



**POLICE  
SCOTLAND**

Keeping people safe

**PUBLIC ORDER**

**Standard Operating Procedure**

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**APPENDICES**

		<b>In Use</b>
Appendix 'A'	'C' Division	No
Appendix 'B'	'V' Division	No
Appendix 'C'	'P' Division	No
Appendix 'D'	'A' and 'B' Divisions	No
Appendix 'E'	'E' and 'J' Divisions	No
Appendix 'F'	'N' Division	No
Appendix 'G'	'G', 'U', 'Q', 'L' & 'K' Divisions	No
Appendix 'H'	'D' Division	No
Appendix 'I'	List of Associated Legislation	No
Appendix 'J'	List of Associated Reference Documents	Yes
Appendix 'K'	List of Associated PSoS Forms	Yes
Appendix 'L'	Glossary of Terms	Yes
Appendix 'M'	Regional Contact Details	Yes

## 1. PURPOSE

- 1.1 The aim of this Standard Operating Procedure (SOP) is to provide general guidance on the Service's response capability; the procedures for the policing of disorder; and to detail the following:
  - Selection of specialist public order responses available;
  - Capabilities of each specialism; and
  - Respective call-out procedures for public order resources.
- 1.2 This SOP is not intended to be a comprehensive tactical guide in the policing of public disorder. Guidance should be sought in this respect from the [ACPO Manual of Guidance on Keeping the Peace](#), [ACPOS Public Order Manual of Guidance on Standards, Tactics and Training](#) and accredited ACPOS Public Order tactical advisor.
- 1.3 If immediate advice or assistance is required due to a developing / spontaneous public order incident / event, please contact the Duty Inspector at **Service Overview on tel no: 0141 207 5648**. Additional contact details including regional control rooms and Operational Support are contained with Appendix 'M'.

## 2. AUTHORISATION

- 2.1 Following police reform and the creation of the Police Service of Scotland (PSoS) in April 2013 the authorisation required for the deployment of public order trained and equipped officers was amended. The current process for authorisation and deployment of public order resources in either a pre planned or spontaneous situation is as follows:
- 2.2 The authority to deploy Police Support Units (PSU) for pre-planned events remains with an officer of Assistant Chief Constable rank or above. Any authority should specify the mode of dress based upon threat and risk assessments:
  - On those occasions when authority has been granted to deploy Police Support Units in either Code 2 or Code 3 modes of dress and, once deployed, circumstances dictate that the most appropriate PSU operational tactic must be carried out in Code 1 dress (e.g. a spontaneous rise in risk), recourse should be made to seeking the authority of an officer of Assistant Chief Constable rank or above.
  - The authority granted to deploy in Code 1 mode of dress confers authority to Operational Commanders to implement any tactic capable of being performed in Code 1 mode of dress to achieve a lawful objective, other than the tactical deployment of Batons, Mounted Officers or Dogs as a co-ordinated group dispersal tactic.
  - The tactical deployment of Batons, Mounted Officers or Dogs as a co-ordinated group dispersal tactic requires the authority level of an officer of the rank of at least Assistant Chief Constable.

- Where any delay could result in loss of life / serious injury, an officer at Public Order Tactical or Public Order Operational Command level may authorise Batons, Mounted Officers and Dogs as a co-ordinated group dispersal tactic and thereafter advise an officer of Assistant Chief Constable rank or above as soon as possible to allow a prompt review of the deployment.
- For a pre-planned public order deployment in Scotland, the authority to invoke the powers conferred by Section 60 [Criminal Justice & Public Order Act 1994](#) will be made by an officer of the rank of at least Assistant Chief Constable. For spontaneous incidents, an officer of the rank of Inspector can authorise the use of these powers (per legislation), with a review being undertaken at the earliest practicable opportunity by an officer of the rank of at least Assistant Chief Constable.
- The authority to grant a Code 1 (full public order PPE) rapid entry operation or VDP (violently deranged person) operation will be made by the Operational Superintendent for the Local Policing Division in which the operation is to take place. Similarly, the authority to grant a Method of Entry operation, with enhanced PPE (but no expectation of deploying Public Order tactics), will be made by the Operational Superintendent for the Local Policing Division in which the operation is to take place. Outwith business hours, authority for both rapid entry and MOE operations will be sought from the on call 'Other' Superintendent for the relevant geographical area. When considering such a request, authorising officers should adhere to the principles of National Decision Making Model and be mindful of community impact factors.
- Where there is an obvious or developing threat or risk at Violent Deranged Person (VDP) incidents and the immediate deployment of public order resources is required, the Duty Officer at Service Overview, Inspector or PIO can authorise the deployment and seek retrospective authority thereafter.

