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AXIELPD

Initial Police Learning & Development Programme



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Command Structure



Command Structure

Police Constable



Sergeant Inspector Chief Inspector



Bronze Command

Superintendent Chief Superintendent



Silver Command

Commander Deputy Assistant
Commissioner Assistant
Commissioner Deputy
Commissioner Commissioner



Gold Command



Radio Communications



Radio Communications

ABC Principles

When communicating to other officers on the radio, make sure to follow the ABC principles.

Accurate

Brief

Clear

Please make sure to think about what you're going to say over the airways before transmitting. This reduces the risks of officers mumbling, and clogging up the frequency.



Radio Communications

Phonetic Alphabet

A - ALPHA

I - INDIA

Q - QUEBEC

Y - YANKEE

B - BRAVO

J - JULIET

R - ROMEO

Z - ZULU

C - CHARLIE

K - KILO

S - SIERRA

D - DELTA

L - LIMA

T - TANGO

E - ECHO

M - MIKE

U - UNIFORM

F - FOXTROT

N - NOVEMBER

V - VICTOR

G - GOLF

O - OSCAR

W - WHISKEY

H - HOTEL

P - PAPA

X - XRAY



Identification Codes



Identification Codes



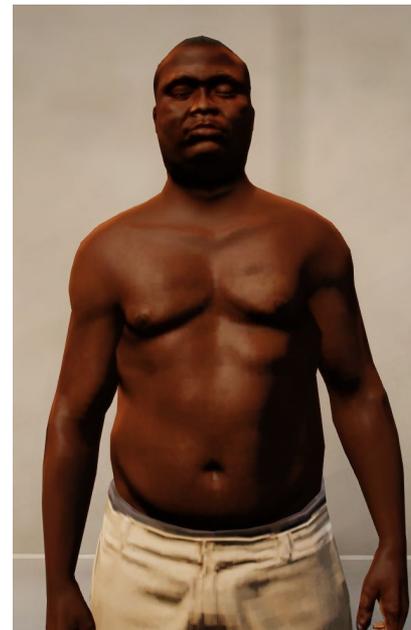
IC1

WHITE / NORTH EUROPEAN



IC2

WHITE / SOUTH EUROPEAN



IC3

BLACK



Identification Codes



IC4

ASIAN



IC5

CHINESE, JAPANESE OR
OTHER SOUTHEAST ASIAN



IC9 / IC0

UNKNOWN



National Decision Model (NDM)



National Decision Model

Introduction

The National Decision Model, also known as the NDM, is suitable for all decisions and should be used by everyone in the policing. It consists of 6 key elements:

- Code of Ethics
- Information
- Assessment
- Powers & Policy
- Options
- Action & Review

The mnemonic CIAPOAR can help officers remember the 6 key elements of the NDM.

Each component of the NDM provides the officer with an area for focus and consideration. The element that binds the model together is the Code of Ethics at the centre.



National Decision Model

Code of Ethics





National Decision Model

Code of Ethics

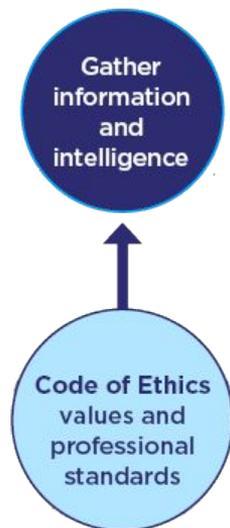
The Code of Ethics sets out the policing principles that members of the police service are expected to uphold and the standards of behaviour they are expected to meet.

Police officers should be constantly questioning their actions, to see if it complies with the Code of Ethics.



National Decision Model

Information





National Decision Model

Information

The officer defines the situation occurring i.e. what's happened or what's is happening. The officer also clarified matters relating to any initial information and intelligence.

Police officers & police staff should ask themselves the following questions:

- What is happening?
- What do I know so far?
- What do I not know?
- What further information do I want/need at this moment?



