best physical shape that you can so that you are able to perform your role to the best of your ability. I try and stick to a regular routine, so to assist with this to make sure that I do not miss a session, I have created a timetable so that I am able to keep track of my training. There are a number of benefits to physical activity, and according to the NHS (2018) these benefits are that it can lower the risk of;

- Bowel cancer
- Osteoarthritis
- Depression
- Dementia
- Coronary heart disease
- Stroke
- Early death

According to Boehlke (2011) there are benefits to physical activity which can also improve your performance in the work environment. One of these benefits is that it can greatly improve your alertness and energy. When a person does physical activity, this increases the blood flow to the brain. A protein called BDNF (brain-derived neurotrophic factor) helps boost cognitive ability (Boehlke, 2011).

Another strategy in which I have used to help me maintain positive wellbeing and strong resilience is by keeping in close contact with my friends and family. Being a Police Constable, it can be challenging to make plans with friends and family due to the ever-changing roster of shifts in which we undertake. It is important that regular contact is made with friends and family as working as a Constable can be a very challenging and demanding role, therefore by speaking to friends and family can be a stress reliever for some. According to Healthline (2020), it states that your friends

and family can assist you greatly with having a feeling of a sense of belonging. "Caring about others makes life more meaningful. When you care for others, you take on the responsibility of offering compassion and emotional support. This can make you a stronger, better person" (Healthline, 2020).

In conclusion, I believe that it is very important for myself to maintain regular out of work strategies to maintain my wellbeing and keep a strong resilience. This I believe is very important as it helps with my mental health and allows me to "unwind" from the stressful events that I deal with as a Constable. I have taken into consideration the impact of organisational culture within the role as a Constable on my wellbeing and resilience and believe that my sleeping pattern since starting the role is the main negative impact of this. I believe that it is very important to maintain a strong sleeping pattern and always had before I started the role, however at this current time in the role that I am in it is near much impossible to get a regular sleeping pattern in place.

(Word count-1182)

Task 2

Relevant areas of the National Policing Curriculum:

Decision-making and Discretion, Vulnerability and Risk, Public Protection.

You must choose an incident, for example a domestic related incident, and reflect on how you made decisions in complex and unpredictable circumstances using dynamic risk assessment.

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

Evaluate decisions made during the incident and your use (or otherwise) of the National Decision Model. Explain the rationale behind your decisions and your considerations when recording details of the incident. Consider your ethical approach to the decision. Outline the consequences of your decision making.

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

ANSWER:

In this essay, I will be discussing a domestic related incident in which I have attended and how I have used dynamic risk assessment during the incident to assist me during complex and unpredictable circumstances.

I will be evaluating the decisions in which I made during the incident, and how the use of the national decision-making model has assisted me to come to a conclusion to help those all involved in the matter. I will explain the rationale behind the decision in which I decided to make during the incident and considering my ethical approach to this decision.

The incident in which I will be discussing was a domestic related incident in which was graded as an emergency response to attending officers. A domestic related incident is "Any incident or pattern of incidents of controlling, coercive or 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. This can encompass but is not limited to the following types of abuse: psychological, physical, sexual, financial emotional" (Home Office, 2012)

The information in which was passed by the call handler to myself and my colleague attending the incident was that a female had reported that her partner had assaulted her by punching her to the face which had connected with her eyebrow, causing it to split and further cause bleeding. The female had also reported that her partner was still currently at the address and was refusing to calm down and leave. As soon as this information was passed to myself, I was able to start using the national decision-making model to start dynamically risk assessing the situation.



(EMPAC, 2017)

The national decision-making model is used by officers all incidents in which they attend and is useful in assisting them with the decisions that they make. These incidents may be spontaneous or a planned operation and can be applied by an individual or a team to both operational and non- operational decisions (College of Policing, 2014a). The national decision-making model has six key elements, which are important to adhere to so you can successfully complete the cycle. These are;

- Code of Ethics – principles and standards of professional behaviour.
- Information – gather information and intelligence.
- Assessment – assess threat and risk and develop a working strategy.
- Powers and policy – consider powers and policy.
- Options – identify options and contingencies.
- Action and review – take action and review what happened. (College of Policing, 2014a).