### **3. PRE-PLANNED EVENT**

- 3.1 In the case of pre-planned events the advice of a public order tactical advisor should be sought. As per the [ACPO Manual of Guidance on Keeping the Peace](#), if this advice is not sought, this decision is to be documented.

### **4. SPONTANEOUS EVENT**

- 4.1 In the case of spontaneous events, experience has shown that the speed and efficiency of the police response will have an important impact on resolving incidents in a professional and effective manner.
- 4.2 The advice of a public order tactical advisor should be sought. As per the [ACPO Manual of Guidance on Keeping the Peace](#) if this advice is not sought, this decision is to be documented.

## 5. PUBLIC ORDER RESOURCES

- 5.1 It is necessary for the Service to provide competent officers trained to deal with operational incidents within each geographical area. The required standard for a Public Order trained officer is attendance at an initial five day course thereafter 4 days training in every 12 month period.
- 5.2 This is normally held in 2 x 2 day sessions. This training ensures the officer is trained to the Common Minimum Standard (CMS) to meet mutual aid commitments.
- 5.3 A Police Support Unit (PSU) is a nationally agreed unit and comprises:
- 1 Inspector,
  - 3 Sergeants, and
  - 21 Constables (Note: 3 of these Constables are deployed as drivers and have responsibility for their respective vehicles).
- 5.4 The PSU will generally have access to 3 Protected Personnel Carriers. Following the introduction of Public Order Medics, the allocation of 1 Medic to each PSU is recommended.
- 5.5 A PSU is further divided into 3 serials of 1 Sergeant and 6 Constables as seen below:
- |            |            |            |
|------------|------------|------------|
| Inspector  |            |            |
| Serial 1   | Serial 2   | Serial 3   |
| Sgt        | Sgt        | Sgt        |
| Cons x 6   | Cons x 6   | Cons x 6   |
| (+ Driver) | (+ Driver) | (+ Driver) |
- 5.6 For larger deployments PSUs will be grouped into Basic Mobilisation Units (BMUs); each of which comprise 3 PSUs under the command of a public order trained Operational Commander.

## 6. PUBLIC ORDER EQUIPMENT

- 6.1 All public order trained officers are issued personal protective equipment (PPE) as per the [ACPOS Public Order Manual of Guidance on Standards, Tactics and Training](#). The recommended standard level of protection for operational Public Order Officers is:
- Protective Helmet with Full Face Visor;
  - Flame Retardant Overalls;
  - Flame Retardant Head-over;
  - Flame Retardant Underwear;
  - Public Order Gauntlets;
  - Upper Leg Protection;

- Water Bottle and Holder;
- Public Order Belt;
- Lower Leg Protection;
- Lower Arm Protection;
- Upper Arm Protection (where available);
- Shoulder Protection (where available);
- Groin Guard;
- Public Order Boots;
- Metatarsal Protection; and
- Kit Bag.

