



College of
Policing

Brief

Is social media harming the CJS? →

How to manage stress →

New knife detection technology →

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ISSUE 03 | MARCH/APRIL 2019

Updates in police law, operational policing practice and criminal justice, produced by the **Legal Services Department** at the College of Policing



Thompson and Venables
Injunction breach →

Places of worship
more security protection →

Facial recognition
to tackle drug trafficking →

Embracing Diversity
LGBTQ+ event at NSY →

The College of Policing Brief is a scanning publication intended to capture and consolidate key criminal justice issues, both current and future, impacting on all areas of policing.

During the production of the Brief, information is included from governmental bodies, criminal justice organisations and research bodies. As such, the Brief should prove an invaluable guide to those responsible for strategic decision making, operational planning and police training.

The College of Policing is also responsible for Authorised Professional Practice (APP). APP is the official and most up-to-date source of policing practice and covers a range of policing activities such as: police use of firearms, treatment of people in custody, investigation of child abuse and management of intelligence. APP is available online at app.college.police.uk

Any enquiries regarding this publication or to request copies in accessible formats please contact us at brief@college.pnn.police.uk

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Editorial

Dear readers,

Welcome to the Brief, your monthly update of what's new in the criminal justice field, produced by the Legal Services team at the College of Policing.

This month's edition features articles on an LGBTQ+ event held at New Scotland Yard, new knife detection technology, stress management and bias in algorithmic decision making.

To find out more about the College and what we do, including initiatives such as our Aspire leadership development project and the embedding of immersive learning in our teaching, please visit the **College of Policing website**.

We hope that our publication supports our police officers and staff in their work. We are always looking for ways to get better at what we do, so if you have any feedback or ideas for future content, please **get in touch**.

Thank you for reading,

The Legal Services Team

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For subscription requests, further information or to send us ideas about what you would like to see in upcoming editions, please email us at:

brief@college.pnn.police.uk

Share with our community

Across the police service and the College, great work and innovation is taking place! There are some remarkable people working diligently to support and safeguard the communities they serve. The sharing of news can serve as a jump start to collaboration and growth, so we want to hear from you.

We'd like to invite police officers and police staff to contribute by including a monthly 'guest article' under one of the following categories:

- **Pride.** Tell us something about your team or a project you're working on which has produced results that you're particularly proud of..
- **Innovation.** New initiatives and projects, what worked and what didn't, and how you learnt from it.
- **Collaboration.** Tell us about the relationships with other forces/ external agencies which help your team.
- **Your team, our community.** Diversity, equality, inclusion and key support mechanisms – that special team member whose hard work deserves acknowledgement in the Brief.

Articles should be no longer than 500 words. If you'd like to contribute, please email brief@college.pnn.police.uk and we'll tell you more about how to contribute. We'd like to pick an article a month, and will ensure there is a wide variety of authors and forces. We will inform you in advance if your article has been chosen. We look forward to hearing from you.

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College news

Project launched to help parents and carers return to policing

Many people leave the police service to start a family or for care giving commitments. The College, with funding from the Government Equalities Office, is running a new project aimed at supporting these people to return to the policing community, helping them to reinvest their skills and experience back into the service.

There are eight forces participating in the project:

- Hampshire
- Surrey
- Sussex
- Kent
- Essex
- Thames Valley
- City of London
- Greater Manchester

Police forces across England reported that last year, that they had 17% fewer investigators than they needed. But since 2014/15 only 188 full-time earners have rejoined the police in England and Wales after taking time off to act as a caregiver or to start a family. The aim will be to bring back police officers in to investigative roles that suit them and enable forces to utilise their wide range of skills and experience.

The returners will be equipped with all the necessary skills, training and confidence to return to work in policing and the College has worked closely with stakeholders to ensure that rejoiners are fully supported on their return. Funded by £110,000 from the GEO, the project will explore the best ways to support returners to the police and will aim to establish an evidence base for police forces across the country to build on in the future.

The government has committed £5 million to help people with caring responsibilities back into work. With this funding, GEO have launched programmes in the public sector for social workers, allied health professionals, teachers and prospective civil servants. GEO have also launched a grant fund to

set up returners projects in the private sector, with a further £500,000 of funding announced to support marginalised and vulnerable people to return to work.

Access the full article [here](#).

Are you a senior leader in policing?

The College is designing its new senior assessment programmes for Fast Track, Direct Entry Inspectors, Direct Entry Superintendents and the Assessment Processes for the SCC (Senior PNAC and Senior Police Staff Assessment Process) and is looking for senior leaders in policing to contribute to the design of assessment content so it reflects current and modern policing challenges.

If you think you can help, find out more information [here](#).

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- **Knowledge sharing:** Networking opportunities across all forces and over 26,000 fellow members

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Legal updates

Statutory instruments

SI 2019/406 - The Terrorism Act 2000 (Proscribed Organisations) (Amendment) Order 2019

This Order adds three groups to the list of proscribed organisations in Schedule 2 to the Terrorism Act 2000. These are:

- ‘Hizballah (Party of God)’ is added to the list in substitution for the existing entry for ‘The military wing of Hizballah’. This will extend the proscription of Hizballah to cover the group in its entirety.
- Jama’at Nusrat al-Islam Wal-Muslimin (JNIM) (Nusrat al-Islam) (Nusrat al-Islam wal Muslimeen) (NIM), including (Ansar al-Dine) (AAD), (Macina Liberation Front) (MLF), (al-Murabitun), (al-Qa’ida in the Maghreb), (az-Zallaqa).
- Ansaroul Islam (Ansar ul Islam) (Ansaroul Islam Lil Irchad Wal Jihad).