Whilst I was on route to the location of the incident to which had been reported, I have been able to start the process of the national decision-making model by gaining

as much information and intelligence that I could before we had even attended the address. I was able to acquire information such as warning markers for all persons located at the address, and any previous incidents which have occurred there between the persons involved. Regarding this incident, I was made aware that the female in relation to this call had mental health issues, therefore making her a vulnerable person.

“A person is vulnerable if, as a result of their situation or circumstances, they are unable to take care of or protect themselves or others from harm or exploitation.”
(NPCC,2020b)

By having this information provided to myself, it has allowed me to build up more of an understanding of the persons we were about to see and has further allowed me to dynamically risk assess the situation so that I am able to take into consideration not just the safety for the victim, but also for myself and my colleague.

From gaining such information whilst on route to the location of the incident, I have then been able to assess the threat and develop a working strategy. The threat in relation to this incident was the partner of the female, who as she stated to the call handler was refusing to calm down. The partner had also punched the female to the eyebrow causing it to split prior to this which had caused her significant injury, therefore has made me aware that this person could still be very violent. As this was the circumstances, the strategy I come up with was to immediately safeguard the victim and separate both persons so that no further injury could be caused.

As I arrived at the house, the female has allowed myself and my colleague into the address and has informed me that her partner was in the living room area. I took the female into a different room in the house, to which she had disclosed to me that her and her partner had a verbal argument over recent financial issues in which they had been having. This verbal argument had then resulted in the partner pushing the female to the floor, to which he has then further punched her to the eyebrow, causing it to split and bleed. I was made aware that the female was a high risk repeat victim of domestic abuse from the perpetrator, therefore incidents such as this were occurring between both parties on regular occurrences. The female had informed

me that she did not want her partner arrested, therefore making the situation more complex.

Due to the level of injury to the female and that domestic related incidents between both parties were a regular occurrence, I have used my discretion as a Police Constable to come to a decision. Discretion as a police officer is using your authority to decide on the outcome of a matter. As professionals, the police must make decisions in situations which may be uncertain or unpredictable, with the consideration of the safety of the public being at the forefront of their minds (Bryant and Bryant, 2021, p.78).

I have considered the powers and polices that were available to me to assist with my discretion. At every domestic related incident, it is important that “positive action” is taken place to safeguard all persons involved. For low level incidents such as a verbal argument, a constable may deem it proportionate to just remove one of the persons and take them to a different address to prevent a breach of the peace, therefore positive action has been taken. However due to the nature of this incident I deemed it necessary that arrest was made to further safeguard the victim. Even though that the female did not want her partner arrested in relation to this matter, from what she had disclosed to me I had decided that the partner was to be arrested on suspicion of Actual Bodily Harm, contrary to Section 47 of the Offences Against the Person Act 1861.

“The offence is committed when a person intentionally or recklessly assaults another, thereby causing Actual Bodily Harm.” (Crown Prosecution Service, 2019).

I have then gone downstairs to take action with the decision that I had made and have spoken to the perpetrator. I informed them from what had been disclosed to myself that he was to be under arrest on suspicion of causing actual bodily harm. Section 24 of the Police and Criminal Evidence act 1984 enables a constable whom he has reasonable grounds for suspecting that an offence has been committed, that they may arrest without warrant anyone whom he has reasonable grounds to suspect of being guilty of it (legislation.gov, 2013a). I had identified all options and contingencies at this point, and under Section 24 of the Police and Criminal

Evidence Act, it lists several reasons to establish why the arrest was deemed necessary. The necessities in relation to the arrest of the perpetrator for this offence were to prevent the person causing physical injury to any other person, to protect a vulnerable person, and to also allow the prompt and effective investigation of the offence (legislation.gov, 2013b).