- 6.2 In addition, sufficient shields and ancillary equipment are held at a central point in each local policing area to allow the deployment of these officers into an environment of significant public disorder. Shields are of 3 types, namely long, intermediate and short, each of these being a different compromise between protection and mobility. Further advice on deployment and tactics should be sought from a public order tactical advisor.
- 6.3 Whilst obviously offering an enhanced level of protection this equipment has limitations. None of the shields outlined have ballistic properties and do not offer protection against firearms, including some air weapons. Should the helmets or limb protectors be struck by a missile of sufficient size or velocity, they may not prevent injury to the wearer. The wearing of the equipment in itself contributes to the aforesaid fatigue and dehydration and reduces effective deployment.
- 6.4 It should be noted that use of C.S. spray, whether by direct application or cross contamination, may in some instances have a detrimental effect on the shield or visor, causing the polycarbonate to become brittle and/or opaque. Should this occur, the shield/visor should be replaced immediately and withdrawn from service and marked as such.

## **7. MOBILISATION OF RESOURCES**

- 7.1 In an unplanned, spontaneous event the mobilisation of resources required by the command structure will be the responsibility of the on Duty Inspector in charge of communications.
- 7.2 On-duty public order trained officers will be identified by means of the relevant Command and Control System.
- 7.3 The Duty Officer will similarly be responsible for coordinating the contacting and deployment of off-duty resources as required.

- 7.4 Officers identified, whether on-duty or off-duty will be directed to attend at the identified point of storage within their local policing area at which the required equipment and transport are based. Once equipped, these officers will be instructed to either:
- standby at that location; or
  - attend a location nearer the incident; or
  - attend a forward control point for immediate briefing and deployment.
- 7.5 An alternative arrangement allows for public order trained officers to make their way direct to the rendezvous point (RVP), whilst a nominated officer is directed to gather from the central store the personal protective equipment (PPE) for each divisional officer involved, together with required shields and other equipment, for immediate dispatch to the RVP.
- 7.6 In addition to public order trained officers, certain key personnel will require to be contacted. This should include:
- Bronze (Operational) Public Order Commanders (Normally a minimum of one per 3 Police Support Unit's (PSU's) deployed);
  - Silver (Tactical) Public Order Commander; and
  - Public Order Tactical Advisors.
- 7.7 For Violent and Deranged Person (VDP) scenarios the command structure is satisfied by the presence of a Police Incident Officer (PIO) and the normal command structure (Gold / Silver / Bronze) does not ordinarily apply.
- 7.8 Additional public order resources may include:
- Medics,
  - Method of Entry (MOE),
  - Protestor Removal Team (PRT),
  - Rapid Entry, and
  - Evidence Gathering Team (EGT)
- 7.9 Additional resources may include:
- Negotiators,
  - Forward Intelligence Teams (FIT),
  - Technical Support Unit,
  - Tactical Firearms Advisor (TFA),
  - Community Advisor,
  - Independent Advisory Group,
  - Emergencies Planning Advisor (EPA),
  - Communications Engineer(s),
  - Media Officer,

- Intelligence Cell,
  - Road Policing,
  - Senior Investigating Officer (SIO),
  - Crime Scene Manager (CSM),
  - Emergency Services, and
  - Public Utilities.
- 7.10 Upon mobilisation, thought will require to be given as to mode of dress/equipment level. It should be borne in mind however that the deployment of officers in public order equipment could in itself heighten tension and indeed disorder.
- 7.11 Should a decision be made to deploy trained public order officers at the locus in conventional uniform, it must be borne in mind that a delay will occur if those officers are subsequently required to change into personal protective equipment. This delay may, quite possibly, be at a crucial time in the management of the incident.
- 7.12 One tactic, which has been used successfully, is to deploy officers in limb protectors and flame retardant overalls over which conventional jackets are worn, along with flat police caps. Protective helmets and shields are located nearby. This goes some way to preserving normality in the police response, whilst retaining the potential for a more rapid, fully protected, redeployment if required. If it is decided that this tactic is appropriate, it is important that the Tactical Commander conveys this information to the Strategic Commander, advising of the intelligence or circumstances that suggest that this course of action is deemed necessary.
- 7.13 The nomenclature used for the above is as follows:
- Code 3 Dress: Conventional uniform;
  - Code 2 Dress: Public Order personal protection equipment, flame retardant coveralls worn, with conventional fluorescent outer jacket (optional) and uniform cap;
  - Code 1 Dress: Public Order personal protection equipment, flame-retardant coveralls and protective helmet all worn. Shields may or may not be carried. No conventional uniform worn over coveralls.
- 7.14 A reminder is given here that the decision to deploy fully protected officers is made at ACC rank or above. Notwithstanding the aforementioned, Silver (Tactical) and Bronze (Operational) Commanders if required, may authorise the deployment of officers in Code 1 dress as a necessary response to an immediate threat.
- 7.15 Such deployments should be documented and retrospective authority sought at ACC rank or above, as soon as is practicable.