The Statutory Instrument can be accessed [here](#).

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SI 2019/419 - The Data Protection, Privacy and Electronic Communications (Amendments etc) (EU Exit) Regulations 2019

This instrument uses powers under the EU (Withdrawal) Act 2018 to correct deficiencies in EU-derived data protection legislation as a result of the withdrawal of the UK from the EU, including consequential amendments to other legislation.

This will ensure that the legal framework for data protection within the UK continues to function correctly after exit day. This instrument also uses a power under the European Communities Act 1972 to amend the Privacy and Electronic Communications (EC Directive) Regulations 2003, to more clearly align data protection standards with the General Data Protection Regulation.

This instrument also uses a power under the Data Protection Act 2018 to make amendments to other legislation consequential to that Act.

Access the full Statutory Instrument [here](#).

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Bills

Offensive Weapons Bill 2017-19

This is a Bill to make provision for and in connection with offences relating to offensive weapons.

The House of Lords returned the Bill to the House of Commons with amendments which were considered on 26 March 2019. The Bill has now been returned again to the House of Lords with further amendments.

The full Bill can be found [here](#).

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Anonymity (Arrested Persons) Bill 2017-19

This is a Bill to prohibit the publication of certain information regarding persons who have been arrested until they have been charged with an offence, to set out the circumstances where such information can be published without committing an offence.

The second reading, the general debate on all aspects of the Bill, took place on 1 March 2019. The committee stage, a line by line examination of the Bill, is yet to be scheduled.

The full Bill can be found [here](#).

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Emergency Response Drivers (Protections) Bill 2017-19

A Bill to provide protection for drivers of emergency vehicles responding to emergencies from civil liability and criminal prosecution in specified circumstances, to make related provision about criminal proceedings and sentencing.

This Private Member's Bill is expected to have its second reading on a date to be announced.

Access the full Bill [here](#).

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Mental Capacity (Amendment) Bill 2017-19

A Bill to amend the Mental Capacity Act 2005 to define procedures with which a person may be deprived of liberty where the person lacks capacity to consent. The next 'ping pong' session was scheduled for 2 April 2019.

Access the full Bill [here](#).

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Royal Assent given to Stalking Protection Bill

The Stalking Protection Bill, which will see the introduction of the new Stalking Protection Orders, has received Royal Assent and is included within the government's commitments to tackle violence against women and girls. Dr Sarah Wollaston MP brought the Bill forward, as a Private Members' Bill, which was then backed by the government.

The Stalking Protection Orders will be flexible in relation to imposing both restrictions and requirements on perpetrators. In addition, the Orders will carry a criminal penalty for those individuals who breach the terms of the Order. Finally, the police apply for the Order, not the victim, in order to remove the burden from the victim.

The Stalking Protection Order can apply to any form of stalking, however, it was specifically designed for occasions of stalking outside of a domestic abuse context. The Order allows courts to ban perpetrators from going to certain locations, contacting victims, and can force them to seek help, such as attending mental health assessments.

The full article can be accessed [here](#).

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Acts

Counter-Terrorism and Border Security Act 2019

To make provision in relation to terrorism, to make provision enabling persons at ports and borders to be questioned for national security and other related purposes.

Following agreement by both Houses on the text of the Bill it received Royal Assent on 12 February 2019. The Bill is now an Act of Parliament.

The full Act can be found [here](#).

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Voyeurism (Offences) Act 2019

To make certain acts of voyeurism an offence.

Following agreement by both Houses on the text of the Bill, it received Royal Assent on 12 February 2019. The Bill is now an Act of Parliament.

The full Act can be found [here](#).

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Children Act 1989 (Amendment) (Female Genital Mutilation) Bill [HL] 2017-19

To amend the Children Act 1989 to state that proceedings under section 5A of, and Schedule 2 to, the Female Genital Mutilation Act 2003 are family proceedings.

Following agreement by both Houses on the text of the Bill it received Royal Assent on 15 March. The Bill is now an Act of Parliament.

The full Act can be found [here](#).

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Before the court

Venables & Anor v News Group Newspapers Ltd & Ors [2019] EWHC 241 (QB)

This is an application by the Attorney General to impose a custodial sentence on the respondents, Richard McKeag and Natalie Barker for contempt of court where they had breached an injunction granted to protect the identities of the killers of James Bulger.

On 12 February 1993 James Bulger, aged 2, was murdered by Jon Venables and Robert Thompson who were aged 10 and a half at the time. Since being released from detention, Venables and Thompson have been granted an injunction which prohibits, aside from some specific exceptions, the publication of three main types of information. These are:

- Images or voice recordings made or taken on or after 18 February 1993, or any description of the physical appearance of Venables or Thompson, or a description of their voice or accents at any time since the above date.
- Any information appearing to identify any individuals having formerly been known as Venables or Thompson.
- Any information appearing to describe Venables' or Thompson's past, present or future whereabouts.

Known threats to the life and physical wellbeing of Venables and Thompson have continued and so the importance of preventing those threats from materialising outweighs competing public interests. Consequently, the above injunctions continue to prohibit anybody from releasing the listed information about Venables and Thompson.

The present applications involve two unconnected respondents, McKeag and Barker, who both published protected information online about Venables.

Between 23 November 2017 and 5 December 2017, McKeag published a lengthy article supposedly revealing Venables' identity. Within the article were four photos of an adult male reported to be Venables, giving a name purporting to be the name under which Venables had been living, and the name of the place he was said to have been working at. McKeag had encouraged other online users to share his article 'far and wide'.

