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DELIVERABLE 4.8

Training requirements to support Toolkit 1 implementation





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Authors

Armando Jongejan, NPN

Marian Krom, NPN

Maximilian Querbach, LKA

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CONTRIBUTORS

NAME	ORGANISATION
PAUL VAN SOOMEREN	DSP

PEER REVIEWS

NAME	ORGANISATION
ANDREW WOOTTON	USAL
PROF. CAROLINE DAVEY	USAL
BRAM VAN DIJK	DSP
BIANCA KREUNING	DSP

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1 Introduction

Part of the CCI-project aims to help police forces across Europe to find innovative ways to improve how they fight high impact crime. They will do this through the development of toolkits and training requirements necessary to support the implementation of these tools in Europe. Toolkits are being developed – after thorough requirement capture – by six Police Forces / Law Enforcement Agencies (LEAs) from all over Europe.

In this report you will find the training requirements that are necessary to support further development and implementation of Toolkit 1: Predictive Policing

DELIVERABLE	NAME TOOL	LEA
TOOLKIT 1 PREDICTIVE POLICING		
D4.8	PREDICTIVE CRIME PREVENTION (PCP)	THE NATIONAL POLICE OF THE NETHERLANDS (NPN)
D4.8	BRIEFINGMAX	LANDESKRIMINALAMT NIEDERSACHSEN (LKA)
TOOLKIT 2 COMMUNITY POLICING		
D5.8	COMMUNITY CONNECT	GREATER MANCHESTER POLICE (GMP)
D5.8	COMMUNIDADES MAIS SEGURAS	CAMARA MUNICIPAL DE LISBOA (CML)
TOOLKIT 3 CRIME PREVENTION THROUGH URBAN DESIGN AND PLANNING (CP-UCP)		
D6.8	BUILDINGSAFERCITIES	POLITSEI-JA PIIRIVALVEAMET (PJP)
D6.8	PROMIS	GREATER MANCHESTER POLICE (GMP)
TOOLKIT 4 MEASURING AND MITIGATING FEELINGS OF INSECURITY		
D7.8	<i>DUE JUNE 2020</i>	DEPARTAMENT D'INTERIOR – GENERALITAT DE CATALUNYA (INT)
D7.8	<i>DUE JUNE 2020</i>	LANDESKRIMINALAMT NIEDERSACHSEN (LKA)



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The tools are briefly presented in this report. More information about the tools are available in the separate 'Toolkit Specification' deliverables. This report focuses on the training requirements necessary to help further the development and implementation of the tools.

2 NPN Tool – Training requirements

The tool that will be discussed here is NPN's 'Predictive Crime Prevention (PCP). This will help develop Toolkit 1: Predictive Policing.

2.1 Toolkit name

Predictive Crime Prevention (PCP) – From data to action



A multi-agency approach to predictive policing that informs and targets stakeholder action to prevent high-impact petty crime

2.2 Toolkit description

The proposed Toolkit will consist of several components:

- Use data and information provided by other stakeholders (almost always respecting GDPR and WPG — the Dutch police law for handling personal data)
- Support cooperative working between intelligence units and operational teams from all stakeholders
- Enable participant stakeholders to take targeted crime prevention action
- Integrate advice on most promising intervention activities
- Provide information to users in a form that enables them to take action

2.3 Proposed toolkit users

- NPN police officers (e.g. 1 team lead + 1 senior intelligence officer + 1 community officer)
- Local government (e.g. persons responsible for public space and/or multi-agency approach) by senior Community Service Officers (CSOs — or BOAs in Dutch)

2.4 Components/ elements of the toolkit

The Toolkit will contain the following key components:

- Manual to explain the process of Predictive Crime Prevention (PCP)
 - This will provide detailed information on how the Toolkit elements (maps; CAS system; etc.) are used
 - Details of specific requirements for successful implementation — e.g. regarding information /data sharing
- Redesigned format for communicating predictions from the CAS system
- Process map / flowchart that visually describes the stages in Toolkit use
- Meeting protocols
 - These will support points in the process when different stakeholder representatives meet together
- Flyer / Brochure summarising the PCP way of working, to support wider take-up of the toolkit
- Video / animation to promote the benefits of the Toolkit's approach to crime prevention
 - What is Predictive Crime Prevention; Why more stakeholders should be involved; How stakeholders can participate; etc.

2.5 What knowledge or skills are required for using the toolkit?

- Knowledge of what can and cannot be shared / combined (with respect to GDPR and WPG) is required for being able to share data / information in the way of working using the toolkit
- Ability to interpret and explain data / information that is shared — for example, CAS maps shared by the police. This includes understanding data strengths and weaknesses (biases)
- Cooperation skills and analytical skills
- Knowledge about existing instruments that are easily available, and evidence shows are effective (mainly available from CCV — the Dutch Centre for Crime Prevention and Safety).

