



OCTOBER 2024 RISK HORIZON SCANNING

This document is an overview of the top news and current affairs articles from horizon scanning completed by the force Risk Team over the past month.

For further help and support please see Risk Identification & Submission¹ training slides.

Should an article raise any issues or potential risks for the force, please complete the Risk and Issue Submission Form².

THIS MONTH'S THEMES:

- 1. POLICING - CORE SERVICE & GENERAL**
- 2. OUTCOMES & SECURING JUSTICE**

¹https://riskandissue.sp.wmpad.local/Training_Support Documents/TRAINING/Training Slide Decks/RISK IDENTIFICATION AND SUBMISSIONS.pdf?d=w80e0cf2dd964470e813e19b6c2e5298a

²<https://forms.office.com/pages/responsepage.aspx?id=8hoPKwKe-0yYL8Yf1xbumD1eLCfsYu1PtF4j46KpFKpUQU9YMDILSDEyRkhiWUtYQzUwRUJNQtk3Vi4u&route=shorturl>

3. **TECHNOLOGY & ARTIFICIAL INTELLIGENCE**
4. **MISCONDUCT, AUDIT & SCRUTINY**
5. **FIREARMS & KABA CASE**
6. **PRISON CRISIS**
7. **PROTESTS, COMMUNITY TENSIONS & SOCIAL DISRUPTION**
8. **TRAINING & SKILLS**
9. **RECRUITMENT, RETENTION & WELLBEING**
10. **FINANCE & BUDGETS**

POLICING - CORE SERVICE & GENERAL



- **IMPROVING PRODUCTIVITY COULD CREATE EQUIVALENT OF 30,000 MORE POLICE OFFICERS AND STAFF**

As many as 60 million policing hours could be freed up over a five-year period, according to recommendations made in the independent Policing Productivity Review, which concluded on Monday (September 30). Today, the report from the third and final phase of the Review has been delivered to the Home Office. The team has considered the potential for productivity improvements in the areas of police investigations, neighbourhood policing, and how forensic accreditation and regulatory frameworks affect police productivity.

"There is excellence in every force, in every area of policing, and most importantly there are excellent people doing their best to serve our communities. To make the most of this there needs to be

greater consistency from force to force, swifter adoption of proven good practice, and above all for work on productivity to be continued in a robust manner.”

Police Professional Article³

- **A BOLD NEW MODEL OF COMMUNITY RESPONSE WOULD BE MORE EFFECTIVE THAN RE-BADGING NEIGHBOURHOOD POLICING**

The recently announced Neighbourhood Policing Pathway and the Government’s commitment to 13,000 new neighbourhood ‘officers’ for England and Wales is both light on detail and a reworking of an old approach – one which could be much more effectively replaced by learning lessons from the successful community responder models in place in the United States.

The Denver STAR (Support Team Assisted Response) project deploys mental health practitioners and social outreach teams equipped with first aid and ‘humanitarian’ basic supplies to neighbourhood issues as an alternative to the police. Over 15% of calls for service (911) were diverted away from the police to the STAR response. A model like this in Newark, New Jersey has seen crime and violence at a 60-year low. Similar schemes exist in Portland and Eugene in Oregon, Albuquerque in New Mexico, Oakland and Sacramento in California, and Olympia, Washington. The entire state of Virginia has a model which is saving millions of dollars and police hours. The Center for American Progress (CAP) used 911 call data from eight US cities to establish that between 33% and 68% of calls could be handled without recourse to the police, and between 21% and 38% of calls could be addressed by community responder type models. The Family Conflict Intervention Team (FACIT) – trained social service practitioners and mediators – respond to tenant disputes, death warnings and youth behavioural problems in in Rochester, New York

Policing Insight Article⁴

- **REPORT WARNS OF MISSED OPPORTUNITY BY POLICE IN THE FIGHT AGAINST ECONOMIC CRIME**

Despite soaring levels of economic crime, police forces are not fully utilising the vast resources and expertise available in the private and not-for-profit sectors, warns a new report. Economic crime has reached unprecedented levels over the past decade, putting immense pressure on police resources already stretched thin by limited budgets and growing responsibilities. Experts from Perpetuity Research and the Centre for Cybercrime and Economic Crime at the University of Portsmouth say law enforcement agencies are not taking full advantage of the specialised skills, knowledge, and manpower that exist within the private and not-for-profit sectors. The private sector, particularly banks, insurance companies, and other financial institutions, employ thousands of professionals dedicated to anti-fraud efforts. Similarly, not-for-profit organisations offer specialised knowledge and

³<https://policeprofessional.com/news/improving-productivity-could-create-equivalent-of-30000-more-police-officers-and-staff/>

⁴<https://policinginsight.com/feature/opinion/a-bold-new-model-of-community-response-would-be-more-effective-than-rebadging-neighbourhood-policing/>

tools that could bolster public policing efforts. However, the report suggests this wealth of expertise remains largely invisible and untapped by police forces, representing a massive, wasted opportunity in the fight against economic crime.

University of Portsmouth Article⁵

- **SWIFT ANSWER NEEDED ON POLICE ESCORT ROW**

The mystery surrounding the Government's role in Scotland Yard giving Taylor Swift a full police escort to her London concerts grows murkier by the day.

There has rightly been outrage that taxpayers' money was used to whisk the pop star to and from Wembley Stadium under the protection of blue-light motorcyclists. Such a high level of security, provided by the Met Police's Special Escort Group (SEG), is normally reserved for royalty, the Prime Minister and visiting heads of state. Even Prince Harry no longer qualifies.

Home Secretary Yvette Cooper and Sadiq Khan, London's Labour mayor, reportedly leaned on Scotland Yard to reverse its original decision. Both had accepted freebie tickets to see Ms Swift perform.

Now the scandal has deepened. We learn that someone in the Government asked the Attorney General to twist arms at the Met.

Lord Hermer, the country's most senior law officer, allegedly wrote to give the force 'legal cover' to breach its protocols and provide blue-light security for the pop star. Only then did Scotland Yard relent.

Daily Mail Article⁶

- **MENTAL HEALTH A 'CONSISTENT FACTOR' IN DEATHS FOLLOWING POLICE CONTACT**

Mental ill-health is a "consistent factor" among those who die in or following custody, according to the latest statistics from the Independent Office for Police Conduct (IOPC).

Of the 24 deaths in or following police custody in 2023/24 – an increase of one from the previous year, and the highest figure since 2006/07 – 19 had mental health concerns with one having been detained under the Mental Health Act.

In addition, of the 68 apparent suicides following police custody – an increase of 14 on the previous year and the highest figure since 2014/15 – 48 people had known mental health concerns and 31 had links to drugs and/or alcohol.

⁵<https://www.port.ac.uk/news-events-and-blogs/news/report-warns-of-missed-opportunities-by-police-in-the-fight-against-economic-crime>

⁶<https://www.dailymail.co.uk/columnists/article-13956041/DAILY-MAIL-COMMENT-Swift-answer-police-escort-row.html>

Just under half (27) of the 60 other deaths following contact with the police were also reported to have mental health concerns.

The figures were published in the IOPC's annual 'Deaths during or following police contact' report for 2023/24.

Police Professional Article⁷

- **A QUESTION OF TRUST - COMMUNITY INTELLIGENCE-LED POLICING**

Trust has rapidly become *the* topic of conversation; it appears that an inordinate amount of attention is being directed across the sphere of public service, particularly towards politics and policing.

Trustworthiness, integrity, honesty and truthfulness of the police are always a given, but with continual media attention focused on the political classes harmful reverberations have diverged across community ministrations.

The cause for applying community intelligence-led policing methodology (CILPM) to the front line will emphasise its value by addressing the current manifestation of a lack of trust in policing.

A fundamental premise of CILPM is that it not only forges better relations between the police and public, but provides both parties with a legitimately reciprocal reason to communicate.

A nationwide rollout of CILPM will enable forces to collect, corroborate, analyse and direct resources in response to the information being collated by frontline officers, who in turn are getting closer to working in the heart of communities through the Neighbourhood Policing Pathway – obtaining a fuller understanding of the reality of the local picture quantified by the principle of evidenced-based policing.

Police Professional Article⁸

- **ATTRITION RATES MAKE NEIGHBOURHOOD POLICING PLAN 'UNATTAINABLE' WARNS FED CHAIR**

Tiff Lynch warns that record numbers leaving the service because of lack of collective pay bargaining.

Home Office figures which show that the number of officers leaving the service have reached record levels are likely to scupper the government's plans to assign 13,000 to neighbourhood policing the acting chair of the Federation has warned,

Writing for The Telegraph newspaper, Tiff Lynch, said the Home Secretary's plans for neighbourhood policing were "unattainable" because of the attrition rate of officers leaving the service.

⁷<https://policeprofessional.com/news/mental-health-a-consistent-factor-in-deaths-following-police-contact/>

⁸<https://policeprofessional.com/feature/a-question-of-trust-2/>

The federation's own survey of its 145,000 members found that one in five said they were planning to leave the service within the next two years or as soon as possible. That is equivalent to 29,000 officers.

She said officers felt policing had been "devalued" by this year's pay award of 4.75 per cent, when millions of other public sector workers had been rewarded with increases of between 5 and 6 per cent for the current financial year.