After the perpetrator had been taken to police custody, I have then spoken to the victim and have completed a public protection notification form to further safeguard her. A public protection notification consists of my own observations of the persons involved in the incident and has several questions to be asked to the victim regarding the perpetrator. This allows myself then to determine whether the incident is deemed as a standard, medium or high-risk grading, and due to her being a high-risk victim of domestic abuse from the perpetrator already and the nature of this incident, I deemed it necessary that this incident was also submitted as high. The information then is sent to the public protection/vulnerable adult unit, who review the incident and decide whether the notification is to be shared with partner agencies for further support and action to be taken to care for the victim.

In conclusion and upon reflection of the incident, I believe that the arrest of the perpetrator was deemed necessary to safeguard the victim and to also prevent anything further from occurring. I was able to use the national decision-making model to dynamically risk assess the situation to come to the best conclusion for all of those involved in the matter, and at the end of the incident I was able to review my actions for my own self-improvement. During the incident, I was able to complete a public protection notification with the victim in which I was able to share with the public protection unit, who then decide whether that information will be shared with partner agencies. By grading this notification as either standard, medium or high allows the agencies and the public protection unit to act with more urgency due to the level of harm.

(Word count 1592)

Task 3

Relevant areas of the National Policing Curriculum: Maintaining Professional Standards, Leadership and Team-working

Evaluate theories of team dynamics as a means of developing team cohesion (reasons why some teams cannot function, theories and models relating to team dynamics, ways to improve team cohesion).

Consider why inter-personal conflict can occur within a team and outline what strategies can be adopted to enhance individual and team performance.

Consider how team dynamics within the police service can result in failing to comply with professional standards requirements (Code of Ethics, policies, procedures, protocols or legislation).

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

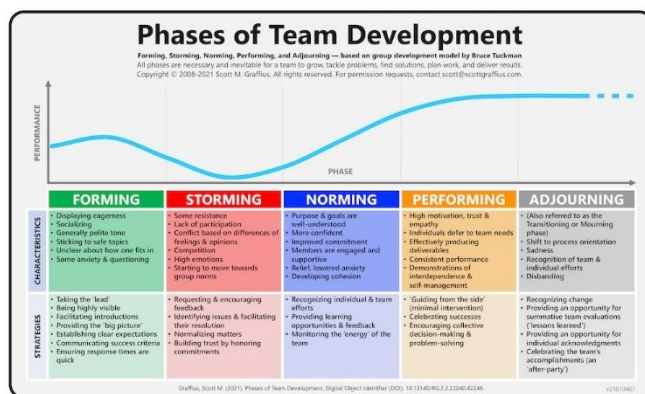
ANSWER:

In this essay, I will be evaluating theories of team dynamics as a means of developing team cohesion. I will also be considering why inter-personal conflict can occur within a team and be outlining the strategies that can be adapted to enhance individual and team performance. I will further be considering how team dynamics within the police service can result in failing to comply with professional standards requirements.

“Team dynamics are the unconscious, psychological forces that influence the direction of a team’s behaviour and performance. They are like undercurrents in the sea, which can carry boats in a different direction to the one they intend to sail” (Myers, 2013).

There are many theories of team dynamics of a means of developing team cohesion, and the theories I am now going to go into more detail about are called “The Tuckman Team Model” and the DISC model.

The Tuckman Team Model



(Guide, 2021)

Dr Bruce Tuckman developed the model in 1965, and it is one of the most known team development theories, which has formed the basis of many further ideas since its conception (The Team Building company, 2019). The model is separated into five different parts, which are forming, storming, norming, performing and adjourning. I will now go into more detail below into what each of these different parts to the Tuckman Team Model means.