On 25 February, Barker posted a collaged image of an adult man and woman to her Twitter account. The collaged image contained a caption, which read 'Venables and his fiancée who vows to stand by the paedo child murdering scum'. This collage and caption was re-tweeted at least 24 times, and received 26 likes. Following this incident, on 2 March 2018, Barker asked her Twitter

followers to send her a direct personal message if they knew of any names Thompson may be using. Barker was contacted by Twitter and visited by the police, who informed her that the post was illegal. Barker ignored these comments and instead responded with Twitter posts about being asked to remove the content.

McKeag

The court held that they had no hesitation in determining that McKeag's conduct crossed the custody threshold and that nothing short of a custodial sentence would properly reflect the severity of his actions. The offending was aggravated by McKeag encouraging and influencing others to commit similar breaches, but contrastingly, was mitigated by the fact that he did remove the article two weeks later. He also expressed remorse and embarrassment for his actions. Strong personal mitigation was also presented in relation to McKeag's difficult upbringing in a care home, his mental health issues, and his additional physical health issues.

Consequently, the court held that a custodial sentence of 12 months, including reductions for McKeag's admission of guilt, was sufficient. Furthermore, the court submitted that due to McKeag's mental and physical health problems they would suspend the sentence for two years. It was heavily emphasised in the judgment that had McKeag not suffered from mental and physical illness, he would have faced immediate imprisonment.

Barker

The court held that Barker's offending was serious, but less so than McKeag's, in terms of its exposure. In this case, the court held that her defiance and dismissal of attempts to stop her breaching the injunction act as aggravating factors. In mitigation, the court has taken her mental illness into consideration, as they had given an insight into her impulsive and careless conduct. In addition, the court took note of the fact that she had deleted her whole Twitter account, expressed genuine remorse, and given the court assurance that she would not conduct such behaviour again. Additional personal mitigation includes the fact that she is a single mother of three children, one of whom has a personal difficulty and would be adversely affected if Barker were to receive a custodial sentence resulting in immediate imprisonment.

Therefore, the court held that a custodial sentence of eight months, including reductions for the full admission, was appropriate. Again, the sentence was suspended for two years, with a large influence from personal mitigation circumstances.

For both respondents, further offending will make them liable to serve the time in custody that the court has identified, coupled with any additional penalty appropriate to reflect any further acts of contempt.

The full judgment can be accessed [here](#).

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Policing

News

Police forces in worst affected areas for violent crime receive £100 million in funding

In the Spring Statement the Chancellor announced that certain police forces would receive £100 million in funding to tackle violent crime. This is in addition to the £970 million that policing will already receive in April 2019.

A substantial amount of the funding will be provided to police and crime commissioners for the seven police forces where serious violence levels are highest, and which make up around 70 per cent of knife crime. Those forces cover London, West Midlands, Merseyside, South Yorkshire, West Yorkshire, South Wales and Greater Manchester. The funding will increase the police presence in the hope of making these areas safer places to be.

Part of the funding will be invested in Violence Reduction Units, to create a multi-agency approach to eliminating knife crime. The types of agencies involved include health, education, social services and others.

Access the full article [here](#).

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Police increase responses to victims of domestic abuse

Her Majesty's Inspectorate of Constabulary and Fire & Rescue Services' (HMICFRS) fourth report on the police's response to domestic abuse found continued improvement in how the police identify, react to, and support victims of domestic abuse.

The report recognises the positive work being done by the majority of police forces, including:

- Continued investment in training for their workforce on domestic abuse.
- Developing multi-agency safeguarding hubs to work in partnership with other organisations to better protect victims of domestic abuse.
- The increased use of body-worn video to capture evidence at the scene of an incident.

- The increased roll-out of Operation Encompass or similar schemes, which involve the police and schools working together to support children present at domestic abuse incidents.

The report outlines a number of concerns around the use of bail. The number of people being released on all types of bail for domestic abuse crimes has fallen by 65 per cent. Additionally, 16 forces were unable to supply comparable year-on-year data on their use of bail for domestic abuse cases, which suggests that they may not be monitoring the use of bail.

HMICFRS is undertaking further work to understand how bail is being used in domestic abuse crimes.

Access the full report [here](#).

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Super-complaint made against the police by Centre for Women's Justice

The Centre for Women's Justice (CWJ) have made a super-complaint against the police in relation to four legal protections that CWJ claim, the police are not using adequately. Due to this inadequacy, CWJ state that there is a systematic failure to safeguard vulnerable women in domestic abuse, sexual assault, harassment and stalking cases.

The four protective measures concerned in the super-complaint are:

1. Failure to impose bail conditions:
 - a. where suspects are interviewed following voluntary attendance and bail cannot be used
 - b. where suspects are interviewed under arrest, release under investigation without bail, or release on bail without bail conditions
 - c. where bail is not extended beyond 28 days.
2. Failure to arrest for breach of non-molestation orders.
3. Failure to utilise Domestic Violence Protection Notices and Domestic Violence Protection Orders.
4. Failure to apply for restraining orders at conclusion of criminal proceedings.

CWJ claim that the police have consistently failed to impose these orders and bail conditions, as well as requesting voluntary interviews instead of arresting

perpetrators. This means that in many cases, the perpetrator has been able to continue contacting and harassing the victim and have not had any legal restrictions or orders imposed against them.