Police Oracle Article⁹

- **A NEW APPROACH TO SERIOUS AND ORGANISED CRIME IN THE UK**

The national approach to SOC is not keeping pace with the scale and nature of the threat. The UK's intelligence capabilities and understanding of the threat are not good enough. Law enforcement and other agencies are not collaborating effectively to tackle a problem that crosses the boundaries separating police forces. Traditional approaches are ineffective because they are largely focused on the pursuit of known, often lower-level offenders and enforcement through the courts, rather than by limiting OCGs' ability to operate in the UK and targeting the enablers of organised crime. And while criminals have adopted new technology, the UK's take up of novel technical capabilities, such as the ability to better trace the flow of illicit finance through behavioural biometrics, remains underwhelming.

The UK needs a different approach. First and foremost, it needs to equip police forces with powers that are commensurate with the scale of the threat.

More funding, policing and reliance on traditional criminal-justice pathways, such as arrests and convictions, on their own are not sufficient solutions to the problem posed by SOC. Introducing a SOC framework and new counterterrorism-style powers would enable police forces to gather better intelligence, including on individuals not previously identified as participating in SOC.

The UK should also review the structure of police forces, to improve regional coordination and update their capabilities; this would raise them to match the sophisticated methods used by OCGs. The current policing model is ill suited to the cross-regional nature of SOC, lacking key specialist capabilities and adequate resourcing.

Tony Blair Institute for Global Change Article¹⁰

- **SCOTTISH OFFICERS TO WITHDRAW GOODWILL IN DISPUTE OVER PAY AND CONDITIONS**

The Holyrood government have offered officers a 4.75 per cent increase which they have described as "the maximum affordable" but the Scottish Police Federation says it treats police with "contempt" as it is less than the figure offered to NHS staff.

⁹<https://www.policeoracle.com/article-library/attrition-rates-make-neighbourhood-policing-plan-unattainable-warns-fed-chair/>

¹⁰<https://institute.global/insights/public-services/a-new-approach-to-serious-and-organised-crime-in-the-uk>

As a consequence the SPF said the action will begin at 5pm on Friday and continue “until further notice.”

In this case, the actions will include police officers beginning and ending shifts at their rostered hours and not taking items of PPE home with them after a shift.

They also include officers not taking “ancillary items” of equipment home with them, with the SPF saying that officers cannot afford the additional cost of charging electronic items at home.

Scottish Conservative justice spokesman Liam Kerr said: “This action highlights that relations between the SNP Government and hardworking officers have hit rock bottom.

“Given that they cannot legally go on strike, it is the most powerful step they can take to show how angry they are.

Police Oracle Article¹¹

- **RNC REPORTS ITS FIRST CONFIRMED SEIZURE OF CARFENTANIL - 100 TIMES MORE POTENT THEN FENTANYL**

The Royal Newfoundland Constabulary is sounding the alarm after its first confirmed discovery of carfentanil in the province's illicit drug supply.

The synthetic opioid is used as a sedative for large animals, and is one of the most potent opioids in the world — as much as 100 times stronger than fentanyl, according to the National Library of Medicine in the U.S.

"Carfentanil looks similar to table salt, and ingesting just one or two grains can be fatal to humans," reads a media release from Royal Newfoundland Constabulary Const. James Cadigan.

Cadigan said the substance was present in drugs seized by its drug enforcement unit on the northeast Avalon, which was later confirmed by Health Canada.

The seizure also included methylfentanyl, another opioid more potent than fentanyl.

CBC News Article¹²

- **WEST MIDLANDS POLICE SEES SHARP SHOPLIFTING SPIKE**

Shoplifting is among the offences for which West Midlands Police has seen the biggest spike, according to latest figures that highlight a record number of cases nationally.

¹¹<https://www.policeoracle.com/article-library/scottish-officers-to-withdraw-goodwill-in-dispute-over-pay-and-conditions/>

¹²<https://www.cbc.ca/news/canada/newfoundland-labrador/carfentanil-fentanyl-drug-toxicity-royal-newfoundland-constabulary-1.7362312>

In the 12 months up to June, a total of 26,145 shoplifting offences were recorded by the force, compared to 19,184 in the previous 12-month period.

The rate is higher than the 29% rise in recorded shoplifting across England and Wales during the same time frame.

In other categories, the number of recorded sexual offences has risen by 9% in the West Midlands, with the force highlighting a 10% spike in recorded cases of rape.

The force said the increase was down to improvements in victims being able to share their experience.

"There is still more work to do, but we are on the right trajectory," Chief Constable Craig Guildford said.

BBC News Article¹³

- **KNIFE WOUNDS, ARRESTS ... THEN A FRIENDLY FACE: INSIDE THE ANTI-VIOLENCE UNIT FIGHTING TO SAVE CHILDREN FROM CRIME**

Targeted youth workers in hospitals and police stations can make a huge difference in a young person's life – but there are fears their funding is at risk

Analysis from the London VRU found that, through the Engage programme, nearly 90% of young people arrested for violent offences who engaged with a youth worker (309 out of 348) were prevented from reoffending over the next 12 months. Meanwhile, research from Redthread, which provides youth workers in hospitals, found that 78% of young people were at lower risk of harm after engaging with their teams.

Both programmes have now been expanded across the capital, with the VRU investing £8.3m since 2020 to embed youth workers in all 12 of the Met's basic command units and in 12 key hospitals.

The future of the work is insecure. Funding for VRUs is in three-year cycles, with the current one coming to an end in March 2025. As it stands, the new Labour government has promised a £100m plan called Young Futures, which it says will help deliver an election pledge to halve knife crime in 10 years.

It says the programme will build on existing work and has pledged to have youth workers in police stations, hospitals and pupil referral units.

But it is yet to provide details or make any commitments about future funding for VRUs, sparking fears they could be scrapped.

The Guardian Article¹⁴

¹³<https://www.bbc.co.uk/news/articles/c87xgqdzw9wo>

¹⁴<https://www.theguardian.com/society/2024/oct/27/on-the-anti-youth-violence-frontline-how-outreach-workers-fight-to-save-children-from>

- **POLICE MUST DO BETTER IN TACKLING ANTI-SOCIAL BEHAVIOUR - WATCHDOG**

In the year to September 2023, about one million anti-social behaviour incidents were reported to the police.

Police “must and can do better” in cracking down on anti-social behaviour, a watchdog said.

Inspector of Constabulary Lee Freeman called for a “renewed focus” on staffing neighbourhood police teams, who are often the first to deal with such incidents.

Most police forces in England and Wales need to improve the way they identify, record and respond to anti-social behaviour, as well as how they protect victims, an inspection report published on Thursday said.

Describing anti-social behaviour as a “blight” on communities, Mr Freeman said it was “vital” forces understand its “complexity and prevalence” and focus on “effective early intervention”.

While there were some good examples of police working hard to tackle the problem, he said forces were “inconsistent” in their response, with some failing to properly train officers in how to deal with and record incidents.

Making eight recommendations for improvement, he added: “The police must and can do better.

“Today’s report makes clear that for this new Government to turn the tide on anti-social behaviour we need police forces across England and Wales to get the basics right and I expect the police to act upon these recommendations so that no community has to face the scourge of anti-social behaviour alone.

The Independent Article ¹⁵

OUTCOMES & SECURING JUSTICE



- **ONLY 5% OF SPIKING REPORTS RECEIVED BY POLICE REFERRED TO CROWN IN LAST YEAR**

Despite a surge in spiking reports, police do not consider there to be enough evidence in most cases to progress. Only nine of 168 cases of reported spikings in Scotland were passed on to the Crown Office in the last year. The UK Government has pledged to introduce a new law in England and Wales

¹⁵<https://www.independent.co.uk/news/uk/police-diana-johnson-england-wales-yvette-cooper-b2626848.html>

to treat spiking as a standalone offence, which it says will help police respond to incidents more effectively.

STV News Article¹⁶

- **UK'S FRAUD FAILURE EXPOSED: POLICE INVESTIGATE JUST A QUARTER OF ALL OFFENCES IN 'CATASTROPHIC' EPIDEMIC AND ONLY 0.3% END UP WITH A CRIMINAL BEING CHARGED**

Fewer than one in 300 fraud reports result in someone being charged, MailOnline analysis of police data reveals.

Just 3,600 criminal charges stemmed from more than 1.2million reports of fraud in the year ending March 2024, statistics show.

Demanding tougher action to grapple the epidemic which robs British people and businesses of billions each year, experts have requested 'less bobbies on the beat and more geeks in the suite'.

- **HOME OFFICE HIRES 200 STAFF TO CLEAR HUGE BACKLOG OF UK MODERN SLAVERY CASE**

Home Office hires 200 staff to clear huge backlog of UK modern slavery cases. More than 23,000 files were left open by the last government, says minister, with delays of up to four years in assigning victim status

The Home Office has recruited 200 staff to clear a backlog of 23,300 modern slavery cases left by the last government, a minister has told the Guardian.

Jess Phillips, the safeguarding minister, said the department planned to end prolonged uncertainty and anguish for survivors by finalising the cases within two years.

It follows reports that some trafficked survivors have been waiting years to be defined as victims of modern slavery.