National Decision Model

Assessment





National Decision Model

Assessment

The officer must assess the situation, including any specific threat, the risk of harm and the potential for benefits. Among other things officers should consider the objectives of preventing discrimination, promoting good relations and fostering equal opportunities.

Police officers & police staff could ask themselves the following questions:

- Do I need to take action immediately?
- Do I need to seek more information?
- What could go wrong?
- What is causing the situation?
- How probable is the risk of harm?
- How serious would it be?
- Is that level of risk acceptable?
- Is this situation for the police alone to deal with?
- Am I the appropriate person to deal with this?
- What am I trying to achieve?
- Will my action resolve the situation?



National Decision Model

Powers & Policy





National Decision Model

Powers & Policy

The officer must consider the powers, policies and legislation that could apply in the situation the officer is in.

Police officers & police staff could ask themselves the following questions:

- What police powers might be required?
- Is there any national guidance covering this type of situation?
- Do any local organisational policies or guidelines apply?
- What legislation might apply?
- Is there any research evidence?



National Decision Model

Options





National Decision Model

Options

The officer must consider the different ways to make a particular decision, or resolve a situation with the least risk of harm.

Police officers & police staff should consider:

- The options that are open
- The immediacy of any threat
- The limits of information to hand
- The amount of time available
- The available resources and support
- Their own knowledge, experience and skills
- The impact of potential action on the situation and the public
- What action to take if things do not happen as anticipated



National Decision Model

Action & Review





National Decision Model

Action & Review

At the action step, officers are required to make and implement appropriate decisions. The review step requires officers to review and reflect on what happened once an incident is over.

Action

Respond:

- Implement the option you have selected.
- Does anyone else need to know what you have decided?

Record:

- If you think it's appropriate, record what you did and why.

Monitor:

- What happened as a result of your decision?
- Was it what you wanted or expected at the time?



Categories of Offences



Categories of Offences

Summary Offences

Summary offences in England and Wales are those that are the least serious, sometimes referred to as petty offences which are tried in the Magistrates' Court.

These are a few examples of Summary offences:

- Drunk & Disorderly Behaviour
- Criminal Damage, which has caused less than £5,000 worth of damage
- Common Assault, including assaulting a police officer in the execution of their duty
- Majority of Motoring Offences



Categories of Offences

Either Way Offences

Either way offences, sometimes referred to as 'triable either way' may be tried in either the Magistrates' Court or at the Crown Court. Initially, the Magistrates will decide where the case would most suitable be tried.

These are a few examples of Either Way offences:

- Actual Bodily Harm, ABH
- Possession of an offensive weapon
- Possession of a bladed article
- Harassment, putting people in fear of violence



Categories of Offences

Indictable Offences

Indictable offences are the most serious offences that can only be dealt with at the Crown Court. An indictment is a formal legal statement of the crime(s) of which the defendant is accused of.

These are a few examples of Indictable offences:

- Murder
- Manslaughter
- Rape
- Drug Trafficking
- Causing Death by Dangerous Driving
- Aggravated Burglary



Searches



Searches

Stop & Search

Section 1 PACE & Section 23 MODA searches are the most common stop and searches for response officers to conduct. These searches require the use of the mnemonic GOWISELY which allows officers to provide all the information a suspect needs in a formatted manor. However, all officers are human so ensure you don't rush through the mnemonic and get your words mixed up.

G - Grounds: Why are you searching the person?

O - Objective: What are you searching for?

W - Warrant: If plain clothed a warrant card must be provided.

I - Identify: Your collar number & name

S - Station: What station are you based from?

E - Entitlement: Explain to the detainee they are entitled to a copy of the search up to 3 months.

L - Legislation: What legal power are you using to search the person?

Y - You are detained: Explain to the person they're being detained for the purpose of a search.