2.6 Is there training already available to provide the above knowledge/skills? Or will bespoke training need to be developed?

- Both GDPR and WPG training are already available. GDPR courses are available online (including Dutch versions of AVG), while WPG courses are available to the police internally.

- On CAS there is some police internal training available. Steps that need to be taken include Actualise, put in context, and Explain. Data/Information/Knowledge/Intelligence from other stakeholders will be valuable for this.
- Practical simulation case (one day training) on implementing the PCP toolkit (i.e. the 'optimised PCP city') will be developed.

2.7 Any other training issues that need to be resolved?

- It should be looked into if WPG training (police internal) can be shared with stakeholders
- Is the Dutch Police Intelligence-model accepted by the stakeholders?
- Is the training possible for the participating neighbourhoods? Do they agree?
- Are there training institutes, or must we organise them?

3 LKA Tool – Training requirements

The tool that will be discussed here is LKA's 'BriefingMax.' This will help develop Toolkit 1: Predictive Policing.

3.1 Toolkit name

BriefingMax

Intelligence-enhanced briefing for effective patrolling

3.2 Toolkit description

The proposed Toolkit will consist of several components:

- Briefing Protocol — in collaboration with an analyst, researcher & shift manager the content of the briefing will be updated and tailored to the individual needs of the precinct and patrolling areas.
- During the briefing, data will be shown on an extra screen in the briefing room — this data may be updated throughout the shift and between shifts
- A Precinct Channel in the NiMes-App for information exchange between officers and between shifts. Important briefing info will be summarised, and crime maps provided. Every patrol officer will have access to the NiMes-App
- Debriefing Protocol – Debriefing will also be provided for the next shift. This may be achieved via the Precinct Channel. Information on current incidents may be added to the Channel to allow officers to benefit from each other's experiences and knowledge.
- Training will be provided to Shift Managers on what information needs to be provided to officers and what strategic measures (Foot, car patrol; etc.) can result out of the given information.

3.3 Proposed toolkit users

- Police officers tasked with patrolling
- Shift managers
- Police analysts

3.4 Components / elements of the toolkit

- Briefing Protocol
 - This will be a process map, standard agenda and associated documentation (presentation / brochure) describing an enhanced Briefing process (e.g. including visualisation of daily crime data, etc.)
- NiMes Precinct Channel
 - Dedicated channel in the NiMes-App for information exchange between officers and between shifts. Important briefing info will be summarised, and crime maps provided. Every patrol officer will have access to the NiMes-App
- Debriefing /information exchange protocol
 - Debriefing will also be provided for the next shift. This may be achieved via the Precinct Channel. Information on current incidents may be added to the Channel to allow officers to benefit from each other's experiences and knowledge.
- Training
 - Training will be provided to Shift Managers on: (i) what information needs to be provided to officers, and how to communicate it; (ii) what strategic measures (e.g. foot patrol, car patrol, etc.) should result from the information provided; (iii) the benefits of intelligence-enhanced patrolling; and (iv) how to work with data analysts to tailor information to their specific needs.

3.5 What knowledge or skills are required for using the toolkit?

- Skill /knowledge: Assessment of police data for shift managers required for using crime data, hot-spot data and intelligence provided by analysts
- Skill /knowledge: Policing strategies, approaches and measures in patrol police required for using force deployment according to needs and crime trends
- Skill/ knowledge: Function of Smart-Board/TV for data visualisation and implementation of charts and maps during briefing (shift managers)
- Skill/ knowledge: Function and Use of NiMes-Channel for Briefing and Debriefing (shift managers, police officers)
- Skill/knowledge: Writing executive summary of briefing/debriefing for essential daily information for NiMes Channel (shift managers and analysts)

3.6 Is there training already available to provide the above knowledge / skills? Or will bespoke training need to be developed?

- Shift managers are trained by other shift managers in how to brief their patrol officers, but the training is facilitated after “learning by doing” — there is no handbook, manual or brochure on how to do a briefing
- Shift managers learn strategies for police force deployment by other shift managers
- NiMes functions and manual is available online for every police officer, with detailed information how to use the messenger, data protection and employee rights concerns
- Bespoke training will be needed for:
 - Data assessment and provision
 - Alternative policing strategies based on crime data
 - Writing briefing and debriefing summary
 - Using smart board / TV with additional charts, maps, etc.



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www.cuttingcrimeimpact.eu

Contact Us . info@cuttingcrimeimpact.eu



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