There are an estimated 130,000 victims of modern slavery in the UK, trapped in sectors including agriculture, prostitution and care. Most have suffered traumatic sexual, physical and economic abuse but face long delays in having their status confirmed through the National Referral Mechanism (NRM).

The Guardian¹⁷

- **SPIKING VICTIMS LET DOWN BY EMERGENCY SERVICES**

¹⁶<https://news.stv.tv/scotland/scotland-tonight-only-5-of-spiking-reports-received-by-police-scotland-referred-to-crown-office-in-last-year>

¹⁷<https://www.theguardian.com/world/2024/oct/18/home-office-hires-staff-clear-backlog-uk-modern-slavery-cases>

Two victims of spiking have criticised how medical staff handled their cases, saying they felt "blamed" for what happened and were refused tests.

Imogen Turnbow and Saraya Haddad, both former students in Brighton, said they were denied drug tests at A&E, discouraged from contacting the police by staff there, and Ms Turnbow said a 111 operator implied it was her fault.

South East Coast Ambulance Service, which runs the 111 service in Sussex and Kent, said it was "sorry to hear of these concerns" and it took them "seriously".

In 2022, the Royal College of Emergency Medicine said, external an A&E's primary responsibility was to address victim's medical needs, rather than collect forensic samples.

Wanting to prove what had happened, she visited A&E at the Royal Sussex Hospital the next morning, but was "shocked" when she said they refused to test her for drugs which could have been used to spike her.

The Metropolitan Police says, external it may be possible to detect if someone has been spiked in the last seven days through a urine or blood sample. But some drugs leave the body within 12 hours or much sooner.

They say only police can conduct a forensic test, unless a victim has been sexually assaulted, in which case they can be tested at a sexual assault referral centre where they will also get specialist support.

BBC News Article¹⁸

- **COURT PROCESS RE-TRAUMATISING VICTIM-SURVIVORS OF SEXUAL VIOLENCE NEW REPORT REVEALS**

- Court process re-traumatising: PTSD, suicidal thoughts and suicide attempts amongst victim-survivors of sexual violence
- "She asked me what I was wearing": three quarters subjected to rape myths during cross examination
- Severely long waits and repeat adjournments at every stage of criminal justice system

Suffering for Justice, which examines the experience of sexual violence victim-survivors where the defendant has been charged and the case has gone to court, found three quarters (73%) of victim-survivors were subjected to questions and accusations associated with rape myths by the defence, during cross examination

Victim Support says the use of rape myths and victim-survivors' sexual history must stop.

The research focuses on victim survivors' experience across three stages: before, during and after giving evidence, revealing long waits every point

¹⁸<https://www.bbc.co.uk/news/articles/cqjrvl4pzw9o>

According to the research, special measures, which aim to improve experiences of court – such as being able to give evidence behind a screen or via video link – were not consistently offered or properly explained to victim-survivors.

At court, they experienced unwanted contact with the defendant or the defendant's supporters and at the end of the process were left with little understanding or access to information about what the sentence actually meant.

Victim Support is calling on the government and criminal justice agencies to:

- End use of rape myths and victim-survivors' sexual history by the defence.
- Deliver victim-survivors every single one of their rights under the Victims' Code.
- Make tangible, time bound commitments to reducing court delays and adjournments.
- Provide free, timely transcripts of judges' sentencing remarks for victim-survivors.

Victim Support Article¹⁹

TECHNOLOGY & ARTIFICIAL INTELLIGENCE



- **TESLA CRASH AFTER POLICE PURSUIT HIGHLIGHTS CHALLENGES ELECTRIC CARS POSE FOR 1ST RESPONDERS**

Responders use computer software to analyze autos while en route to crash scene. "We've got to essentially do a size-up of the vehicle on scene, to make sure that the vehicle is stable and safe, not only for the the victim themselves that's involved in the incident, but also any first responders that will be approaching that incident," he said. Crews in the rescue trucks are now equipped with computer tablets that lay out the electrical systems and identify no-go parts of the autos, he said. Once responders know the make and model, they move to the next level — making sure the vehicle doesn't move and then isolating the power source. Last year, crews began travelling with a "de-mobilizer" for electric autos. The pistol-shaped device is plugged into the charge port.

CBC News Article²⁰

¹⁹<https://www.victimsupport.org.uk/court-process-re-traumatising-victim-survivors-of-sexual-violence-new-report-reveals/>

²⁰<https://www.cbc.ca/news/canada/saskatoon/tesla-crash-after-police-pursuit-highlights-challenges-electric-cars-pose-for-1st-responders-1.7335290>

- **DRONE AS FIRST RESPONDER TECHNOLOGY SECURES GOVERNMENT GRANT**

The manufacturer of an innovative Drone-in-a-Box (DiaB) solution, which could be used to provide a rapid response to emergency situations, has secured a government grant in recognition of its development work. Evolve Dynamics' revolutionary self-charging DiaB technology is designed to facilitate eyes-on contact and transmit video and audio feeds to first responder control centres, Evolve Dynamics' Drone as First Responder (DFR) concept will be able to demonstrate high weather resilience and fly autonomously for up to 45 minutes. Unlike existing UAVs currently used by first responders, this new innovation will feature vertical take-off, landing and recharging, all of which can take place autonomously, without human intervention.

Emergency Services Times Article²¹

- **£1.4m LOST FROM EMAIL AND SOCIAL MEDIA ACCOUNT HACKING IN THE PAST YEAR**

Latest data from Action Fraud shows that more than 33,600 people reported that their online accounts had been hacked from August last year, with victims losing a total of £1.4 million. "Cyberattacks and hacking are carried out by faceless cybercriminals who target unsuspecting victims looking to take advantage of unprotected social media and email accounts. With this being the top cybercrime reported last financial year, it's even more important to take action and ensure you lock down your accounts."

In the reports made to Action Fraud, there were various different methods of hacking reported, including:

On-platform chain hacking & Leaked passwords and phishing

Police Professional Article²²

- **HOW DO POLICE PROVE 3D PRINTED GUNS CAN FIRE?**

When detectives from West Midlands Police seized 3D-printed assault rifles from a house in Birmingham, they faced a new challenge - how to prove they could work. The force said the 30-year-old had used the technology to fashion the firearms as well as other gun parts - the first discovery of its kind in the region. To analyse the weapons, the force turned to Professor Mark Williams, an expert in 3D printing and scanning at Warwick Manufacturing Group, part of the University of Warwick. The probe showed there was enough metal in the weapons for them to withstand the forces involved with firing a bullet. "By making this sort of technology available to the public sector,

²¹<https://emergencyservicetimes.com/2024/10/03/drone-as-first-responder-technology-secures-innovate-uk-grant/>

²²<https://policeprofessional.com/news/1-4m-lost-from-email-and-social-media-account-hacking-in-the-past-year/>

we're ensuring it's not just big companies that have access to cutting edge techniques," Professor Willaims said.

BBC News Article²³

- **NO 'COMPELLING NEED' SHOWN FOR FACE SCANNING TECH PLAN BY POLICE SCOTLAND SNP GOVERNMENT TOLD.**

Controversial live facial recognition (LFR) technology under consideration by Police Scotland risks “dramatically reframing” the relationship between Scotland’s national force and the public, the Scottish Liberal Democrats’ justice spokesman has warned.

At present, LFR, which compares a live camera feed, or multiple feeds, of faces against a predetermined watchlist, is only routinely used by two UK forces - the Met and South Wales Police. An independent report on the former force’s LFR rollout found matches were verifiably correct on just 19 per cent of occasions, although the Met insists the tech is now exceeding accuracy expectations. South Wales Police’s use of LFR has produced 2,833 false alerts.

“I am concerned that decisions that dramatically reframe the relationship between the police and the public are being treated as an inevitable consequence of the march of technology. “There needs to be a compelling need, an appropriate legal basis and a proper public debate before the police can consider moving forward with measures like this. That simply has not happened. If the Scottish Government share these concerns, then they have been awfully quiet about it.”

Scotsman Article²⁴

- **THE LEGAL CHALLENGES OF USING AI AS EVIDENCE IN CRIMINAL PROCEEDINGS**

The reliability and integrity of AI-generated evidence are crucial in criminal proceedings.

The black box problem, where the inner workings of AI systems are not visible, raises concerns about understanding and evaluating the evidence .The chain of custody is important in ensuring the authenticity of AI evidence

Defendants face challenges in overcoming AI-generated evidence due to technical complexity and lack of AI expertise.

Minimum standards, transparency, and training are needed to address the challenges of using AI evidence in criminal proceedings

Policing Insight Article²⁵

²³<https://www.bbc.co.uk/news/articles/c9wk7rp19kno>

²⁴<https://www.scotsman.com/news/scotland/face-scanning-tech-risks-dramatically-reframing-police-ties-with-public-4810665>

²⁵<https://policing.tv/videos/angelika-hellweger-the-legal-challenges-of-using-ai-as-evidence-in-criminal-proceedings/>

- **POLICING NEEDS TO UNLOCK THE POWER OF DATA AND TECHNOLOGY SAYS NEW REPORT**

Police forces are grappling with outdated legacy systems, complex procurement procedures, fragmented data-sharing, and a lack of digital knowledge and skills at all levels of policing, according to a new report by The Police Foundation.

