

 West Mercia POLICE		POLICY
Security Classification	OFFICIAL	
Disclosable under Freedom of Information Act 2000	Yes	

POLICY TITLE	Post Incident Management
REFERENCE NUMBER	WMP018
Version	1.1

POLICY OWNERSHIP	
DIRECTORATE	LOCAL POLICING
BUSINESS AREA	OPERATIONS

INITIAL IMPLEMENTATION DATE	January 2020
NEXT REVIEW DATE:	April 2024
RISK RATING	LOW
EQUALITY ANALYSIS	LOW

West Mercia Police welcome comments and suggestions from the public and staff about the contents and implementation of this policy.
Please e-mail contactus@westmercia.pnn.police.uk

1.0 POLICY OUTLINE

- 1.1 This policy explains how West Mercia Police will implement post incident procedures following an incident where death or serious injury has occurred involving Police contact.
- 1.2 This policy is intended to provide guidance to the following police roles:
- Custody Staff and Supervisors (initially) following an incident of this nature.
 - Operational Communication Centre (OCC) Inspector.
 - Territorial Policing Duty Officer (usually an Inspector) who will take initial command of the incident.
 - Tactical Firearms Commander / Local Commander
 - Professional Standards Department.
 - Senior Investigating Officer (SIO) and investigative staff involved in the subsequent management and investigation into the circumstances surrounding the death or serious injury.
 - Post Incident Manager
 - Other roles as described in the accompanying Procedure document. (e.g. Staff Associations).

2.0 PURPOSE OF POLICY

This policy seeks to ensure that West Mercia Police maintain an effective framework to provide the capability to carry out an effective post incident investigation following an incident where death or serious injury has occurred in Police contact.

This will be in accordance with national guidance issued by the IOPC as well as requirements set out in Article 2 of ECHR.

3.0 GENERAL PRINCIPLES OF THE POLICY

- 3.1 This document should be read in conjunction with National Police Chiefs' Council (NPCC) Authorised Professional Practice (APP) and The National Police Firearms Training Curriculum (NPFTC).
- 3.2 This policy applies to incidents involving death or serious injury following police contact irrespective of whether firearms were involved or not. Specific consideration relating to firearms will be highlighted within the policy.

Legitimate Aim / Human Rights & Race Relations Act Considerations

- 3.3 Consideration has been given to the compatibility of this policy and related procedures with ECHR with particular reference to the legal basis of its precepts; the legitimacy of its aims; the justification and proportionality of the actions intended by it; that it is the least intrusive and damaging option necessary to achieve the aims; and

that it defines the need to document the relevant decision making processes and outcomes of action.

3.4 This policy is relevant to the obligations placed upon the police service to:

- ◆ Eliminate unlawful discrimination,
- ◆ Promote equality of opportunity, and
- ◆ Promote good race relations between people of different racial groups.

Legality

3.5 The legal basis for this policy comes from the common law duty of the police to protect life and property, prevent and detect crime, keep the peace and, in particular, the following statutes: -

1. Criminal Law Act 1967
2. Equality Act 2010
3. Police and Criminal Evidence Act, 1984
4. Article 2 ECHR

Implications Of The Policy

3.6 This policy will apply to all members of staff from West Mercia Police who may become involved in an incident involving death or serious injury involving police contact.

Staffing And Training

3.7 West Mercia Police will train and maintain a cadre of Post Incident Managers and staff within relevant roles/functions will receive awareness training. We will also maintain a Post Incident Manager (PIM) Co-ordinator who will be responsible for the selection training and deployment of PIMs.

Bureaucracy

- 3.8 The contents of this policy, subsequent procedures and NPCC APP and the NPFTC, ensure that the deployment of police staff, their selection, training, equipment provision, and the recording process is effective and efficient.
- 3.9 A procedure has been produced which will provide specific guidance. (See **6.0** below)

Internal Policy Links

3.10 The following existing internal policy is linked to this policy;

Death in Custody Policy

Distribution / Publication

- 3.11 This policy is suitable for public disclosure and forms part of the West Mercia Force Operations Department Policy portfolio published within the publication scheme on the Internet.
- 3.12 Publication to staff will be via the Force Intranet.
- 3.13 Advice on the application of this policy is available from the West Mercia Force Operations Department.
- 3.14 In January 2005 Police became subject to the provision of The Freedom of Information Act 2000. Procedures are available to those who request them. There are, however, exemptions contained within the statute that can be applied in accordance with the FOI application procedure.

Monitoring / Evaluation

- 3.15 Monitoring and evaluation of this policy is the responsibility of the Superintendent, Force Operations Department, who will review it annually. Its effectiveness will be established through;
- ◆ Regular scheduled meetings with the Armed Policing Policy Group
 - ◆ Command seminars and training
 - ◆ Maintaining contact with practitioners
 - ◆ Incident review procedures under the management of Chief Inspector Firearms
 - ◆ Evaluation of issues raised during incident debriefs
 - ◆ On-going review of national guidance and best practice.

4.0 PROCEDURE

This policy is supported by a separate procedure document, and should be read in conjunction with Authorised Professional Practice (Armed Policing 07-006) (APP) and NPCC Guidance on Providing Accounts (NPCC Armed Police Working Group National Circulars 28/2008, 29/2008, 37/2008 and 20/2014).

5.0 CONSULTATION

A formal consultation process took place with representatives of Staff Associations, Health and safety and Risk officers, Training School (Learning and Development), Equality and Diversity Officers, Legal Services and Local Independent Advisory Groups and Critical Friends group.

<i>Head of Dep't Consulted</i>	<i>Date Document Sent</i>
Supt C&V	April 2021

6.0 DOCUMENT HISTORY

The history and rationale for change to policy will be recorded using the below chart:

Date	Author / Reviewer	Amendment(s) & Rationale	Date approval / adoption
		Previously approved at JNCC meeting	JNCC 21/03/2019
Dec 2019	M Hyde-Fynn	Reviewed – No changes revert to West Mercia Policy v1.0	Jan 2020
July 2020	M Hyde-Fynn	Reviewed minor amendments to procedure v1.1	July 2020
April 2021	D Heyes	Reviewed no changes	April 2020

7.0 ASSESSMENT AND ANALYSIS

The Equality Analysis (EA), Health & Safety Assessment (HAS) and Risk Assessment associated with this document are available on request.