Forming- Forming is where a group of persons are brought together who do not know each other and are eventually able to work as a successful team. Wallbridge (2021), states “Employees may feel nervous, excited or curious at the forming stage – it’s all new and there’s a lot happening”.

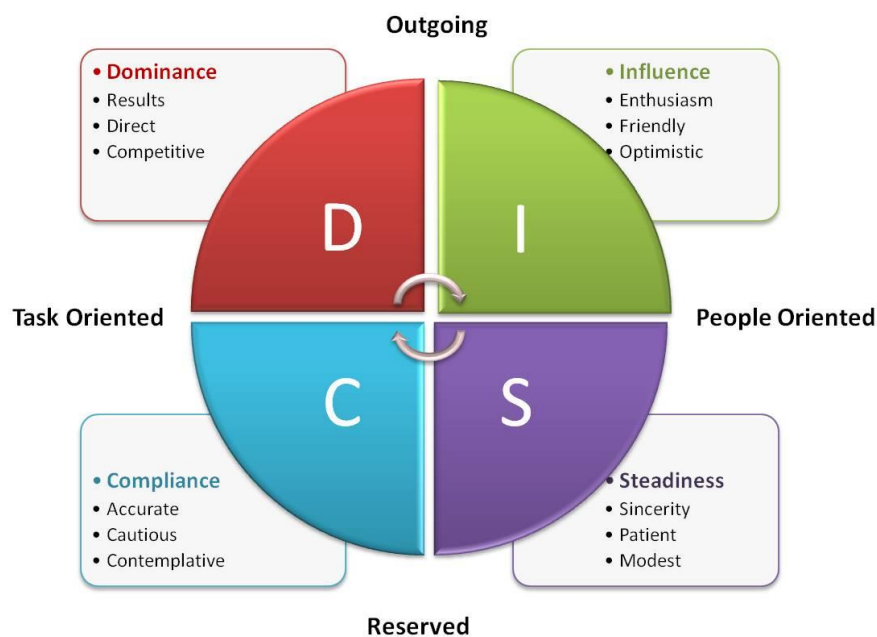
Storming- This stage starts to occur as the process of organising tasks and processes surface interpersonal conflicts, and at this stage power, leadership and structural issues dominate (West Chester University, 2020).

Norming- When the norming stage is reached, it can be a beneficial stage for all those involved. When decisions can be made and implemented, new ideas can then be turned into reality, and failure and risks taken can be seen as another step to succeeding (Wilson, 2020).

Performing- This stage is where members of a team may start to feel joy regarding how the team is performing. Stein (2019) says how members of a team are able to solve or prevent problems in the progress or in the team’s process.

Adjourning- This is when what the team has set out to accomplish has been achieved. If a team has reached this stage, then there could be potential upset due to it being expanded. If you have had a good experience of working with these people, then it may be easier if you were to work with them again (Freshbooks, 2021).

DISC model



(AgriFutures, 2016)

The DISC acronym stands for dominance, influence, compliance, and steadiness. It was developed by William Marston in the 1920, and is a straightforward, standardised way that can assess behavioural styles and preferences (mindtools, 2019).

- “People with D personalities tend to be confident and place an emphasis on accomplishing bottom-line results.
- People with i personalities tend to be more open and place an emphasis on relationships and influencing or persuading others.

- People with S personalities tend to be dependable and place the emphasis on cooperation and sincerity.
- People with C personalities tend to place the emphasis on quality, accuracy, expertise, and competency” (Diskprofile,2020).

Inter-personal conflict is “a disagreement in some manner which can be emotional, physical, personal, or professional between two or more people. Such disagreements are commonplace in families, workplaces, and society in general and are not necessarily physical or violent” (Alleydog, 2019). Whilst you are working in a police environment with colleagues, there are undoubtedly times that you may have disagreements and arguments with them over things. A disagreement in a work environment as Police Constable may consist of for example a disagreement over the way that a certain incident may have been dealt with. Some officers may have their own way of dealing with things and may have been shown by a tutor for example how to do things in a certain way, where as an officer who has had a vast amount of experience in the role may act in an “old school” manner, which may cause conflict between both persons. There are several strategies in which can be adopted to enhance a team or individuals’ performance whilst working in the role.