The report, produced in partnership with Virgin Media O2 Business, provides a strategic roadmap for police forces to make the most of digital systems, data and technology. It addresses the challenges with using technology, including upgrading outdated technology and unifying data management systems – both of which will be critical to modernisation.

The report makes a number of recommendations to enable officers to work more efficiently and use data to empower them with real-time insights, including:

- Develop a national strategy for interoperability enabling all 43 police forces to integrate their technology and share data;
- Invest in modern, scalable technology to transition from outdated systems to cloud-based platforms, real-time data and AI (artificial intelligence) insights; and
- Change the leadership culture to promote technological literacy at senior and executive leadership levels, ensuring that decision-makers understand the benefits of innovation and act accordingly

Policing Professional Article²⁶

- **HOW A NEW NATIONAL BODY FOR POLICE IT COULD UNLOCK CAPACITY FOR INNOVATION**

A new report from a leading police think tank has called for the creation of a single national body for police digital, data and technology, bringing disparate functions into one place with a greater emphasis on interoperability and a mindset shift by police leaders to see technology as an enabler of more effective policing.

The key to achieving this, says report author Dr Rick Muir, is the creation of a single national body with a clear strategy and simple governance.

One barrier cited by the report is technology debt – legacy systems that take too much time to maintain and are stifling the ability to innovate or interact with other systems. This is not a new observation or exclusive to policing but here it is starkly set out as part of a description of the condition of DDaT in the sector.

Emergency Services Times Article²⁷

²⁶<https://policeprofessional.com/news/policing-needs-to-unlock-the-power-of-data-and-technology-says-new-report/>

²⁷<https://emergencyservicetimes.com/2024/10/18/how-a-new-national-body-for-police-it-could-unlock-capacity-for-innovation/>

MISCONDUCT, AUDIT & SCRUTINY



- **POLICE WHO 'IGNORED' VICTIM WILL NOT BE DISCIPLINED**

A victim of modern slavery said it was a "joke" that police officers who ignored her appeals for help would not face any disciplinary action. Tina - not her real name - claimed Greater Manchester Police (GMP) "did nothing" after she told officers several times between 2009 and 2015 that she had been assaulted and forced into prostitution by her ex-husband. While GMP apologised to Tina last year²⁸ and admitted its failings, an investigation has now concluded and no officers will face action. One of the officers has since retired while the other said they could only remember the theft investigation. Recordings of interviews were destroyed in 2017, in line with standard police procedures. In a letter seen by BBC News, the GMP investigator said they had "no reason" to disbelieve either Tina or the officer. As a result, the investigator had "arrived at an impasse".

BBC News Article²⁹

- **ICO CONFIRMS £750,000 FINE FOR POLICE SERVICE NORTHERN IRELAND DATA BREACH**

The Information Commissioner's Office (ICO) has fined the Police Service Northern Ireland (PSNI) £750,000 for exposing the personal information of its entire workforce, leaving many fearing for their safety. The regulator's investigation found that procedures that would have been simple to implement could have prevented the serious breach, in which hidden data on a spreadsheet released

²⁸<https://www.bbc.co.uk/news/uk-england-manchester-64410912>

²⁹<https://www.bbc.co.uk/news/articles/cjd52njg44xo>

as part of a freedom of information request revealed the surnames, initials, ranks and roles of all 9,483 PSNI officers and staff.

Not wishing to divert public money from where it is needed, the information commissioner used his discretion to apply the public sector approach in this case. Had this not been applied, the fine would have been £5.6 million.

UK Authority Article³⁰

- **DISMISSAL OF TWO OFFICERS OVER STOP AND SEARCH QUASHED BY TRIBUNAL**

PC Jonathan Clapham and PC Sam Franks were dismissed last October after a misconduct panel concluded they had lied about smelling cannabis when stopping a vehicle in Lanhill Road, West London. The PAT upheld the officers' appeal and concluded they should be reinstated. The panel chair found that the officers were "dedicated, hard-working and much-respected", that they did not lie and that their reputations had been "ruined" by the original findings'. "The original, independently chaired panel found the officers were dishonest, which the PAT has now overturned as irrational. "PC Jonathan Clapham and PC Sam Franks have today been fully exonerated and their reputations have rightly been restored. We are delighted for them. But this result is yet another damning indictment of the Independent Office for Police Conduct. Who holds them to account for what was a political witch hunt against two hard working police officers?"

Police Professional Article³¹

- **POLICE GUNS SECURED BY SEAT BELTS - WHISTLEBLOWER**

West Midlands Police teams have been strapping loaded guns into cars using seat belts, instead of secure boxes, a whistleblower has alleged.

Officers have raised concerns that the public could be at risk if the cars were involved in a crash, which could lead to the guns firing.

The Health and Safety Executive (HSE) confirmed that it has been liaising with the force after a member of the public contacted it.

The force has confirmed that, in exceptional circumstances, standard squad cars were used instead of the armed response vehicles in which weapons are stored in secure cases.

The HSE was contacted in July by a member of the public who was concerned how police weapons were being transported.

They believed that loaded guns, in cases, had been strapped into marked police vehicles using seat belts, instead of being in purpose-built secure boxes.

The member of the public said firearms officers had raised concerns about this within the force.

³⁰<https://www.ukauthority.com/articles/ico-confirms-750-00-fine-for-police-service-of-northern-ireland/>

³¹<https://policeprofessional.com/news/dismissal-of-two-officers-over-stop-and-search-quashed-by-tribunal/>

They also asked the HSE to investigate what weapons cases were being use, as they believed some were not bullet proof.

As a result, West Midlands Police was contacted by the regulator and asked to review how weapons were transported and stored.

The HSE said it was satisfied further action had been taken by the force to reduce risk.

BBC News Article³²

- **MET BLASTED FOR DELAY IN UPDATING NEW POLICE UNIFORMS TO MARK KING CHARLES' REIGN**

The Metropolitan Police is facing criticism over its failure to introduce new police uniforms to mark King Charles's reign.

Two years after the Queen's death, it is still issuing uniforms with the old royal cypher to new recruits.

That puts the Met at odds with other forces, including Greater Manchester Police, who introduced a new cypher for the King several months ago.

It blames a cost-conscious Home Office for the approach - though the Home Office insists decisions on uniforms are made by police chiefs.

It comes as Met police boss Sir Mark Rowley last month revealed a black hole in the force's finances reached hundreds of millions of pounds.

The Daily Mail Article³³

- **POLICE WATCHDOG REVEALS HIGHEST NUMBER OF DEATHS IN CUSTODY FOR 17 YEARS**

New data has revealed a shocking increase in deaths at the hands of the police and in custody, the highest in 17 years.

The Independent Office for Police Conduct (IOPC) has released statistics for 2023/24 which show there were 24 deaths in police custody and 68 apparent suicides following police custody. The data also includes 32 road traffic fatalities and two fatal shootings by police.

There were 60 further deaths that were investigated by the IOPC where someone had died after contact with the police, including people who had been restrained by police.

The charity INQUEST has found that of the 24 who died in police custody, 14 had force used against them by officers, and three of them were tasered before their deaths.

³²<https://www.bbc.co.uk/news/articles/c39lyge9vdm0>

³³<https://www.dailymail.co.uk/news/article-13928331/met-police-police-uniform-king-charles-reign-queens-death.html>

This data comes as a pregnant woman and her unborn baby died after a collision with an unmarked police car on Friday in South London

The Justice Gap Article³⁴

- **PCS HAVE WRONGFUL CONVICTION FOR ASSAULT WITH PAVA SPRAY OVERTURNED**

PC Dan Lott and PC Dan Groves had been convicted of common assault for using PAVA spray during an arrest. Both had less than three years policing experience when they had been ordered to transport two men arrested for violent offences in the back of a police van in May 2022 on their own because there were not enough officers available to help them.

The judge in the appeal case said he was surprised “that it was ever thought appropriate to charge two decent young men with this offence”.

During the incident, one of the arrested men repeatedly kicked the police van’s doors on the journey to custody and was in danger of harming himself. After he ignored repeated requests from the officers to stop, they deployed their PAVA spray.

Sussex Police’s Professional Standards Department viewed the incident as an assault, and after appearing at Magistrates’ Court last year the officers were convicted of common assault and dismissed from the force after an accelerated hearing.

He said: “These officers were placed in an impossible position because of the poor state of resourcing on the front line in Sussex Police, compounded by the fact that this incident was reviewed by PSD officers and CPS solicitors with little or no understanding of use of force as well as the external factors the officers had to deal with.

“As a result, these two upstanding officers have had their names and reputations dragged through the mud. They both have young families and lost their jobs after merely doing the right thing and using the lowest form of force possible in the circumstances.

Police Oracle Article³⁵

³⁴<https://www.thejusticegap.com/police-watchdog-reveals-highest-number-of-deaths-in-custody-for-17-years/>

³⁵<https://www.policeoracle.com/article-library/pcs-have-wrongful-conviction-for-assault-with-pava-spray-overtuned/>

FIREARMS & KABA CASE



- **POLICE FURY AT TREATMENT OF MARTYN BLAKE OVER CHRIS KABA SHOOTING**

Firearms officers say they fear criminal charges for doing their job after the Met officer was cleared of murder.

Police firearms officers have said they fear becoming the next Martyn Blake amid a simmering revolt and accusations that they are not properly supported by top brass.