## 8. COMMAND STRUCTURE

8.1 The Command Structure for incidents of public disorder follows the familiar framework of Gold (Strategic), Silver (Tactical) and Bronze (Operational):

- **GOLD (STRATEGIC) COMMANDER**

Will normally be of Ch Supt rank or above and will be in overall command of the operation. Of note is that only an officer of ACC rank or above can authorise the pre-planned deployment of public order trained and equipped personnel.

- **SILVER (TACTICAL) COMMANDER**

Will normally be of Chief Superintendent / Superintendent rank; and is responsible for ensuring the tactics employed by Bronze Commanders meet the strategic intention and tactical plan.

- **BRONZE (OPERATIONAL) COMMANDER**

Will normally be of Chief Inspector / Inspector rank; and is responsible for the implementation of the Silver Commander's Tactical Plan by the use of appropriate tactics within their geographical or functional area of responsibility.

8.2 For a comprehensive guide to the command structure, procedures, tactical considerations and tactical options, reference must be made to the [ACPO Manual of Guidance on Keeping the Peace](#).

## 9. TACTICAL ADVICE / PUBLIC ORDER TACTICAL ADVISOR (PO TAC)

9.1 Trained Public Order Tactical advisors are accredited to the national standard and hold evidence of their competence. Their use should be considered at the planning and implementation stage of every operation. The decision not to involve a tactical advisor must be documented. An advisor can provide information and recommend courses of action with their potential advantages and disadvantages. The advisors do not make any decisions or take action. The responsibility for the validity and reliability of the advice lies with the advisor, but the responsibility for the use of the advice lies with the Commander.

9.2 The Tactical Advisor can assist with:

- advice to all levels of the command structure;
- pre-planned or spontaneous events, for example urban;
- environmental, single issue protests, sporting and public events;
- risk assessment process, including appropriate control measures;
- development of strategy and tactics;
- use of legislation and policy; and
- post-event review.

## **10. POLICY LOGS**

- 10.1 The use of a [Public Order Policy Log](#) to accurately record the decision making process is Force policy for Gold, Silver and Bronze commanders. It is of vital importance that all policy decisions are accurately recorded within this document.

## **11. HEALTH AND SAFETY / RISK ASSESSMENT**

- 11.1 All officers engaged in public order duties will comply with the control measures identified in generic risk assessments. A specific risk assessment relative to public order will be formulated for each preplanned event. Dynamic Risk Assessments will be applied as required during spontaneous incidents.

## **12. WELFARE**

- 12.1 Due to the physical nature of public order duties, early consideration must be given to the welfare needs of all officers thus engaged and must include the provision of refreshment, suitable rest periods and any first aid requirements. Critical incident debriefing should also be considered.

## **13. MEDIA**

- 13.1 Any pre-planned or spontaneous event is bound to attract high profile publicity within the local, and often wider, community. The public relations strategy will include a media strategy and a plan for locating and involving community mediators. It is strongly recommended that appropriate use be made of the support available from the Service's media unit.

## **14. DIVERSITY UNIT**

- 14.1 The Service's Diversity Unit can provide advice on cultural and general diversity issues. The unit is similarly responsible for monitoring community tensions which can clearly be affected by police actions. Accordingly the unit should be contacted and a Community / Lay Advisor consulted as appropriate.