Some of these strategies may be;

- The use of a mediator- this may be another colleague who is impartial to the disagreement. Their role is to ensure that the communication between both parties is discussed at a level-headed manner.
- Be always respectful- by being always respectful during the discussion, helps the persons involved to come to a conclusion. By listening carefully to the person, you are having a discussion will make them feel confident that you are also taking in their point of view.
- Say sorry when it is appropriate to do so- If you have made a mistake and done something wrong, it can work out best for you to be the “bigger person” and apologise to move forward.

As previously stated, there can be many things which can result in colleagues having disagreement and therefore having such inter-personal conflict may breach the policing code of ethics.

What is the code of ethics?

The code of ethics assists us in making difficult decision, which police officers must make on a daily basis. The code of ethics is made up of a total of nine policing principles, and ten standards of professional behaviour. Below are both nine policing details and the ten standards of professional behaviour in more detail.

The nine policing principles.

- Accountability- You are accountable for the actions and decisions that you make.
- Fairness- Treat everybody with the same amount of fairness.
- Honesty- Always acting honest and trustworthy.
- Integrity- Always doing this in the correct manner.
- Leadership- you are leading by good example.
- Objectivity- The choices in which you make are based on professional judgement.
- Openness- being open and transparent in the choices in which you make.
- Respect- treated every person in which you meet with the same amount of respect and courtesy.
- Selflessness- Always acting in the public's interest (College of Policing, 2014 B).

The ten standards of professional behaviour

- Honesty and integrity- Being honest and always acting with integrity.
- Authority and respect- acting with self-control and treating all members of the public with respect and courtesy.

- Equality and diversity- acting with fairness and impartiality and treating everyone the same by not discriminating.
- Use of force- Using an amount of force which is deemed necessary and proportionate in the circumstances.
- Orders and instruction- giving lawful orders and abiding by police regulations.
- Duties and responsibilities- acting diligent in the exercise of the duties and responsibilities that are undertaken.
- Confidentiality- Treating information with the utmost respect, and only disclosing it line with the course of your duty.
- Fitness for work- Making sure that you are always fit and healthy to conduct a successful tour of duty.
- Conduct- Behaving in a manner whether it is on or off duty, which does not undermine the publics confidence in the service.
- Challenging and reporting improper behaviour – Reporting and challenging behaviour which has below the standards of professional behaviour (Dorset Police, 2022).

The code of ethics is there to ensure that the best quality of service is offered to members of the public. This is by the police doing things such as reducing, preventing, and detecting crime, and putting the victims of crime at the heart of everything that they do. If a breach of the code of ethics is made, then it does not always result in disciplinary

In conclusion, theories such as the Tuckman team model and the DISC model are accurate theories of team dynamics in developing team cohesion. This is because these theories recognise that groups do not start fully formed and functioning (Condon, 2019). There are many reasons to why in the police service there may be inter-personal conflict, which could ultimately have a negative impact on how you perform in your role, and to even more extreme extent can have a big impact on your mental health. I have listed reasons to how inter-personal conflict can be overcome, to which I believe can be achieved by having the correct setting for where the discussion may be held, and by also having persons who are respecting

and understanding of each other to get their point across. The code of ethics within the police service I believe are a vital part in maintain a structured organisation and gives officers a direction in which they must follow so that it maintains the publics confidence and trust within the service. By officers adhering to the code of ethics such as the nine policing principles and the ten standards of professional behaviour, it shows their professionalism, and also states the correct manner in which they should be acting in at all times, whether on duty or off. If they were not to adhere to the standards in which are required of them, then this could result in things such as misconduct proceedings in which could result in an officer being dismissed. "Breaches will range from relatively minor shortcomings in conduct, performance or attendance, through to gross misconduct. Different procedures exist according to the type of unprofessional behaviour or misconduct alleged. For example, relatively minor breaches of the Code will normally be dealt with locally (eg, by a line manager) whereas any breaches that are sufficiently serious to require formal action will be dealt with under the existing disciplinary regimes for police officers and staff" (CoP, 2014).