On Monday night the Police Federation of England and Wales, which represents rank-and-file officers, said those who held weapons had been left asking “what protection they have when doing such a dangerous, complex and demanding job”.

The government now faces calls to implement a higher threshold for the prosecution of police officers for use of force in similar circumstances.

The Times Article³⁶

- **OFFICERS ON TRIAL OVER SHOOTING SUSPECTS TO GET ANONYMITY**

The reform is part of a new package aimed at improving police accountability, and includes several measures proposed by the previous government in March.

They include:

³⁶<https://www.thetimes.com/uk/crime/article/martyn-blake-police-officers-fury-at-charge-3wld29p8l>

- Speeding up the process for the Independent Office of Police Conduct (IOPC) watchdog to send cases to the Crown Prosecution Service (CPS).
- Raising the threshold for the IOPC to refer officers to the CPS
- A "presumption of dismissal" for officers found guilty of particular criminal offences.

A national lessons learned database for deaths or serious injuries following police contact or pursuits will be created, so that findings can be incorporated into future training.

There will also be reforms to strengthen police vetting and misconduct.

Cooper said there would also be an "appeal mechanism" for bereaved families when a decision is made not to seek a charging decision.

BBC News Article ³⁷

- **POLICE CHIEFS ISSUE WARNING AS UK FACES MASS SHORTAGE OF FIREARMS OFFICERS**

Police forces across England and Wales are grappling with a significant shortage of firearms officers, according to the National Police Chiefs Council.

This shortage affects all 43 police forces in the country, with each force reporting vacancies in their firearms units.

The issue has come to the forefront following recent high-profile cases and discussions about the legal protections afforded to armed officers, particularly regarding criminal and misconduct hearings. They face lengthy investigations and potential time off work, even when adhering to their training.

Currently, there are approximately 3,000 firearms officers nationwide, all of whom volunteer for the role.

While the National Police Chiefs Council assures that there are sufficient numbers to meet legal requirements, policing sources reveal that officers are being forced to cancel annual leave and rest days to maintain coverage.

GB News Article ³⁸

- **LAW GIVES FIREARMS OFFICERS 'NO COMFORT AT ALL' SAYS FORMER MET CHIEF**

"When the criminal arrives at the location and the officer who is only doing their job arrives at that location too, why do they seem to be treated in exactly the same way?"

Firearms officers are given "no comfort at all" by the law that treats them the same as the criminals they are sent to tackle, Lord Hogan-Howe former Met commissioner from 2011 to 2017 has said.

³⁷<https://www.bbc.co.uk/news/articles/c1lg54y71r2o>

³⁸<https://www.gbnews.com/news/police-chiefs-issue-warning-uk-faces-mass-shortage-firearms-officers>

Former senior police officer Lord Paddick said: “Surely a lawfully armed police officer on duty, acting in accordance with their training, who volunteers to carry a gun to protect the public, who tragically kills someone, should not be subject to exactly the same process as an illegally armed criminal who goes out to murder someone.”

The Liberal Democrat peer added: “Of course there needs to be accountability but surely not parity.”

Police Oracle Article ³⁹

- **CHRIS KABA DRAMA LEAVES ARMED POLICE 'MORE SCARED OF PRISON THAN FACING DOWN CROOKS'**

Chief Constable Simon Chesterman spoke out as police chiefs and former officers said they fear forces will struggle to recruit new armed officers in the wake of the prosecution of Martyn Blake after he shot dead gang member Chris Kaba.

Armed police officers are more scared of ending up in jail than facing down violent criminals, a senior chief has warned.

Mr Chesterman, the National Police Chiefs’ Council lead for Armed Policing, said: “We are proud have the most restrained and professional armed officers in the world, but increasingly they are more afraid of going to prison for doing their jobs, than facing the violent and dangerous individuals we rely on them to protect us from.”

There are fears that would-be recruits will be put off by potential legal repercussions for drawing and using firearms in the line of duty.

The number of operationally deployable armed police officers in England and Wales has been steadily falling since 2018/19 when there were 6,621. The figure at 2023/24 was down to 5,861, while the peak was 6,976 in 2009/10

Brian Booth, Acting Deputy National Chair of union the Police Federation said the case had an impact on armed officers and potential new ones across the country.

He said: “The ramifications of the (Blake) case going to court has gone far wider than the boundary of the Metropolitan Police Service, with police officers across the other 42 forces in England and Wales rightly asking what protection they have when doing such a dangerous, complex and demanding job.

Express Article⁴⁰

³⁹<https://www.policeoracle.com/article-library/law-gives-firearms-officers-no-comfort-at-all-says-former-met-chief/>

⁴⁰<https://www.express.co.uk/news/uk/1966843/chris-kaba-armed-police-hiring-fears>

PRISON CRISIS



- **FEWER WOMEN MAY GO TO JAIL IN ENGLAND AND WALES IN SENTENCING REVIEW**

Review to examine scrapping short sentences and treating more offenders in the community, with prisons filling up again.

The government will lay the groundwork for the task of reshaping the sentencing regime in England⁴¹ and Wales, with the aim for it to be completed within six months.

The review will examine a number of options including scrapping short sentences, treating more offenders in the community and the impact of sentencing on people with caring responsibilities – areas of policy that disproportionately affect female offenders.

Ministers are also expected to confirm that David Gauke, the former Conservative justice secretary, will oversee the review. Its proposals could be in place in courts by early 2026, sources said.

In further developments, it has also emerged that:

- Internal data shows that prisons are expected to be full again by the summer of 2025.
- Ministers are examining measures to ease pressure on prisons to cover a period of at least nine months before the sentencing review's proposals can be introduced.
- The outsourcing company Serco has seconded extra staff to tag prisoners, after being handed a six-figure fine for failing to tag dozens of offenders released last month.

The Guardian Article⁴²

⁴¹<https://www.theguardian.com/uk-news/england>

⁴²<https://www.theguardian.com/society/2024/oct/20/fewer-women-may-go-to-jail-in-england-and-wales-in-sentencing-review>

PROTESTS, COMMUNITY TENSIONS & SOCIAL DISRUPTION



- **PROTESTS SINCE HAMAS ATTACK HAVE PUT POLICING UNDER THE MOST SUSTAINED PRESSURE SINCE 2012**

Operation Tarlac, launched on October 9 last year, is the coordinated policing response to address potential impacts on British communities following the terrorist attacks in Israel.

The protests which have taken place since the October 7 attacks have “presented the most sustained period of pressure and coordination on policing since 2012”, the NPCC’s protests lead has said.

There have been demonstrations across the UK on a near-weekly basis since; according to the NPCC, to date over 2,600 protest events have required varying police involvement. Over 550 arrests have been made at protests since the NPCC started tracking data nationally. Policing this number of demonstrations, many of which have taken place in London, has often required the diversion of resources from elsewhere and the cancellation of rest days cancelled. According to the NPCC, these factors have all contributed to Operation Tarlac being one of the longest and most resource intensive policing operations in recent history.

Police Oracle Article⁴³

- **HOW GAZA SPARKED THE BIGGEST UK PROTEST MOVEMENT IN RECENT HISTORY - AND A HEADACHE FOR THE POLICE**

⁴³<https://www.policeoracle.com/article-library/protests-since-hamas-attack-have-put-policing-under-the-most-sustained-period-of-pressure-since-2012/>

The regular demos have been largely peaceful, but are taking their toll on an overstretched force – so far costing £46.8m and involving 60,000 shifts

But after a year, the current war shows no sign of stopping and is instead spreading to Lebanon and threatening to escalate further following Iran's ballistic missile attack on Israel.

Protests in Britain look set to expand in response: the Palestine Solidarity Campaign (PSC) march on 5 October in London incorporated the slogans "hands off Lebanon" and "no Middle East war". It was attended by tens of thousands of people.

"We're concerned about the widening and deepening of the conflict and what the implications are for this country, and for London in particular, across a range of issues. Our planning assumption is that these protests will continue."

The Met has organised its response to all protests related to the Israel-Gaza war under the codename "Operation Brocks", which has so far cost £46.8m and involved 60,000 shifts by local officers and 9,600 by those loaned from forces outside London.

"The cost has been enormous," Twist says. "The financial cost is one thing, but the opportunity cost for London is another, because those officers are pulled from local policing in the main – so it means they're not doing other things."

Guardian Article⁴⁴

- **SHOCKING MOMENT MET OFFICERS REFUSE TO ACKNOWLEDGE HEZBOLLAH ARE TERRORISTS AND ANNOUNCE YOUR OPINION IS YOUR OPINION**

Met Police officers have been filmed seemingly refusing to acknowledge Hezbollah is a terrorist organisation before one says 'your opinion is your opinion'.

The clip was snapped at a pro-Palestinian protest in London, and has since garnered fury online.

Officers, when questioned by a concerned spectator, replied that it was an 'opinion' that the Lebanese group is a proscribed organisation.

Metropolitan Police said it 'understood' why the clip, shared online, had caused concerns, while confirming officers were supposed to be briefed on proscribed groups. In a statement, Met Police said: 'The proscribed status of Hezbollah, Hamas and other groups is included in the briefings given to the officers deployed to police related events, but we recognise this video shows we need to do more to make sure the details of those briefings are fully understood.'