The recommendations suggested by CWJ include:

- HMICFRS should conduct a thematic inspection to examine all practices, including a strong focus on the link between voluntary attendance and use of bail and on the application of the provisions for extending bail.
- Training should cover the inter-relationship between availability of bail, NMOs and DVPN/Os so that officers are equipped to consider the best course of action in each case and do not advise victims incorrectly on the law and availability of NMOs.
- The training and its implementation and monitoring by forces should be inspected by HMICFRS and reviewed by the other policing oversight bodies.
- Consideration should be given to simplifying and streamlining the procedures surrounding the granting of DVPN/Os to increase their use.

Access the full article [here](#).

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More funding for knife detection technology

Over £460,000 of funding has been invested into fast track innovative technologies which aim to detect people carrying knives in crowded places such as streets and railway stations. The concealment of bladed items can be a challenge for policing. The Defence Science and Technology Laboratory (DSTL) and the Defence and Security Accelerator (DASA) are considering solutions using radar, electromagnetic and acoustic sensors. DSTL and DASA have received proposals from industry and academia and six proposals have passed the testing process. The emphasis on design was for a technology which is safe, easy to operate and unobtrusive. The 7 companies that have been granted a share of the funding have 6 months to deliver proof of concept.

Access the full article [here](#).

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£600,000 funding to provide offenders with advice

The Lucy Faithfull Foundation's Stop It Now! Child sexual abuse prevention helpline will be provided with £600,000 of funding. The charity provides confidential advice to offenders who wish to change their unlawful behaviour, as well as providing support to their family and friends.

Last year, more than 2,000 people contacted Stop It Now! through the helpline and its secure messaging service. The funding follows a 65 per cent rise in callers and visitors to the Stop It Now! helpline and self-help website, regarding viewing sexual images of children.

During a confidential call, callers agree actions that they can take to manage their behaviour and protect children, as well as exploring other services available to help them. Unless a child is deemed to be at risk, all calls will remain confidential and anonymous.

As a result of evidence, an independent evaluation has shown that people have been taking steps to control their behaviour. Examples include stopping all internet or pornography use, installing controls and filters on devices and informing partners or family members. The National Crime Agency estimates that around 80,000 people in the UK are regularly viewing images of child sexual abuse online, figures that evidence the need for these measures.

Access the full article [here](#).

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Security funding boost given to places of worship

Funding for next year's places of worship protective security has been boosted to £1.6 million following the terrorist attack in Christchurch. This is double the amount awarded last year and has been increased so as to reassure communities, as well as upping the safeguarding of Mosques and other places of worship.

The places of worship fund, established in 2016 as part of the government's hate crime action plan, provides financial support for physical protective security such as fencing, lighting and CCTV. The government had previously committed funding of £2.4 million over 3 years.

Places of worship, including Mosques, will also benefit from a new £5 million fund over 3 years to provide protective security training to build on some of the positive work already happening in communities.

Access the full article [here](#).

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Lessons Learnt

Failure of police officers to investigate child abuse cases

Sharon Patterson, 49, and Lee Pollard, 47, two former Essex police officers, have been found guilty of misconduct in public office and may face imprisonment.

Both deliberately failed to properly investigate reports of child abuse, forging documents and misrepresenting the progress of investigations. The prosecution said this was motivated by a combination of laziness, self-preservation, and a cynical disdain of those who came forward to report the abuse. The offences they were found guilty of relate to three cases of alleged child sexual abuse between 2011 and 2014, assigned to Essex Police's child abuse investigation team where Patterson and Pollard were employed.

Both will be sentenced at a later date.

Access the full article [here](#).

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HMICFRS report on recording standards of Derbyshire Constabulary

A report released by HMICFRS has shown that Derbyshire Constabulary needs to make significant and immediate improvements on how it records crime.

Currently, the report states that the force only records 65.3 per cent of reported crimes. This means an estimated 30,000 crimes are not recorded each year. Of particular concern is violent crime, with almost half of all reported incidents going unrecorded, many of which involve domestic abuse.

The report states that there is a general lack of training and knowledge amongst officers and staff on how to properly record crime. Consequently,

HMICFRS' report sets out an action plan for improvement, listing a range of recommendations to be completed over a 12 month period.

Access the full report [here](#).

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HMICFRS appeal to police to improve response to fraud

HMICFRS have published a report entitled 'Fraud: Time to Choose' to convey to forces that there is a need for a consistent and clear strategy for tackling fraud, which ensures less variation between forces and better communication with the public. In a statement, HMICFRS stressed that they recognised that this was a challenging time for policing with a number of competing priorities, but that police chiefs needed to make a decision about taking fraud seriously. The report summarises findings from HMICFRS' 2018 inspection into:

- whether there was a well-designed strategy for tackling fraud
- if organisational structures provide capacity, capabilities and partnerships for effectively tackling fraud
- whether victims of fraud receive a high quality response.

The report indicates that the absence of a government or national policing strategy for fraud has led to police forces developing their own strategies which can be influenced by local priorities. HMICFRS state that this approach is insufficient means to cope with fraud on a national scale.

Access the full report [here](#).

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Our workforce

LGBTQ+ event held at NSY

The Police Superintendents' Association, NPCC, College of Policing, Stonewall, and the National LGBTQ+ Network have collaborated to hold a one-day LGBTQ+ CPD event at New Scotland Yard on 1 April.

The purpose of the day is to embrace diversity and difference in order to ensure that our workplaces allows employees to continue to be themselves and perform at their best. The event brought together all senior LGBTQ+ champions from every force in order to improve support to staff and break down barriers.

Access the full article [here](#).