## **15. BRIEFING**

- 15.1 Good communication is crucial to the organisation and management of events and incidents. Effective briefing and de-briefing will act as quality assurance for operational effectiveness. Immediate debriefs of newly relieved officers have proven to be an effective means of gathering intelligence.

## **16. COMMUNICATIONS**

- 16.1 Events of serious disorder, resulting in the deployment of public order equipped PSUs are communications intensive. Due to the ambient noise levels within the disorder environment, verbal commands within an operational PSU are problematic. To enable supervisory communication the use of a helmet integrated radio system is seen as best practice.
- 16.2 A tried and tested communications plan is in place for large scale deployments, but in any case consultation with Service Communications and Service Operations is essential.
- 16.3 Experience has shown that mobile phones are often used at incidents to facilitate communications between various individuals within the command structure. This is to be discouraged and use of the Airwave terminal is the correct procedure. If a mobile phone is used, care must be taken to ensure that information passed is recorded, to maintain the integrity of the audit trail of the decision making process.

## **17. VIOLENT DERANGED PERSONS**

- 17.1 A further aspect of public order duties is the policing of incidents involving violent deranged persons (VDP). In this, the use of public order protective equipment and specialist training allows the resolution of VDP incidents whilst minimising the risk to both officers and perpetrators.
- 17.2 The specialist tactics used are designed to support the PSoS policy of contain and negotiate in such incidents.
- 17.3 In order to support the response to VDP incidents, early consideration must be given to specialist support from a number of areas. This could include:
- Public Order Tactical Advisor (POTAC)
  - Method Of Entry (MOE) trained officers
  - Negotiators
  - Emergencies Planning Advisor (EPA)
  - Technical Support Unit (TSU)
  - Tactical Firearms Advisors (TFA)
  - Scottish Fire & Rescue Service
  - Scottish Ambulance Service
  - Public Utilities
- 17.4 Please refer to Section 2 for current PSoS guidance on authorisation.
- 17.5 Where circumstances dictate, however, consideration should be given to contact with an officer of ACC rank. Such deployments may include:

- Larger scale deployment to deal with multiple offenders
- Politically sensitive venue or suspect
- Deployment with a significant community impact

## **18. HOSTAGE INCIDENTS**

- 18.1 Whilst Public Order officers can assist in the containment and negotiation process associated with hostage incidents, it should be noted that a significant capability gap exists with regard to dynamic intervention. Training and equipment limitations would normally militate against the use of public order officers in such a tactic.
- 18.2 Should rapid intervention be required to save life in an emergency, it should be noted that advice from a Tactical Firearms Advisor and an armed policing response may be appropriate. In the circumstances of a VDP incident in which hostage(s) are taken, it is strongly recommended that such advice is sought.
- 18.3 Public order officers are not trained in hostage intervention tactics, however if there is an immediate threat to life and no other tactical option is available i.e. Firearms support they can / will take reasonable action in an attempt to preserve / save life. This will in all probability be an immediate and dynamic situation where a split second decision will be made by officers facing the threat / risk.
- 18.4 Rapid / Dynamic Intervention should not be confused with the Public Order tactic of Rapid Entry.

## **19. PROTEST AT HEIGHT**

- 19.1 Protest at height is a tactic increasingly favoured by certain protest groups. This tactic takes a number of forms but those most commonly encountered include:
- scaling of iconic buildings, often with an associated banner drop
  - targeting of the roads infrastructure using rope descent from bridges etc to blockade roads
  - raising aloft of protesters on scaffolding tripods at key locations.
- 19.2 The response to the use of scaffolding tripods falls within the remit of Public Order Protestor Removal Team. Other protest at height tactics may require the expertise of the Rope/Height Access team.
- 19.3 Working at height poses intrinsic dangers in itself and this must be borne in mind throughout the planning and deployment processes.