Daily Mail Article⁴⁵

⁴⁴<https://www.theguardian.com/world/2024/oct/05/how-gaza-sparked-the-biggest-uk-protest-movement-in-recent-history-and-a-headache-for-the-police>

⁴⁵<https://www.dailymail.co.uk/news/article-13960147/Shocking-moment-Met-Police-officers-refuse-hezbollah-terrorists.html>

- **RELIGIOUS HATE CRIMES AT RECORD LEVEL SINCE HAMAS-ISRAEL CONFLICT**

Religious hate crimes in England and Wales increased by 25 per cent in the past year, driven by “a sharp rise” in offences since the beginning of the Israel-Hamas conflict, according to latest Home Office figures.

The increase in police recorded religious hate crime from 8,370 to 10,484 offences in the year to March was driven by a rise in offences against Jewish people and to a lesser extent Muslims, the Home Office said.

This is the highest annual count in these offences since the hate crime collection began in the year ending March 2012.

Since the spike, the number of offences has declined, but to a level higher than seen before the conflict, the Home Office said.

“We must not allow events unfolding in the Middle East to play out in increased hatred and tension here on our streets, and those who push this poison – offline or online – must face the full force of the law.

“The more than doubling of reported antisemitic hate crime and the significant increase in Islamophobic hate crime are very serious. We must have zero tolerance for antisemitism, Islamophobia and every other form of heinous hate in Britain, and we back the police in taking strong action against those targeting our communities.”

Police Professional Article⁴⁶

⁴⁶<https://policeprofessional.com/news/religious-hate-crimes-at-record-level-since-israel-hamas-conflict/>

TRAINING, DEVELOPMENT & SKILLS



- **NATIONAL ROLL-OUT FOR NEW PERSONAL SAFETY TRAINING TO REDUCE OFFICER INJURIES AND USE OF FORCE**

A new personal safety training programme which focuses on scenario-based learning and decision-making to reduce police injuries and the use of force has been developed in a ‘pracademic’ partnership between the College of Policing and Loughborough University; the package is now being rolled out to officers across England and Wales after a successful pilot with Avon and Somerset Police

Policing Insight Article⁴⁷

⁴⁷<https://policinginsight.com/feature/analysis/national-roll-out-for-new-personal-safety-training-to-reduce-officer-injuries-and-use-of-force/>

WELLBEING, RETENTION & RECRUITMENT



- **ADDRESSING MENOPAUSE IN THE WORKPLACE**

A comprehensive analysis of the Police Federation of England and Wales' Menopause Survey 2023 findings. The top-line findings of the Menopause Survey 2023, launched today to mark World Menopause Awareness Month, with a total of 6,409 responses, highlighted valuable insights into the challenges faced by police officers and staff living through the menopause and the need for supportive workplace policies. Key Areas - Symptom challenges and workplace environment, Impact on job performance and consideration of leaving, The role of disclosure and managerial support, Managerial response and training, The need for formal policies

Police Federation Article⁴⁸

- **HERE'S WHY WOMEN POLICE OFFICERS AND OTHER SERVICE WOMEN ARE VULNERABLE TO MORAL INJURY**

Moral injury is a deep wounding of the soul. It is the social, psychological, and spiritual response when something or someone goes beyond the limits of an individual's deeply held values and beliefs. First responders and Defence members are frequently exposed to trauma. As such, they are more likely to have a moral injury than the general population. Moral injury can also be caused by abuse or betrayal by individuals and organisations. For example, an organisation might say they will support staff members who injure themselves at work but fail to do so.

⁴⁸<https://www.polfed.org/news/latest-news/2024/addressing-menopause-in-the-workplace/>

Interestingly, moral injury is not yet considered a psychological condition. However, it can lead to mental health conditions such as Post Traumatic Stress Disorder (PTSD), or the lesser known Post Traumatic Embitterment Disorder (PTED). Those with a moral injury feel a deep sense of shame and betrayal and experience feelings of unworthiness or dirtiness after seeing or being part of such events. First responders might think they could have done more despite the impossible choices and lack of resources they might have faced in an emergency.

Those with moral injuries can withdraw from their family and friends because of these feelings...Despite their best efforts to shield them, a parent's moral injury can negatively impact children's and teenager's family life and mental health.... children might be exposed to their parents' aggressive risk-taking behaviours, which are often present in those with moral injury. Parents can be overprotective because of the danger they themselves have been exposed to. Children's worldview is often impacted by their parents. So, their children might also start to see the world as dangerous or that those in authority or government departments and organisations cannot be trusted.

Women's Agenda Article⁴⁹

- **'WHEN UNIFORM DOESN'T FIT' PROJECT BLOG**

The number of women in UK police forces are at the highest ever level, reflecting a long-term upward trend. The uniform for police officers in the UK has become increasingly 'gender-neutral' in the last few decades. While there has been progress since then, the designs are still problematic, and vary significantly across the country depending on individual force budgets, procurement, contracts etc. Previous research has established women have consistently lodged complaints of most items of their uniforms, including their trousers, stab vests, shirts, polo shirts and boots (see Stevenson and Black 2014 and Clemence 2011, cited by De Camargo 2017), and while some local force surveys have been conducted and minor alterations made, the general consensus is that the uniform needs an overhaul... ..precarious position that police forces may find themselves in if they do not proactively listen to their employee's 'trivial' uniform issues, accommodate them accordingly both under strategic EDI priorities and legal obligations. Participants spoke about how they *believed* that wearing the uniform had made their medical conditions and/or disabilities worse. This is the first survey of its kind to ask about the physical, mental and emotional effects of wearing ill-fitting clothing and personal protective equipment. Preliminary data analysis is unearthing some fascinating, and heart-breaking accounts of people suffering needlessly and going through operations, physiotherapy, and counselling, after years of wearing their police uniform.

BSC Policing Network Blog⁵⁰

- **PFEW UNIFORM LEAD PRESSES FOR IMPROVED UNIFORM AND NEW AGE BODY ARMOUR**

⁴⁹<https://womensagenda.com.au/latest/women-police-officers-and-other-servicewomen-are-vulnerable-to-moral-injury/>

⁵⁰<https://bscpolicingnetwork.wordpress.com/2024/10/03/if-i-changed-roles-in-the-future-and-they-told-me-i-had-to-go-back-in-police-uniform-i-would-quit-i-never-want-to-wear-it-ever-again-preliminary-findings-from-the-when/>

The Home Office and police chiefs must continue to invest in researching and supplying police officers with body armour and uniform which is fit for the future, the National Uniform Co-lead for the Police Federation of England and Wales (PFEW) has said.

Speaking during a recent PPE webinar with the Emergency Services Times (EST), Belinda Goodwin said, “We must see if there is more we can do to make it a more acceptable experience for officers who are sometimes in body armour for up to 12 hours a day – for example, during the unrest we have seen this year.”

“We have been approached by academics at Loughborough University to do some work around this, to look at future uniform, especially with body armour around the right weights, the right shapes and also heat. The study is expected to run for more than a year and will incorporate pilots and human factor testing.

Emergency Services Times Article ⁵¹

- **SECOND JOBS ARE A SIGN THAT POLICE OFFICERS ARE NOT TRULY VALUED**

Once upon a time a job in the police service in Northern Ireland was more than just that — it was a job for life, a vocation. That time is no more. It’s no longer seen as the career it once was.

And now it seems more officers in the PSNI are willing to explore other business opportunities outside the organisation.

The statistics revealed that almost 1,000 officers, around one in six employed by the PSNI, have been registered as having an outside business interest away from their day job in the last five years.

And it all points to those in the employ of the PSNI either looking elsewhere to move out of the service or — with some taking up delivery driving, jobs on building sites and car repairs — seeking additional income to aid family finances.

Belfast Telegraph Article⁵²

- **SENIOR POLICE OFFICERS THREATEN TO QUIT OVER LABOUR RAID ON PENSIONS**

Senior police officers could retire early if the Chancellor cuts the pension tax-free lump sum, it has been warned.

The amount savers can withdraw from their pension without paying income tax could be cut to £100,000 under plans being considered by the Treasury.

However experts said the move could drive public sector workers, including senior police, to leave the workforce to save thousands of pounds in retirement.

⁵¹<https://emergencyservicetimes.com/2024/10/23/pfew-uniform-lead-presses-for-improved-uniform-and-new-age-body-armour/>

⁵²<https://www.belfasttelegraph.co.uk/opinion/comment/second-jobs-are-a-sign-that-police-officers-are-not-truly-valued/a954460716.html>

It comes as the police is already facing a major staffing crisis due to recruitment struggles as well as years of funding cuts.

The Telegraph revealed on Tuesday that the Treasury asked a leading pension company to assess the impact of capping savers' tax-free withdrawals at £100,000 down from the current limit of £268,275.

Most savers can take 25pc of their pot as tax-free cash from the age of 55, rising to 57 in April 2028.

Telegraph Article⁵³

- **STAFF ASSOCIATIONS CONCERNED ABOUT RUMOURED TAX CHANGE ON PENSION LUMP SUMS**

Retirees can currently withdraw 25% of their pension tax free, up to a limit of £268,275.

The Police Federation and other staff associations have written to chancellor Rachel Reeves to express concerns about a "rumoured change" which would reduce the amount retirees can withdraw from their pension tax free.