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How to manage stress in and out of the workplace

Mind have published a booklet on managing stress. It is aimed at anyone interested in learning about managing stress and can be applied to your personal and work life. The Mind booklet explains what stress is, what might cause it, and how it can affect the person. Following that, there is guidance on how to help yourself or someone else and where to seek support.

The booklet acknowledges that there is no medical definition of stress, and that many health care professionals disagree over whether stress is the cause, or result of problems. However, nevertheless, it states that most likely, an individual could learn to manage their stress more effectively by:

- Managing external pressures – to reduce the amount of stressful situations you encounter
- Developing emotional resilience – to be better at coping with stressful and difficult situations when they do occur.

It is extremely important to be able to manage stress, due to the mental and physical impacts it can have on your mind and body. Stress, is not a psychiatric diagnosis, but it is linked to mental health in two main ways:

- Stress can cause mental health problems, and make existing problems worse
- Mental health problems can cause stress.

Stress is also linked to physical health and can cause an individual to have adverse physical signs, for example tiredness, headaches, or an upset stomach. This is due to the release of hormones, such as cortisol and adrenaline, a physiological response to stress. If an individual is often stressed, they are likely producing high levels of these hormones, which may make them feel physically unwell and have health problems in the long run.

Stress is experienced differently by everybody depending on the situation. Sometimes it may be obvious that you are experiencing stress, but on other occasions it may be more difficult to identify. The table below contains the common signs of stress.

Common signs:

Irritable, aggressive, impatient or wound up Over-burdened Anxious, nervous or afraid Like your thoughts are racing and you cannot switch off Neglected or lonely	Depressed Uninterested in life Losing your sense of humour A sense of dread Worried about your health Unable to enjoy yourself
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Due to the signs of stress, an individual may behave in any of the below ways:

Finding it hard to make decisions Avoiding situations that are worrying you Snapping at people Biting your nails Picking at your skin	Being unable to concentrate Eating too much or too little Smoking or drinking more than usual Feeling restless, like you cannot sit still Feeling tearful or crying
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In order to counteract and cope with feelings of stress, the booklet provides some helpful suggestions. These include:

Identify what triggers your stress

Identifying what triggers stress can help you anticipate problems and pre-emptively attempt to deal with them as early as possible. Even if a situation cannot be avoided, the anticipation and preparation can help to reduce stress.

Organise your time

- Identify your best time of the day, and complete your most important tasks at that time.
- Make a list of things you need to do and arrange them in order of importance
- Try not to do too much at once
- Make sure to take breaks and take things slowly.

Address the causes of your stress

There may be some practical ways you could resolve or improve some of the issues that are putting pressure on you, perhaps with advanced planning, preparation etc.

Accept the things you cannot change

It may be difficult, but accepting that there are some things happening to you that you can't do anything about may help you focus your time and energy more productively.

If you would like to find out further information including where to seek support for stress, the full article can be accessed [here](#). For those of you who have access to a smart phone or tablet, there are lots of apps (both free and paid) for stress management. There is also lots of guidance online including free information resources such as those found on the **Mental Health Foundation** website and videos on Ted Talks, including this one on an **alternative stress intervention**, which explores the powerful effects of looking at stress in a different light.

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Criminal justice news

News

New initiatives to tackle modern slavery

An event hosted in London on 27 March, co-hosted with the Ethical Trading Initiative and the Organisation for Security and Cooperation in Europe, was targeted at creating change within the public sector, to address issues of modern slavery.

The conference launched a free Modern Slavery Assessment Tool, which will be made available across the whole of the UK's public sector. The tool is designed to help public sector organisations identify and address modern slavery risks in their supply chains, through a tailored report based on answers to an online questionnaire.

A new online training course on ethical procurement was also launched. The course will be free to all Chartered Institute of Procurement & Supply members, and available at a discounted rate for all civil service commercial staff.

It has been estimated that there are 25 million people in forced labour globally. In her speech, Minister for Crime, Safeguarding and Vulnerability, Victoria Atkins, highlighted the need for the UK and its international partners to harness their spending power to drive change and stop modern slavery.

Access the full article [here](#).

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Interpreters from Afghanistan able to bring their family to the UK

Interpreters from Afghanistan who served alongside British soldiers and have now relocated to the UK will be able to be joined by eligible family members under new rules. British Armed Forces in the Helmand Province were supported by 7,000 locally employed civilians, about half of whom worked as interpreters.

Current arrangements mean that interpreters and their families must travel to the UK at the same time for the family members to qualify for relocation. The new rules, which will take effect on 6 April 2019, remove this requirement of travelling together. Therefore, parents and children

of interpreters still in Afghanistan, who were part of the family before the interpreter relocated, will be able to travel separately to the UK.

These changes also mean that eligible family members will not have to come to the UK under family migration rules, which includes English language requirements and the minimum income threshold to be satisfied.

Access the full article [here](#).

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Sajid Javid gives speech at interfaith event following Christchurch terror attack

Sajid Javid gave an inspiring speech following the terrorist attack in New Zealand, at Al Noor Mosque. The speech talks of how the terrorist was welcomed into the mosque by one of his first victims, showing the kindness and compassion at the core of the Islamic faith. Javid appealed for people to unite against hate.

Access the full speech [here](#).

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Updated guidance on child abusers caught in undercover stings

Individuals who groom a child for sex, believing they are communicating with a child, but are actually talking to an adult decoy, will now face tougher charges.

Previously, charging such crimes as ‘attempts’ had been an option available to prosecutors. This had raised some concern that offenders might receive overly generous discounts in their sentences where the defence pointed out in mitigation that there was no tangible victim. The charge will now be the same regardless of who the individual is communicating with.