(Word count- 1608)

Task 4

Relevant areas of the National Policing Curriculum:

Policing the roads, information and intelligence and conducting investigations.

Explain how information and intelligence can be used in the disruption of the more prevalent criminal activity (e.g. drug smuggling, human trafficking, child sexual exploitation, counterfeit goods, organised crime groups and 'county lines') by effective policing of the roads.

Outline how ANPR can be used as investigative resource when disrupting criminal activity.

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

ANSWER:

In this essay, I will be explaining how information and intelligence can be used in the disruption of more prevalent criminal activity by effective policing of the roads. I

will also be outlining how ANPR can be used as an investigative resource to try and combat and disrupt criminal activity such as drug smuggling, human trafficking, child sexual exploitation, counterfeit goods, organised crime groups and 'county lines'.

Intelligence is known as "Information that has undergone an evaluation process to assess" (NAFN, 2020). Intelligence is deemed to be crucial to the police service as it helps build a bigger picture and give officers a better understanding of individuals and how offenders may conduct their routine of crime. Even the smallest bit of information which some people may not find useful could be vital in solving serious cases of crime. Intelligence can be graded using the National Intelligence Model using the 3 X 5 X 2 method.

Source Evaluation	Intelligence Evaluation	Handling Conditions
1 - Reliable	A - Known directly to the source	P – Lawful sharing permitted
	B - Known indirectly to the source but corroborated	
2 - Untested	C - Known indirectly to the source	C - Lawful sharing permitted with conditions
	D - Not known	
3 – Not reliable	E - Suspected to be false	

(Adams, 2020)

Firstly, the sources are evaluated into either reliable, untested, or not reliable. Reliable sources of intelligence are believed to be trustworthy sources of information and may include sources technical products such as fingerprints or DNA. Untested sources are a "source that has not previously provided information to the person receiving it or has provided information that has not been substantiated. The source may not necessarily be unreliable, but the information provided should be treated with caution" (Introduction to Intelligence, 2019). These sources of intelligence may include things such as information provided to Crimestoppers, as this may be true information, however there may be no means of proving it at the current time. Not reliable intelligence is when there is no means of proving the information be either true or false, and could consist of information coming from a human, with what they could be providing being potentially false.

Secondly, the intelligence is then evaluated with reliable sources being intelligence known directly to the source and intelligence known indirectly to the source but corroborated. Untested sources are known indirectly to the source or not known, and not reliable sources of intelligence being suspected to be false.

Handling codes are used to control the sharing of the intelligence, with it being either lawful sharing permitted, or lawful sharing permitted with conditions. Lawful sharing permitted intelligence must be only be shared for a policing purpose, and for a legitimate need to receive it (College of Policing, 2015). There are numerous benefits to which intelligence and information can give to the police to further police the roads. Intelligence allows for police to take part in more of a forward looking and pro-active approaching to the fight against crime (STA law, 2020). This means that if for example a vehicle is flagged up for having potential links to drug supply, then they may decide to pull it over and then possibly conduct a search of the vehicle, which is different for when a Constable is acting in a reactive manner by going from one emergency call to the next.