Currently, those who retire can withdraw 25% of their pension tax free up to a limit of £268,275.

Ahead of next week's Autumn budget, there has been speculation that Ms Reeves may look to cut the tax-free lump sum.

According to a report in the Telegraph, government officials have asked one of Britain's top pension providers to assess the impact of cutting this sum to £100,000.

Police Oracle Article⁵⁴

- **THE 2024 POLICE WORKFORCE IN ENGLAND AND WALES: MORE OFFICERS, LESS EXPERIENCE, MORE EARLY LEAVERS**

Chiefs had long pleaded for an end to political obsession with officer numbers. They envisioned a 'mixed economy' workforce that would improve efficiency and overall effectiveness. By 2010, several forces employed more staff than officers.

That direction has been reversed dramatically. After 2010, forces were driven down a path of 'officerisation', squeezed between the need to cut costs and the government's officer recruitment targets. Sworn officers now form the majority in all forces. Across England and Wales, 62% of the police workforce are officers.

The roller coaster ride of resources since 2010 has created a police officer workforce that is younger in age and younger in service, but there is also a growing number of older officers who are working for longer.

⁵³<https://www.telegraph.co.uk/money/pensions/private-pensions/senior-police-threaten-quit-over-labour-pensions-tax/>

⁵⁴<https://www.policeoracle.com/article-library/pfew-and-staff-associations-concerned-about-rumoured-pension-change/>

As at the end of March 2024, one in six officers nationally was still in training and yet to complete probation. In several forces, probationers accounted for over a fifth of the total officer strength. Nationally, a third of officers had less than five years' service, and in several forces it was over 40%.

The degree of churn brings challenges too. The number of new officers in the last five years equates to over 45% of the current strength.

The rapid recruitment drive has required considerable investment in the process of recruitment and training, while more experienced officers have to support those in training. Often those 'more experienced' officers will not have that much experience either. The majority of officers providing the initial response to incidents will be young in service.

The number of officers leaving the service was fairly constant between 2016 and 2020, at just over 7,000 a year. In the last three years, however, the number leaving the service has soared. Nearly 10,000 left last year.

Policing Insight Article⁵⁵

- **HUGE PROBLEMS WITH RECRUITS BEING MANAGED BY INEXPERIENCED OFFICERS INQUEST TOLD**

West Yorkshire Police had dropped face to face interviews in favour of online applications, inquest into student officer's death hears.

The officer in charge of welfare at West Yorkshire Police has told an inquest into a student officer's death that it is a "massive problem" that young recruits are being managed by inexperienced officers with big increases in officers requesting welfare support and elevated drop-out rates among degree apprenticeship recruits.

Chief Inspector John Toothill, current head of health and wellbeing, was giving evidence at Rochdale Coroners' Court following the death of Anugrah Abraham (pictured) 21, from Bury, Greater Manchester.

Police Oracle Article⁵⁶

- **END FEAR AND DISCIPLINE POLICE CULTURE SAYS FAMILY OF TRAINEE WHO KILLED HIMSELF**

Policing culture based on "fear and discipline" must end, said the family of a police trainee who killed himself, as a coroner advised forces to do more to tackle the rise in mental health issues among officers.

⁵⁵<https://policinginsight.com/feature/analysis/the-2024-police-workforce-in-england-and-wales-more-officers-less-experience-more-early-leavers/>

⁵⁶<https://www.policeoracle.com/article-library/huge-problem-with-recruits-being-managed-by-inexperienced-officers-inquest-told/>

No steps could have been taken to prevent the death of Anugrah Abraham, a 21-year-old West Yorkshire police student, the three-week inquest into his death found.

However, forces should take note of opportunities to stop young officers suffering a similar fate, said the senior coroner for Greater Manchester North, Joanne Kearsley, adding that she would be issuing a UK-wide prevention of future deaths report to the National Police Chiefs' Council.

Abraham, known as Anu, killed himself on 3 March 2023 after telling friends and colleagues he wanted to quit a policing degree programme at Leeds Trinity University, having struggled with his workload, been put into tough situations and feeling bullied and belittled by senior officers.

His father, Amar Abraham, had previously given evidence to the inquest that his son "was under a lot of pressure and fearful" after being put on a development plan.

The Guardian Article⁵⁷

- **THE 2024 POLICE WORKFORCE IN ENGLAND AND WALES: THE CHANGES AND CHALLENGES AROUND DIVERSITY, AGE, RANK AND ILL-HEALTH**

Over 73,000 new officers have been recruited since 2019, which represents almost half the total current strength.

Retention has been a persistent challenge. Many of the new recruits have already left; 19,600 officers have resigned since 2019, and new data suggests the majority left during probation.

Around 15% of recruits did not complete their first year; if the pattern is repeated, a further 15% will leave within their next two years of service. Maintaining officer numbers at the current level will require continued effort to keep replacing losses.

Officers leave mid-service too. Last year, 1,169 (23% of those resigning) left between five and 20 years' service.

Since 2019, 23,400 officers have also retired.

After 2019, forces had a simple priority – to grow the number of officers by 20,000. Although the target was met, structural challenges to recruitment, retention and 'workforce management' persist. These include pay and pensions, local housing and travel costs, new joining routes and entry requirements – as well as levels of job satisfaction, welfare and morale.

The officer workforce is now more diverse and younger – but there are also more older officers, and there are more officers who are not available to work full duties.

While the number of constables has gone up, the increase has not kept pace with increases in the overall service strength or the general population. Much of the work itself has changed. Force budgets continue to be squeezed.

⁵⁷<https://www.theguardian.com/uk-news/2024/oct/29/end-fear-discipline-police-culture-family-trainee-killed-himself>

The new Labour Government has promised to increase resources in neighbourhood policing, to be funded through efficiency improvements. In coming years, forces will have to focus increasingly on how efficiently and effectively they can plan for, manage and lead their workforce.

Policing Insight Article⁵⁸

- **SUPERINTENDENTS ASSOCIATION DESCRIBES 'MORALE AND WELLBEING CRISIS' AMONGST SENIOR OPERATIONAL POLICE LEADERS**

The president of the Police Superintendents' Association (PSA) has described a "morale and wellbeing crisis" amongst policing's most senior operational leaders, as the association shares the results of its latest member survey, in line with World Mental Health Day.

The PSA represents superintendents and chief superintendents in 49 police forces, and each year, it carries out a consultation process in partnership with the Superintendents' Association of Northern Ireland (SANI), seeking feedback and insight from members on pay, morale and motivation. Results from the 2023 survey are now being shared, reflecting extremely low levels of morale and motivation – many the lowest they have ever been. Results also show significant drops in the level of pride felt with being in the police service, and in the number of members who would recommend joining policing. Just 52% said their personal motivation was high – the lowest ever recorded. 66% said morale was low in their force, only 38% feel valued and just 32% would recommend policing to others.

The PSA's survey figures build on a recent study carried out by the College of Policing on superintendents in nine police forces. Respondents underwent psychological risk assessments, which revealed that superintendents are the most 'at risk' rank in policing when it comes to psychological harm. The assessments led to just 50% of supers being issued with 'fitnotes', meaning there were no significant psychological symptoms identified. This is against a benchmark of 80-84% fit notes issued for other ranks. Despite this, the assessments showed that superintendents were far less likely to take sick days off work than other ranks, suggesting high levels of presenteeism – statistics also reflected in the national deployability report, showing significantly less officers at the rank of superintendent on long-term sick leave than those at constable rank. The risk assessments also showed superintendents recorded higher scores for stress, burnout and depression.

Police Superintendents Association Article⁵⁹

- **POLICE STAFF AT BREAKING POINT OVER LOW PAY, INTENSE WORKLOADS AND HIGH STRESS SAYS UNISON.**

Police staff across the UK are facing a crisis of poor morale caused by low pay, unbearable workloads and worsening stress levels, says Unison.

⁵⁸<https://policinginsight.com/feature/analysis/the-2024-police-workforce-in-england-and-wales-the-changes-and-challenges-around-diversity-age-rank-and-ill-health/>

⁵⁹<https://www.policesupers.com/news/world-mental-health-day-superintendents-association-describes-morale-and-wellbeing-crisis-amongst-senior-operational-police-leaders>

A survey of more than 5,000 skilled police staff working alongside police officers reveals more than one in five (21 per cent) are considering leaving their job within the next two years. Among those who took part were 999 call takers, scenes of crime officers, administration staff and police community support officers (PCSOs).

The union's police staff pay and morale survey, published on Thursday (October 10) reveals more than half of respondents (51 per cent) are not satisfied with their current role. Just one in ten respondents are content with their jobs.

Of the staff surveyed, more than four in ten (47 per cent) admitted their own morale was low, while almost two-thirds (64 per cent) said there was poor morale across their police force.

Low pay was cited as a contributor to poor morale by almost three in five (58 per cent) of those surveyed.

An exodus of staff would have "serious repercussions for recruitment and retention", warns Unison, and would make it hard for forces to function properly.

Police Professional Article⁶⁰

- **STAGGERING THAT OVER ONE MILLION POLICE DAYS LOST TO ABSENCE IN FOUR YEARS**

A total of 1,020,930 working days have been lost since 2020 due to staff absence, with 200,000 lost every 12 months between April 2020 and April this year.