Searches

Stop & Search

Demonstration Video of GOWISELY in action:





Searches

Stop & Search Legislation

Section 1 Police and Criminal Evidence Act (PACE) 1984:

Section 1(2)(a) of PACE provides police officers with the power to stop and search any person, vehicle, or anything which is in or on a vehicle, for stolen or prohibited articles, points and blades, or fireworks. Prohibited articles include offensive weapons and articles with which a person is going equipped to steal or cause criminal damage.

Section 1(2)(b) gives the accompanying power to detain individuals and vehicles for the purpose of conducting a search.

Section 1(3) specifies that the power only applies where the officer has reasonable grounds to suspect that the relevant article will be found.



Searches

Stop & Search Legislation

Section 23 Misuse of Drugs Act (MODA) 1971:

Section 23(2) of the MODA provides that a constable may search a person suspected of being in possession of a controlled drug and detain them for the purpose of the search. They may also search any vehicle or vessel in which they suspect the drug may be found, and can require the person in control of the vehicle or vessel to stop it for that purpose.

This provision specifies that the person must be suspected of being in possession of the drug, not merely to have used it or been present during its use by others. With respect to a vehicle, the provision similarly requires the officer to suspect that the drug may be found in it.



Searches

Search After Arrest

After making an arrest, a response officer typically performs two crucial searches: a Section 32 PACE search and a Section 54 PACE search. In contrast to roadside stop and searches, there is no obligation to adhere to the GOWISELY format in these instances.

However, when a more intimate search, such as a Section 55 PACE search, is necessary, it is imperative to strictly adhere to the established policies governing such procedures.



Searches

Search After Arrest Legislation

Section 32 PACE:

Search upon arrest.

Section 54 PACE:

Searches of detained persons. This is usually conducted in the custody suite.

Section 55 PACE:

Intimate searches.



Cautions



Cautions

Police Cautions

When Caution:

“You do not have to say anything but it may harm your defence if you do not mention when questioned something which you later rely on in court. Anything you do say may be given in evidence.”

You will utilise this caution to explain that remaining silent will not interfere with the prosecution. You will also reiterate this caution at the start of an interview, however this could later affect the offenders character credibility in court.

Now Caution:

“You do not have to say anything but it may harm your defence if you do not mention now something which you later rely on in court. Anything you do say may be given in evidence.”

You will utilise this when reporting people for offences. This caution explains to the individual concerned that this is their last chance to give a defence to the police. This is used when giving out TORs.



Cautions

Van Caution

Not Equipped with Audio & Video Taping

"This van has been searched prior to your arrest, Anything found in it afterwards will be deemed as yours."

This caution is used to inform the offender that if they discard anything that wasn't found on the initial search in the back of the van they're liable for it.

Equipped with Audio & Video Taping

"This van has been searched prior to your arrest, Anything found in it afterwards will be deemed as yours. This van is also fitted with Audio and video recording so anything you do or say may be used against you and will be captured."

This caution is used to inform the offender that if they discard anything that wasn't found on the initial search in the back of the van they're liable for it. Additionally, anything they say or do in the van is being recorded and may be used in evidence for the investigation.



Warning Markers



Warning Markers

Description

DR - Drugs

WE - Weapons

VI - Violent

FI - Firearms

CL - Conceals

SH - Self Harm

MH - Mental Health

CO - Contagious

SU - Suicide

ES - Escaper

IF - Female Impersonator

IM - Male Impersonator

XP - Explosives



Alternatives to Arrest



Alternatives to Arrest

Introduction

When responding to a call, police officers face situations where immediate arrests may not always be feasible. It is imperative for officers to consistently explore alternative approaches. For instance, if an officer arrives at a custody suite for a minor offense that could have been appropriately addressed outside of custody, the detention may not be approved.

These are some examples of alternative disposal options:

- Community Resolutions
- Cannabis Warnings
- Adult Cautions



Alternatives to Arrest

Community Resolutions

Community resolutions, incorporating aspects of restorative justice, provide a non-statutory resolution applicable to both adults and youths. This approach is employed for lower-level offenses, maintaining proportionality in the response. Resolutions are an option when the offender acknowledges responsibility for their actions, typically with the victim concurring that they prefer a less formal course of action.