Access the full article [here](#).

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National Crime Agency engages with children to educate them about online dangers

The National Crime Agency has started engaging with children aged 4 and above in order to protect them online, in light of an increase in child sexual abuse referrals.

Parents, guardians, carers and teachers can use Jessie & Friends, an age-appropriate education resource aimed at keeping 4 to 7-year-olds safe online. Jessie & Friends shows safe online scenarios, which allow children to learn to identify unhealthy, harmful, and manipulative behaviours.

The launch of Jessie & Friends comes after a substantial increase to the threat towards children. In 2004, there were 110,000 global referrals to the National Centre of Missing and Exploited Children (NCMEC), the US-based body where the technology industry reports online child sexual abuse material. By 2017, industry referrals had risen to 10.2 million globally, and in 2018, the figure had rocketed to 18.4 million.

19 per cent of 3 to 4-year-olds and 43 per cent of 5 to 7-year-olds now own their own tablets. According to a recent Ofcom report, 52 per cent of 3 to 4-year-olds and 82 per cent of 5 to 7-year-olds go online for an average of nine hours or more each week. Experts at the NCA are encouraging adults to start the dialogue about online safety with children as young as 4.

The aim of Jessie & Friends is to provide protective education to children before they begin to encounter such risks online, making children less likely to become victims and less likely to be targeted by high-risk offenders.

Access the full article [here](#).

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Sport to be used to tackle youth violence

The Premier League will work with the government to launch the flagship community programme, Premier League Kicks. Currently reaching 75,000 people a year, the scheme uses football as a way to inspire young people to build stronger and safer communities. The underlying principle is to channel young people towards activities that can build confidence and key skills and away from crime and violence.

The government also plans to work with a number of other organisations to promote other sports such as basketball, boxing and cycling. Sports England has pledged more funding towards sport and physical activity for children in key areas. The aim will be to bridge the gap between school, college and community sport by forming ‘satellite’ clubs held after school and at weekends for 14 to 19 year olds. So far, over half a million young people have signed up to some 10,000 satellite clubs.

Access the full article [here](#).

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Consultation launched at Serious Youth Violence Summit

A consultation on a new legal duty to support the multi-agency ‘public health’ approach to counter serious violence has been launched. The approach asks those in the health, education, police, social services and other sectors to work together, identifying the warning signs early and to make targeted interventions before young people commit violence or are drawn into gangs. Experts such as the Children’s Commissioner and the MET Commissioner will explore the scope and impact of the work, encouraging joint work in specific areas such as criminal justice and business.

Access the full article [here](#).

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Reviews and reports

Bias in algorithmic decision making

The Centre for Data Ethics and Innovation (CDEI) will undertake an investigation into the potential for bias in the use of algorithms in crime and justice. Algorithms are being used increasingly for preventing crime and protecting the public, for example, in assessing the likelihood of reoffending or informing decisions on probation. Durham police force are using the Harm Assessment Risk Tool to assess if someone may be eligible for deferred prosecution based on the risk of future offending. Data driven technology has modernised the service, improved efficiencies and opened doors of opportunity. However, there is a risk that human bias will be reflected in the recommendations made by some algorithms. CDEI's investigation will help us understand the potential for bias. They will run their project in collaboration with the Race Disparity Unit to explore potential bias based on ethnicity. Their findings will inform measures on addressing any issues of fairness, transparency and maximise benefits on the use of algorithms.

Access the full article [here](#).

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Police Foundation publish report on data driven policing

The Police Foundation, a policing think tank, have published a new study on the relationship between data driven policing and public value. The report highlights some of the benefits of data driven technologies referencing Avon and Somerset's use of software to pull data together from a number of different fragmented databases and Hampshire's use of technology to help build relationships with the community. The report also highlights the recruiting of 1.6 million people by the Dutch police to get involved in developing a digital collaboration platform which would allow people to share intelligence with the police. Such innovation however, does not come without its challenges. The article above explores the potential for bias but the risks also extend to the misuse of data and the intrusion on privacy which inevitably arises as technologies continue to develop. The report states that the public mistrust data driven approaches to policing and explores some of the new challenges to the police service.

The objective of the report is to review the public value of data driven technologies, principally the contribution to society as it can be interpreted from crime outcomes, efficient use of funds and other measurable results. The report highlights the sociological, ethical and political challenges to such innovation and puts the emphasis on the current absence of a ‘critical gap’, comprehensive regulatory mechanisms and a failure to include the public voice. The report includes a number of recommendations including:

- Additional funding from central government for police officer training: to increase the number of trained digital media investigators, data analysts and widespread adoption of the Hampshire Digital Media Advisers model
- A new coordinated approach to data accuracy in policing systems: improved education and training, automated check lists, use of the College’s APP to embed learning
- Ban of the purchase of ‘closed technology’ (tech which cannot be made interoperable with other systems)
- Develop an area on the College’s APP on how to integrate algorithmic decision support tools into policing practice
- Introduce regulations to govern algorithmic decision making.

Access the full report [here](#).

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Sexual Abuse of Children in Custodial Institutions: 2009–2017

The Independent Inquiry into Child Sexual Abuse (IICSA) has published a report on child sexual abuse in young offender institutions and secure training centres, between 2009 and 2017.