There are many ways in which intelligence can be collected in order to assist police, with them being things such as;

- Undercover officers
- Members of the public
- Security and intelligence agencies
- Technical interception of communications
- Covert human intelligence sources
- Private sector reporting

(National Crime Agency, 2019)

There are many criminal activities which are done by offenders where they use the roads to assist them with their crimes. One of these crimes being human trafficking. Gov.uk define as “the recruitment or movement of people for exploitation by the use of threat, force, fraud, or the abuse of vulnerability. Trafficking is a crime that can

occur across international borders or within a country. It often crosses multiple geographic and legal boundaries” (Gov.uk, 2020). There are many purposes to which a person may be trafficked, with examples of human trafficking being persons coming from a poor country and being exploited by being made to work at something such as doing “car washes”, for little pay or no money at all. A recent article from the National Crime Agency, say how a couple from Bristol were convicted of running a human trafficking network, in which they were recruiting vulnerable people from eastern Europe, and were promising them a better standard of life. Upon their arrival to the UK, they had all their personal documents removed from them, and were made to live in a house full of other persons who had also been trafficked and were working for no money at all (National Crime Agency, 2022a). The offenders use the roads to facilitate this crime by delivering and distributing the trafficked persons to the places in which they are being set up to work.

A further example of criminal activity in which criminals use the roads to facilitate their crimes would be drug trafficking. Drug trafficking consists of the production and transportation of illegal controlled substances. There are huge amounts of money which can be made regarding drug trafficking. In 2003, it was believed that the UK drug market was estimated to be worth £5.3 billion pounds (Hough,2008), therefore making a highly lucrative business, which entices persons to want to get involved. However, there are many dangers which come with drug trafficking, such as issues between rival gangs. This issue has been declared as a national emergency and the number of drug-related knife crimes and stabbings has increased dramatically since the development of county lines which is “a form of criminal exploitation. It is when criminals befriend children, either online or offline, and then manipulate them into drug dealing. The 'lines' refer to mobile phones that are used to control a young person who is delivering drugs, often to towns outside their home county” (Childrensociety, 2020). This crime also results in a high big in the number deaths of young persons who are involved (Gillen, 2019). In 2021, there were 27 teenagers who were murdered with a knife, and this figure is also believed to be heavily linked with drug trafficking (The Ben Kinsella Trust, 2021). Drug traffickers will have to use the roads to deliver the controlled substances and to perform a successful business.

Automatic number plate recognition can be used as a vital investigative source to disrupt criminal activity. The police use ANPR technology to “help detect, deter and disrupt criminality at a local, force, regional and national level, including tackling travelling criminals, Organised Crime Groups and terrorists” (Flux, 2021). ANPR cameras work by reading the registration of a vehicle, and then instantly checking it against database record of vehicle of interest (NPCC, 2020a). The use of ANPR cameras can assist the police in detecting many road-related offense such as uninsured drivers, stolen vehicles and identifying potential persons linked to serious and organised crime.

As a Police Constable, there are many laws and legislation in which can assist you to help you effectively police the roads. A main piece of legislation which is used in everyday roads police would be the Road Traffic act 1988. The road traffic act was introduced for the purpose of ensuring that the roads are being used in a safe and legal manner. Section 165 of the Road Traffic act 1988 of the act is an important part in detecting crime on the roads. This act gives the power to a Constable to obtain names and addresses of drivers and others, and to require production of evidence of insurance and test certificates (Legislation.gov, 2019). If a person fails to comply with the directions of the Constable, then they are at risk of committing offences. ANPR cameras may ping a police vehicle which has the ANPR device fitted and flag up with no insurance, so therefore under Section 165 A of the act gives a Constable the power to seize such vehicle.

There is also other legislation apart from the Road Traffic Act 1988 which helps assist the police to successfully police the roads. Under Section 23 of the Misuse of Drugs act 1971.

“If a constable has reasonable grounds to suspect that any person is in possession of a controlled drug in contravention of this Act or of any regulations made thereunder, the constable may—

- (a) search that person, and detain him for the purpose of searching him;
- (b) search any vehicle or vessel in which the constable suspects that the drug may be found, and for that purpose require the person in control of the vehicle or vessel to stop it;

(c)seize and detain, for the purposes of proceedings under this Act, anything found in the course of the search which appears to the constable to be evidence of an offence under this Act (Section 23 of the Misuse of Drugs Act 1971)".