By prompting offenders to confront the consequences of their behavior and assume responsibility for setting right any harm caused, community resolutions aim to diminish the risk of reoffending.

Checklist:

- Offender accepts responsibility for the offence.
- Victims agree they don't want more formal action taken.
- Explain the process to the offender.
- Must be in the public interest to issue the community resolution.
- Must be clear that a crime or incident has occurred
- Offender must agree to participate in the community resolution.



Alternatives to Arrest

Community Resolutions

Below is a list of offences that a community resolution can be issued for:

- Criminal Damage (Under £500)
- Bilking (Making Off Without Payment)
- Minor Public Order Offences
- Shoplifting (Under £100)
- Minor Anti-Social Behaviour (ASB) Incidents

Additionally, officers can put conditions on a community resolution. If the conditions aren't adhered to then the offender may be liable for further prosecution.

Want more Information?

Click Here



Alternatives to Arrest

Cannabis Warning

Cannabis falls under Class B of the Misuse of Drugs Act 1971 as a controlled substance. The introduction of cannabis warnings in 2004 marked a non-statutory disposal method, forming part of a three-stage escalation procedure for individuals committing a first-time simple possession offence involving cannabis.

In the absence of aggravating factors, a first-time offender receives a cannabis warning, followed by a penalty notice for disorder (PND) for a second offence, and potential arrest for a third offence. Cannabis warnings are applicable to adults aged 18 and above caught possessing cannabis for personal use only; however, individuals under 18 cannot be issued such a warning. These warnings, conveyed informally through verbal communication, are delivered by police officers either on the street or within a police station.

Want more Information?

[Click Here](#)



Alternatives to Arrest

Penalty Notice for Disorder

PND, short for Penalty Notice for Disorder, constitutes a monetary penalty (fine) designed to address minor instances of anti-social and nuisance offences. It can be issued either immediately on the scene or within a police station. This penalty is applicable to adult offenders aged 18 and above. There are two levels of PND, with fines set at either £90 or £60. Offenders are given a 21-day period to settle the fine or can opt to contest it in court. PNDs can be issued for 29 specified penalty offences, including:

- Drunk & Disorderly in a Public Place
- Retail Theft Under £100
- Behaviour Likely to Cause Fear, Alarm or Distress
- Criminal Damage (£300)
- Cannabis Possession

Want more Information?

Click Here



Alternatives to Arrest

Cautions

This constitutes an official caution issued to an adult who has confessed to committing an offence. It represents a non-statutory resolution employed when prosecuting an offender is deemed not to be in the public interest. Adult cautions are applicable for any offence but are specifically designed for lower-level offences. Police officers are authorized to decide on offering a caution for both summary offenses and all offences categorised as either way.

Requirements for an adult caution to be valid are:

- Admission of guilt by an offender over 18 years of age
- Sufficient evidence available for a realistic prospect of conviction
- Proof that it is not in the public interest to prosecute the offender
- Agreement of the offender to accept the caution

Want more Information?

Click Here



Making an Arrest



Making an Arrest

Introduction

A lawful arrest requires 2 key elements:

- A person's involved or suspected involvement or attempted involvement in the commission of a criminal offence.
- Reasonable grounds for believing that the person's arrest is necessary.

When arresting someone officers must inform the offender on a variety of different things. These include:

- Inform them they're being arrested, even if this appears to be obvious
- Grounds for the arrest
- Caution
- Necessities for the arrest

For the custody sergeant to authorise the detention officers must have at least one necessity of an arrest, however it's highly advised to have more.