Police Scotland has lost more than one million days to staff absence in the past four years, according to new figures.

A total of 1,020,930 working days have been lost since 2020 due to staff absence, with 200,000 days lost during each full year between April 2020 and April 2024.

The figures – released by Police Scotland to the Scottish Conservatives under FOI legislation – found that 239,507 of those days were lost due to "psychological disorders".

The statistics also detail the number of officers deemed "not deployable". This applied to just over 7,000 officers between April 2022 and June of this year.

That figure was 2,771 in the year to June, while a further 1,305 were deployable but with restrictions.

"Dedicated officers are being forced to do their job with one hand tied behind their back due to savage and sustained SNP cuts...

"There's a vicious circle of overwhelmed officers going off sick, which in turn increases the stress on their remaining colleagues, who are more likely to fall ill too.

"SNP ministers are completely disconnected from the pressures facing police officers on a daily basis and have repeatedly neglected their needs."

Police Oracle Article⁶¹

⁶⁰<https://policeprofessional.com/news/police-staff-at-breaking-point-over-low-pay-intense-workloads-and-high-stress-says-unison/>

- **WHY POLICE OFFICERS ARE LEAVING AND WHY RETENTION IS CRUCIAL**

PFEW's 2024 Police Leavers' Survey, which captured the experiences of 2,654 officers, pinpoints key reasons behind police resignations and retirements, highlighting why retaining experienced officers is crucial for maintaining an effective service for the public.

Among those resigning, the primary reasons include:

- **Low morale:** 74 per cent of those who resigned cited low morale as a major reason for leaving. Officers often feel underappreciated, or their efforts do not lead to meaningful outcomes, which contributes to job dissatisfaction.
- **Job satisfaction:** Many officers (65 per cent) expressed dissatisfaction with their roles, feeling unable to carry out their duties to the standard they desire due to constraints like understaffing or administrative burdens.
- **Personal life impacts:** The toll on family life is significant, with 63 per cent of those who left the service pointing to the job's negative effect on their family and personal life as a critical factor. Officers often face long and irregular hours, high stress, and a lack of work-life balance.
- **Staff shortages:** A common complaint is the lack of personnel to manage increasing workloads, with 60 per cent of resigners indicating understaffing and the inability to meet team or unit demands drove their decision to leave.

While retirement is often linked to pension access, it is notable that 40 per cent of retirees also mentioned low morale as a significant factor. This suggests even long-serving officers may be leaving because they feel disillusioned with the current state of policing.

Health issues, both physical and psychological, have emerged as key factors influencing decisions to leave the police force. More than a third of all respondents reported the job had a detrimental impact on their health, with those resigning particularly affected.

Police retention is critical to maintaining an effective law enforcement service. When experienced officers leave, it results in several negative consequences:

1. **Loss of experience and expertise:** Veteran officers have valuable experience that is difficult to replace. Their departure leaves gaps in knowledge, leadership, and training for newer recruits.
2. **Increased workload for remaining staff:** As more officers leave, the pressure on those who remain intensifies. This can create a vicious cycle where overworked officers become burnt out, leading to further resignations or reduced performance.
3. **Cost of recruitment and training:** Hiring and training new officers is costly and time-consuming. Every officer who leaves represents a loss of investment for the police force, and it takes years for new recruits to acquire the same level of expertise as those who have left.

⁶¹<https://www.policeoracle.com/article-library/staggering-that-over-one-million-police-days-lost-to-absence-in-four-years/>

4. Erosion of public trust: High turnover can affect community policing and undermine public trust. A stable and experienced police force is better equipped to foster strong community relationships and effectively manage local issues.

Police Federation Article⁶²

FINANCE & BUDGETS



- **POLICE STAFF MEMBERS VOTE TO ACCEPT 2024 PAY OFFER**

UNISON police staff members in England and Wales have voted by a very large majority to accept the employers 4.75% pay offer for 2024. The pay award will see all pay points increase by 4.75%, plus a 4.75% increase in standby allowance from £34.49 to £36.13. More details of the pay award, including the new pay scale, will be published next week. It is hoped that forces will be able to implement the pay rise as soon as possible.

UNISON Article⁶³

- **CONTRACT TO REPLACE AGEING POLICE HELICOPTER FLEET DUE TO BE AWARDED IN 2025**

Chief of hosting force says 'one of oldest helicopter fleets in the UK' is no easy task to maintain and operate.

The contract for replacing the National Police Air Service's (NPAS) ageing fleet of aircraft is due to be awarded next year while the organisation still awaits an agreed plan on who will host air support in the near future and how it will be delivered across England and Wales.

NPAS has £30m in reserves towards the cost of this programme but replacing the fleet will be expensive. When the Met bought three new Eurocopters in 2007 they cost £5m each.

Most of the income for NPAS come from forces who contributed £44.4million towards the running costs in 2024. Under the current funding model forces calculate the number of flying hours they

⁶²<https://www.polfed.org/news/latest-news/2024/why-police-officers-are-leaving-and-why-retention-is-crucial/>

⁶³<https://www.unison.org.uk/news/2024/10/police-staff-members-vote-to-accept-2024-pay-offer/>

require over a calendar year and are charged according to those hours. In addition £2.3 million was received towards fleet replacement costs.

NPAS also receives £10.4m in a capital grant from the Home Office but in the last financial year the service overspent this budget on replacement aircraft parts

Police Oracle Article⁶⁴

- **POLICE FORCE'S BILL TO CATCH RIOTERS TOPS £660,000**

A police force's bill to track down those who took part in violent disorder has reached more than £660,000.

Cleveland Police set up Operation Macadamia in the aftermath of riots in Hartlepool and Middlesbrough in August.

It led to dozens of arrests, but the force believes 143 suspected offenders have yet to be identified, meaning more detective work is required.

Now the force hopes it can recoup some of the bill from the Home Office.

The Local Democracy Reporting Service⁶⁵ said it had asked the force how it intended to meet the costs of the operation, whether a specific sum had been earmarked, and where it would come from.

BBC News Article⁶⁶

- **POLICE CHIEFS FIGHT TO KEEP CASH TO COMBAT VIOLENCE**

Police chiefs are lobbying MPs to ensure vital Home Office cash that is used to combat violent crime across the West Midlands continue.

West Midlands Police (WMP) and Crime Commissioner (PCC) Simon Foster said funding for the region's Violence Reduction Unit (VRU) was due to end next year and they were still waiting for an update on whether it would continue.

The Home Office allocated £14.5m to the unit in 2022, spread over a three-year period.

In July, the West Midlands Police area recorded the highest rate of knife crime offences in England and Wales.⁶⁷

Mr Foster said he hoped to secure the future of the specialist Project Guardian Taskforce, which focuses on tackling knife crime and youth violence, which is also currently due to see funding come to an end next March.

⁶⁴<https://www.policeoracle.com/article-library/contract-to-replace-ageing-police-helicopter-fleet-due-to-be-awarded-in-2025/>

⁶⁵<https://www.bbc.com/lnp/ldrs>

⁶⁶<https://www.bbc.co.uk/news/articles/c4g51lg2yg5o>

⁶⁷<https://www.bbc.co.uk/news/articles/cv2gz89d191o>

BBC News Article⁶⁸

- **MET POLICE MISCONDUCT SETTLEMENTS DOUBLE IN PAST YEAR**

The Metropolitan Police has paid out £7.6m to settle misconduct claims in the past year, new data has revealed, as the force looks to resolve hundreds of claims involving instances of wrongdoing by officers.

The settlement payments agreed by UK's largest police force – which in recent years has been mired in a slew of scandals ranging from the murder of Sarah Everard by serving officer Wayne Couzens, to another officer, David Carrick, admitting to 24 counts of rape – jumped from £3.5m between 2022 and 2023 and less than £3m the year before that.

Cases that the force settled under the description of 'malfeasance' ranged from complaints regarding officers' use of excessive force, submitting false evidence, or racially profiling suspects, according to data obtained by the Financial Times.

City AM Article ⁶⁹

- **POLICE ORDERED TO PAY £24,000 TO TASERED DRIVER**

A social worker Tasered by police in central London will receive £24,000 in compensation after successfully challenging a ruling dismissing his claim in the Court of Appeal.

Edwin Afriyie, 37, took legal action after he was Tasered by a City of London Police officer in King William Street in April 2018.

Mr Afriyie claimed he suffered head, back and leg injuries due to being Tasered and falling to the ground, banging his head on a stone ledge.

High Court judge Mrs Justice Hill found the use of the firearm was reasonable in the circumstances, however Mr Afriyie took the case to the Court of Appeal and on Friday, three senior judges ruled the use of the Taser was not "objectively reasonable" and damages should be awarded.

BBC News Article⁷⁰

If you have any questions or would like any support from the Risk Team, please contact us as SD_Risk@westmidlands.police.uk⁷¹ and a member of the team will be in touch.

⁶⁸<https://www.bbc.co.uk/news/articles/cr75pye0ln3o>

⁶⁹<https://www.cityam.com/met-police-misconduct-settlements-double-in-past-year/>

⁷⁰<https://www.bbc.co.uk/news/articles/ce9girn1y2mo>

⁷¹mailto:SD_Risk@westmidlands.police.uk