Under part B of the act, it allows a Constable to search any vehicle whom they have reasonable grounds to suspect that they may be in possession of a controlled drug. In April 2022, Merseyside Police and the National Crime agency stopped a vehicle which was stolen in Huyton after ANPR successfully flagged this up to police. After stopping the vehicle officers discovered an estimated 31 Kilos of heroin and 10 kilos of coke, with the estimate street value of this drug being nearly £4 million pounds (National Crime Agency, 2022 b). This shows just how important the successful use of ANPR can be in battling the fight against crime in the UK.

In conclusion, it is proven that information and intelligence can be utilised in many ways to provide great assistance to policing the roads in the UK. The use of the National Intelligence Model can also be a great assistance to the police service as it helps grade intelligence for how reliable the sources may be, and further improves the chances of the intelligence being successfully shared and distributed to things such as partner agencies. Further in conclusion, the use of ANPR has shown to be a crucial part in effective roads policing in the UK by distributing criminal activity using the registration plate of the vehicle and the checking it against the database to see if any criminal/illegal markers flag up.

Word count- 1680

5

Individual Learning Plan

The second learning outcome identified in the accompanying module descriptor (BMPP 5000D) asks that you create an individual learning plan to meet your identified needs through reflection upon your continuing practice. This shows confidence in your ability to manage your own learning in response to evolving circumstances in the workplace.

This task differs from the PDPs that you have completed in your previous workbooks in that this learning plan allows you to assess what level you believe you are in key knowledge, skills and experience against where you believe you (and the

force) consider you should be – now and in the coming 6 to 12 months of your placement. This should then be used to target future development need.

1500 words equivalent. Please note that this is not the actual number of words used in completing the table, the count reflects the thought and research behind it.

It will count towards the overall equivalent word count of 8000 words expected from this module.

ANSWER:

Knowledge, Skills and Experience Assessment

	REQUIRED			RATING			DEVELOPMENT NEED
KNOWLEDGE	Low 1-4	Med 5-7	High 8-10	Low 1-4	Med 5-7	High 8-10	Upon reflection as my time since starting as a Police Constable, I believe that my knowledge could be greater improved in an area such as case file building. Case file building is an essential part of policing, with the file of evidence being presented at court. It is important that a case file is of a high-quality standard as if it was not, it could potentially mean cases are court are thrown out, therefore causing the victim potentially much distress. Therefore, in order to help me get better in this area, I aim to do an attachment in the investigation department, to which they do case file building on a daily basis.
SKILLS	Low 1-4	Med 5-7	High 8-10	Low 1-4	Med 5-7	High 8-10	Upon reflection of my time as a Police

							Constable, a skill in which I believe I could improve upon would be to be more proactive. As a response officer, it can be hard to find the time in order to do this, as you are constantly on the go attending things such as emergency calls and balancing your own workload. I aim to achieve this skill by balancing my workload better by making more of a set schedule at the start of each set of persons that I need to contact and evidence which needs to be collected. I also aim to achieve by having better time management, so that I am able during my busy schedule have the time to be more proactive.
EXPERIENCE	Low 1-4	Med 5-7	High 8-10	Low 1-4	Med 5-7	High 8-10	Upon reflection as my time as a Police Constable, I think that an area in which I need to improve my experience would be with the neighbourhood policing team. Neighbourhood policing is a vital part of the police, as they build closer connections with the community, which can help them build things such as intelligence, and can overall improve the public's confidence in the police service. As a response officer, I find it harder to build the links with persons unlike to neighbourhood team as they have more time to do so. In the future, I aim to get better with this by doing an attachment with the neighbourhood department.



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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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