Making an Arrest

Necessities of an Arrest

There are a number of different reasons why an arrest can be considered necessary such as:

- To protect a child/ vulnerable persons
- Prevent obstruction of the highway
- Prevent suffering or causing physical injury to self or others
- To ascertain name and/or address
- Allow prompt & effective investigation
- Prevent disappearance

If an officer is in a situation where it does not match any of these necessities then you cannot arrest the accused.



Custody



Custody

Description

While in custody, an officer is required to stay with their detainee continuously. The custody sergeant holds a central role within the custody suite, being the primary individual informed of any incidents or developments occurring within the custody environment.

Detainees get 3 rights whilst in custody:

- Free & Impartial Legal Advice (They're offered a solicitor)
- To have someone informed that you have been arrested
- To read the Codes of Practise

A section 54 PACE search is also conducted whilst in custody. This is a more indepth search, with the officer being able to remove further outer layers of clothing.



Use of Force



Use of Force

Introduction

Officers should continuously be assessing whether or not their actions are justified and proportionate to the risk level the offender is imposing.

The following govern the police use of force:

- Common Law
- Section 3 Criminal Law Act 1967
- Section 117 Police and Criminal Evidence Act 1984
- Criminal Justice and Immigration Act 2008
- Articles within European Convention on Human Rights (ECHR)



Use of Force

Core Questions

There are 3 core questions that an officer should ask themselves when thinking of using force against an individual. These are:

- Would the use of force have a lawful objective, if so how immediate & grave is the threat posed?
- Are there any means of detaining the person without the use of force?
- What is the minimum level of force required to attain the objective identified, and would the use of force being used be class proportionate or excessive?

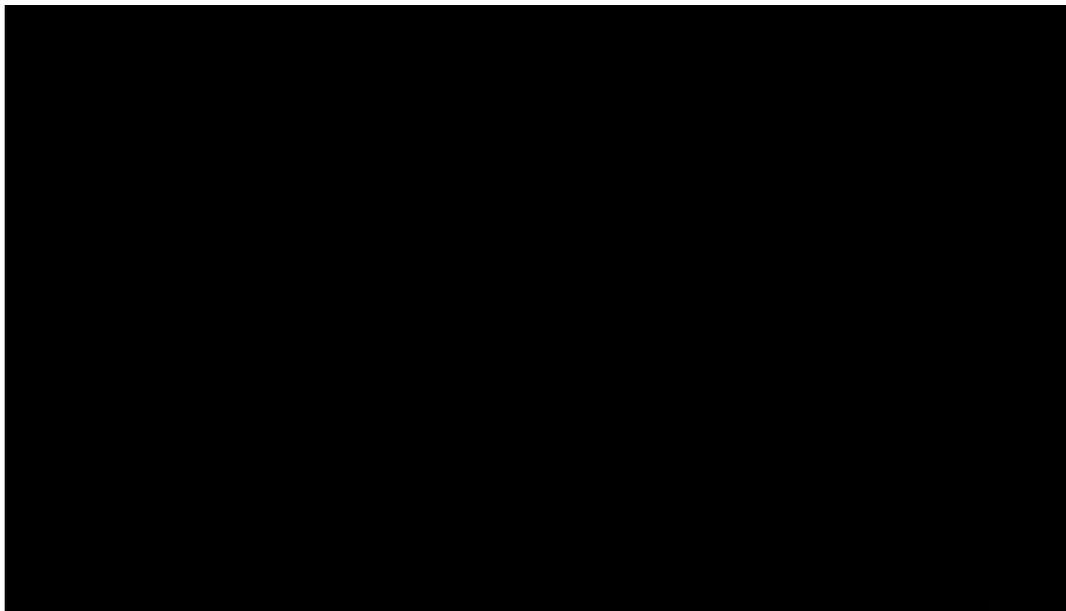
Officers that utilise use of force should always be in line with the core questions above, as it means they will be in line with the 10 key principles governing the use of force.



Use of Force

Demonstration

If you want more information on the Use of Force, watch this presentation created by the Metropolitan Police:





End of document.

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