The report stated that information obtained directly from the relevant custodial institutions and related authorities found 1,070 reported incidents of alleged sexual abuse within the eight-year period. Of these, 578 alleged incidents were described in terms equating to sexual assault or rape. The Inquiry’s analysis also shows:

- There were more alleged incidents per year in 2016 and 2017 than in any previous reporting year. Between 2009 and 2015, there were never more than 114 incidents per year. However, in 2016 and 2017 there were 203 and 205 alleged incidents respectively.

- For reasons that were not always clear, the vast majority of these allegations were not found to be substantiated.
- In 10 cases where the alleged perpetrator was a member of staff, he or she was issued with a warning, reprimand or had a letter placed on his or her file. In a further nine cases, the alleged perpetrator was dismissed for reasons connected to the alleged incidents. Some other action was taken against the alleged perpetrator in another 120 cases (including suspension, monitoring, words of advice, supervision or being moved to a different location).
- Only nine alleged incidents resulted in criminal charges, of which four resulted in conviction.

The report offers recommendations intended to reduce the number of sexual abuse incidents, and to change the culture and ethos of young offender institutions and secure training centres. The focus of these institutions, it is recommended, should move away from control, discipline and humiliation, and move towards a more child-centred approach to care.

The report's recommendations include:

- Only placing children in custody as a last resort.
- That the Youth Custody Service takes steps to ensure that its training provides staff with an appropriate understanding of safeguarding in the context of the secure estate, and that this is regularly reviewed and updated.
- That the use of pain compliance techniques from staff to children in custody should be seen as a form of child abuse, and that it is likely to contribute to a culture of violence, which may increase the risk of child sexual abuse.
- That the Ministry of Justice and the Department for Education share policy responsibility for managing and safeguarding children in custodial institutions. This is to ensure that standards applied in relation to children in custody are jointly focused on discipline and securing child welfare.

Access the full Inquiry [here](#).

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College of Policing Gender Pay Gap Report – 2018

The College of Policing’s annual gender pay gap report has been released on the government website.

It must be noted that the gender wage gap is difference to equal pay. Equal pay is a legal requirement, stating that men and women must be paid equally for doing the same job. The gender wage gap shows:

- The mean gender hourly pay gap – a calculation of the average hourly pay of a man in the College, compared to the average pay of a woman in the College.
- The median gender hourly pay gap – a calculation of the mid-point between the highest and lowest paid man in the College, compared to the equivalent highest and lowest paid woman in the College.

Within the College of Policing, the report shows that women’s earnings are lower by 10.7% in the mean gender pay gap, and lower by 13.6% in the median gender pay gap. Although still substantially unbalanced, there has been a decrease from the previous year, when in 2017, women’s earnings were 17.3% lower (mean gender pay gap) and 18.5% lower (median gender pay gap).

The report shows that when all employees are ranked from highest to lowest paid and divided into four groups, a greater proportion of women compared to men are paid within the lower quartiles.

The four quartiles, from lowest paid to highest, are comprised of:

Lower quartile – M (22.4%), F (77.6%)

Lower middle quartile – M (38.8%), F (61.2%)

Upper middle quartile – M (36.6%), F (63.4%)

Upper quartile – M (42.9%), F (57.1%)

The College employs more women than men, however there is still a large imbalance amongst average male and female wages. This appears to be due to a disproportionate amount of women working in lower paid jobs.

In order to counteract this disproportionate allocation of jobs, the College is aiming to:

- **Build an inclusive culture**

This includes a review of pay policies and processes to ensure they are fit for purpose, easy to understand, and are applied consistently.

- **Attract talent**

The College is reviewing their recruitment practices to attract a higher number of females to higher paid jobs. This includes using gender decoders to write up job adverts and implementing positive action interventions.

- **Support development**

By actively promoting continual professional development opportunities to staff and continue to support the development of underrepresented groups through the use of targeted development schemes and initiatives.

The full article can be accessed [here](#).

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Prosecution

Guidance for prosecutors dealing with defendants with mental health issues

The CPS has announced updated guidance for prosecutors on dealing with defendants with mental health issues to reflect growing understanding of different conditions.

The updated guidance has been designed to assist the prosecutor's decision making throughout the criminal process, starting from the initial decision to prosecute, and finishing at the fitness to plead sentencing. This guidance has been developed to understand changes in the mental health sector, including diversion services, and community concerns about the impact of the criminal justice system on a defendant with a mental illness.

Access the full article [here](#).

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Diversity

Government promises to tackle abuse against men

The government has published the 'Male Victims Position Statements', which lays out twelve specific commitments to bring perpetrators to justice, and to

encourage male victims and survivors to come forward and receive support. The twelve commitments include:

- Providing £500,000 to specialist organisations that support male victims and survivors of domestic abuse.
- Awarding a specialist LGBTQ+ domestic abuse organisation that supports LGBTQ+ victims and survivors with £500,000.
- Providing £24 million over the next three years for services providing advice and counselling to all victims of sexual violence, including men and boys.

Male Survivors Partnership has published research suggesting that some men can take over thirty years to speak out about their trauma. It is suggested that negative attitudes and stereotypes surrounding masculinity, that are continuously reinforced in society, can lead to male victims taking a long time to report their experiences.

These measures are on top of commitments made to all victims of gender-based violence as part of the **Violence Against Women and Girls Strategy refresh**, which was published recently.

Access the full article [here](#).