## **20. ROLES AND RESPONSIBILITIES**

### **20.1 PUBLIC ORDER TRAINED OFFICERS**

#### **20.1.1 Selection**

All potential public order trained officers will be volunteers outwith their probationary period. A commensurate degree of fitness and operational awareness are key criteria to achieve this role.

Public order awareness days are held prior to application / selection of candidates. This affords all officers regardless of gender / age / experience etc who are interested in public order training the opportunity to familiarise themselves with the public order PPE and associated equipment.

Officers will have the opportunity to participate in the role specific fitness test in order for officers and staff to assess their suitability / capability of performing the role of a public order officer.

The selection process is transparent and competency based and open to scrutiny.

Additional advice / assistance can be obtained from regional public order tactical trainers (Appendix 'M').

#### **20.1.2 Training**

The training curriculum throughout Scotland is described within the Common Minimum Standards, Part 2 of the [ACPOS Public Order Manual of Guidance on Standards, Tactics and Training](#).

#### **20.1.3 Retention**

All public order trained officers must attend 4 days training in every 12 month period. This is normally held in 2 x 2-day sessions.

If an officer does not attend one two-day session then they are temporarily withdrawn and unable to be deployed operationally nor on mutual aid; if they do not attend two successive sessions they are permanently withdrawn and must attend a full five day basic course in order to recertify. They are also withdrawn from any additional or associated public order specialism.

In exceptional circumstances consideration may be given by the senior officer responsible for each region's Public Order training to seeking an extension to these periods before an officer is required to re-attend a basic course. Any decision to extend these periods will be endorsed by the officer in charge of Public Order training and the rationale for same recorded in an auditable format.

All Public Order Officers are required to pass the Role Related Fitness Assessment at each training session, i.e. twice per year.

Officers will wear full issued PPE and complete a series of shuttle runs over a specified distance. During the shuttle runs, Officers will stop and complete a number of 'Step Ups' upon a step, holding an intermediate shield in either a protected or overhead position.

Any officer, who does not complete or pass the assessment, will be suspended from operational public order duties.

#### **20.1.4 Deployment**

For advice relating to officer deployment please contact regional public order training unit / tactical trainers / advisors. (Appendix 'M').

### **20.2 PUBLIC ORDER MEDIC**

#### **20.2.1 Selection**

All potential Public Order Medics will be currently public order trained.

For information / advice re selection process / criteria, contact regional public order training unit / tactical trainers. (Appendix 'M').

#### **20.2.2 Training**

Public Order Medics are an essential element of a Police Support Unit, being capable of:

- Rendering emergency first-aid in hostile environments, e.g. serious street disorder or riot, where casualty evacuation cannot instantly be guaranteed
- Evacuating casualties to a safe area where paramedics would assume responsibility

The Scottish Ambulance Service guidelines indicate that their personnel are unable to provide initial treatment to injured officers or members of the public in such situations due to a lack of protection for the personnel and vehicles.

The Scottish Ambulance Service (SAS) Special Operations Response Teams (SORT) will, dependent on the threat and circumstances assist public order medics in the treatment of casualties. All Medics are currently trained Public Order officers and in addition have completed an enhanced 5 day First Aid Course specifically tailored to Public Order duties. Furthermore, Medics require to attend two Public Order refresher courses within a twelve-month period, which may incorporate Medic Refresher Training.

#### **20.2.3 Retention**

All medics require to maintain their public order authorisation. In addition to their standard public order training all medics must complete annual medic refresher training.

For additional information / advice contact regional public order training unit / tactical trainers. (Appendix 'M').

#### **20.2.4 Deployment**

The following best practice rules for the general deployment of Medics apply:

- Medics should be deployed in pairs
- Notwithstanding the above direction, the ratio of 1 Medic per PSU will apply in circumstances where PSUs are mobilised
- Command of Medics 'on the ground' rests with either the Bronze Commander / PSU Inspector or Public Order Team Leader
- Where Public Order resources are deployed Medics should be included in the deployment, e.g. Violent Deranged Person (VDP) incidents and Method of Entry and Rapid Entry (MOE) operations.

### **20.3 METHOD OF ENTRY**

20.3.1 Method of Entry (MOE) can be used in a response to an emergency situation in every day policing (criminal, public assistance or otherwise), or in a pre-planned operation, to force entry to a dwelling or premises. (Refer to Section 2 for current PSoS guidance on authorisation)

#### **20.3.2 Selection**

For advice on selection, training and retention contact regional public order training unit / tactical trainers. (Appendix 'M').

#### **20.3.3 Training**

For advice on selection, training and retention contact regional public order training unit / tactical trainers. (Appendix 'M').

#### **20.3.4 Retention**

For advice on selection, training and retention contact regional public order training unit / tactical trainers. (Appendix 'M').

#### **20.3.5 Deployment**

In all cases the level of MOE response will be dictated by the available information and intelligence relative to the door to be forced and / or the importance of unhindered entry e.g. Rapid Entry operation and should be agreed following consultation with a Public Order Tactical Advisor (POTAC).

### **20.4 PUBLIC ORDER TACTICAL ADVISORS**

#### **20.4.1 Selection**

All potential Public Order Tactical Advisors must be currently qualified public order trained officers. It is preferred that they are tactical trainers and risk assessment trained.

#### 20.4.2 **Training**

All POTAC must attend, and successfully complete, a nationally approved course and hold evidence of their operational and occupational competence.

#### 20.4.3 **Retention**

The Advisor is required to retain a portfolio of evidence relating to operational and occupational competence.

There is currently no retention standard within Scotland for the Tactical Advisor.

#### 20.4.4 **Deployment**

For advice on deployment contact regional public order training unit / tactical trainers and / or Duty Inspector in charge of communications. (Appendix 'M').

### **20.5 PROTESTOR REMOVAL TEAM**

20.5.1 Protestor Removal tactics have been developed as a safe, systematic and efficient response to direct non-violent protestor tactics, such as:

- Locking on to each other using padlocks, chains, bicycle and 'd' locks etc
- Attaching themselves to gates, fences, street furniture
- Erecting a scaffolding 'tripod' and attaching themselves thereto
- Linking arms through specially attached pipes

20.5.2 The focus of these demonstrations is generally sites of political, ecological or ethical contention, with the aim of the protest tactics being to:

- Block roads
- Obstruct access gates
- Prevent excavation / demolition / building work
- Attract media attention

20.5.3 More extreme developments involve protests at height, e.g. bridges, trees etc. Information and guidance relating to protestor tactics and an appropriate police response can be obtained from any POTAC.

#### 20.5.4 **Training**

The Protestor Removal Team training course is of 2 days duration. There are additional training courses available for Tripod Removal/Scaffold Tower Training which require Protestor Removal Team qualification prior to attendance. Each course is followed by 3 one-day refreshers on an annual basis.

The main aims of the courses are to ensure the utmost safety of both police and protestors whilst equipping officers with the knowledge and skills to ensure the most professional response.

#### **20.5.5 Equipment**

Officers performing these roles will deploy in flame retardant overalls, hard hats and with ear and eye protection. The equipment they use to remove the protestors is stored within an equipment vehicle, which is taken to a location as required. In addition to the above, the tripod removal team deploy with a trailer in tow. The trailer contains the scaffold tower and all the equipment required to deal with a tripod situation.

#### **20.5.6 Call Out Procedures – Spontaneous Incidents/Events**

For advice on deployment contact regional public order training unit / tactical trainers and / or Duty Inspector in charge of communications. (Appendix 'M').

#### **20.5.7 Pre Planned Operations**

For pre-planned events all such contingencies are discussed at the planning phase and any requests for a lock-on response should be made to the relevant Operations Planning Department.

#### **20.5.8 Police Response**

The primary response to these tactics is a protestor removal team (1 PS and 6 PCs per team) ancillary to this is the following specialism.