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Tampon Tax Fund reaches more charities

Over 70 charities have received grants from the Tampon Tax Fund with £47 million awarded since 2015. An additional £15 million will now be awarded to support a diverse portfolio of projects including initiatives helping women at risk of homelessness and addressing violence against women. The latest round of funding has been granted to: Homeless Link (directly supporting those at risk and to produce and share learning on gender specific support), Spirit of 2012 (increasing access to music making for women and girls with caring responsibilities), Southall Black Sisters (for their 'Recourse to Safety' project) and Changing Lives (for their 'STAGE' project which will support women who have been groomed for sexual exploitation) amongst other charities.

Access the full article and a complete list of the charities [here](#).

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International Women's Day 2019

For International Women's Day, the CPS produced an article about five female lawyers and their successful stories of bringing offenders to justice.

Lynette Woodrow – Deputy Chief Crown Prosecutor for London South

Lynette oversaw the prosecution of the UK's first conviction for a female genital mutilation (FGM) offence. Following the trial, Lynette was the face of the CPS and featured on national news, highlighting the appalling physical and emotional impact FGM has on victims.

Rhiannon Jones – Senior Crown Prosecutor at West Midlands

Rhiannon was the reviewing lawyer for a landmark case, featuring a tattooist carrying out body modifications at his 'Dr Evil' studio without medical qualifications. Rhiannon prepared a detailed legal argument to the Crown Court and Court of Appeal. Consequently, the tattooist pleaded guilty to three counts of causing grievous bodily harm with intent.

Karen Dubarry – Senior Crown Prosecutor for CPS London North

Karen has been the reviewing officer for a number of high profile cases, including a violent acid attack carried out by nine men in Dalston. The men attacked an unknown victim, before turning on a bystander. Karen was instrumental in putting together the prosecution evidence against the defendants, which resulted in convictions for all.

Lynsey O'Donnell – Senior Crown Prosecutor from the East Midlands

Lynsey specialises in Crown Court cases and recently prosecuted the case of Artur Waszkiewicz, who was sentenced to fifteen years for the robbery and manslaughter of 100-year-old Zofia Kaczan. Lynsey worked closely with police, giving them lines of enquiry that resulted in an identification of Waszkiewicz as a suspect.

Kate Mulholland – Specialist Prosecutor in the London CPS Complex Casework Unit

Kate led the prosecution team against a UK Border Force official who had been working with other men to smuggle drugs and firearms from France to the UK. Heroin and cocaine were found on the men, with a street value of £800,000 and £2.8 million. Eight automatic pistols were also found amongst revolvers and ammunition. The men were sentenced to a total of over 50 years' imprisonment.

Access the full article [here](#).

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Tech and innovation

Criminal justice system harmed by social media?

The government's response to its Call for Evidence on the impact of social media on criminal trials has revealed a serious threat is not posed.

The Call for Evidence asked for examples of social media commentary affecting trials, as well as anonymity orders and reporting restrictions being breached through social media. This resulted in individuals across the criminal justice system, members of the public, media organisations and academics being consulted. From these consultations, it was agreed that the risk has increased in recent years, but that social media does not pose a serious threat to the criminal justice system just yet.

A specific area of concern surrounded social media users and whether they were aware of reporting restrictions, knew what would constitute a breach of anonymity order, and whether they were aware of what would be classified as contempt of court. This concern was raised due to numerous social media posts which were in contempt of court, or which identified someone subject to an anonymity order. Such social media posts have the potential to put trials at risk and prejudice parties such as jurors. Although, it must be noted that the number of occasions upon which this has actually happened, is rare.

Access the full article [here](#).

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Facial recognition technology to help combat prison drug trafficking

The Justice Secretary David Gauke has revealed that biometric technology with the capability of identifying visitors who may be trafficking drugs into prisons, has been successfully trialled in three prisons.

The biometric technology includes iris scanning and facial recognition software. It has been introduced following a trend in identification of prison visitors supplying illicit items to multiple prisoners and jails.

Some prisons have a fingerprint recognition system, but the majority of sites use paper-based verification. Consequently, many of the prison visitors prove difficult to track as they may falsify their documents.

The new technology trialled at HMP Hull, Humber, and Lindholme would allow prison staff to identify visitors by using applications based around document validation, iris scanning, and facial recognition software.

Meanwhile, the 10 Prisons Project has seen a £10 million investment in some of the most challenging prisons to curb the flow of drugs and phones, while also improving conditions and leadership at those jails. This will tackle drug supply by enhancing physical security at the jails, with investment in drug-detection dogs, body scanners and improved perimeter defences.

Access the full article [here](#).

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Jeremy Wright meets victims of online harms

Digital Secretary Jeremy Wright, has met with individuals who have been adversely affected by online harms, including cyber bullying, revenge porn, and hate speech. The Digital Secretary listened to those affected, ahead of the government's release of the Online Harms White Paper, in order to help shape the new legislation. In addition, the meeting will allow those affected to share their views about what social media companies could do to counteract the negative behaviour on their platforms.

Access the full article [here](#).

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Coding to be taught in prison

A trial at HMP Humber run in conjunction with CODE 4000, an organisation that works with vetted offenders, has been hailed a success and given funding to expand to HMP Holme House. The trial is modelled on the Last Mile project in the San Quentin prison in California and teaches prisoners coding and tech skills to help prepare them for work. The Last Mile project supported nearly 500 offenders, none of whom reoffended (the national reoffending rate for the US is 55 per cent). Funding will also go towards an employment hub in Sheffield which will provide additional support,

mentoring and training. CODE 4000 aims to develop a network of coding workshops in UK prisons.

Access the full article [here](#).

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About the College

We're the professional body for everyone who works for the police service in England and Wales. Our purpose is to provide those working in policing with the skills and knowledge necessary to prevent crime, protect the public and secure public trust.

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