- Scaffold Tower Team (tripod removal) - minimum 6 officers
- Rope Access / Height Safety Team (minimum 4 officers)

Circumstances will dictate which option(s) should be deployed. On **all** occasions, however, the following must be in place prior to the commencement of any removal operation:

- Cordon officers to create a sterile area
- Arrest teams
- Prisoner transport

Additional considerations are highlighted below.

#### **20.5.9 Evidence Gathering Team (EGT)**

EGTs, as well as providing audio and visual evidence of the lock on, can also record the resulting disruption caused by such protests, and the verbal warning delivered (see Verbal Warning below).

## 20.5.10 Verbal Warning

### Senior Officers Warning/Five Step Appeal

The protestor should be afforded the opportunity to release themselves prior to any action being taken by the Police. The Senior Officer present must give a final warning which should be captured where possible by an EGT. The warning should be similar to the following:

**“My name is ..... You are committing the offence of .....  
Is there anything I can reasonably do or say to make you co-operate  
with me, I must warn you that failure to release yourself will result in  
your arrest.”**

1. **Simple Appeal** – ask the subject to comply with the police - some members of the public may respond to a direct request from the Police.
2. **Reasoned Appeal** – explain why the request has been made, what law, if any, has been broken and what conduct has caused the request.
3. **Personal Appeal** – the implications of their action, potential arrest, criminal record, loss of respect in their family or community and the potential to affect future employment.
4. **Final Appeal** – at this stage subjects may have confirmed their resistance to the request. The Police Officer should now finally tell the protestor what is required and use a phrase that means the same as the following example: **“Is there anything I can do to make you co operate with me? I must warn you that we will now take steps to remove you (and this obstruction) and that we will use reasonable force in doing so. Following removal by police you will be arrested”.**
5. **Action** – Physical force may be the only option left in a case of continued resistance. The option that the officer may choose will be based upon the threat that they perceive.

The appeal made by police gives the Courts the chance to observe the conduct of the protestors continued resistance.

The Police Officer should now tell the protestor what is about to happen using a phrase that means the same as the following example: **“I must also warn you that we will now take steps to remove you (and this obstruction) and that we will use reasonable force in doing so. Following removal by police you will be arrested”.**

Where the participant(s) refuse to heed the police warning then the relevant Protestor Removal Team(s) will deploy. Arrest Team(s) (conventional officers who do not form part of the Protestor Removal Team) will be called forward once protestor removal is complete.

#### **20.5.11 Private Agencies**

On some occasions protestors will carry out protests either by tunnelling or at height. If the removal of the protestor is required e.g. protest against the construction of motorway or other major project, the matter is likely, dependent on circumstances, to be dealt with under Civil Law, and involve private specialist companies effecting the removal of protestors, with police involvement limited to maintaining / ensuring public order. Private companies who specialise in this field would be contracted by the main contractor or other authority.

PO TACs (see below) have experience of the procedures and practices used in such civil cases and can be contacted for advice as required.

#### **20.5.12 Selection**

For advice on selection, training and retention contact regional public order training unit / tactical trainers. (Appendix 'M').

#### **20.5.13 Training**

For advice on selection, training and retention contact regional public order training unit / tactical trainers. (Appendix 'M').

#### **20.5.14 Retention**

For advice on selection, training and retention contact regional public order training unit / tactical trainers. (Appendix 'M'). There is currently no retention standard within Scotland for protestor removal.

#### **20.5.15 Deployment**

For advice on deployment contact regional public order training unit / tactical trainers and / or Duty Inspector in charge of communications. (Appendix 'M').

### **20.6 RAPID ENTRY**

20.6.1 Rapid Entry is a tactic Public Order trained officers can utilise as an effective, safe and rapid method of entering premises or an area, in order to:

- Effect the arrest / detention of suspects
- Secure the premises / area
- Preserve evidence

(Please refer to Section 2 for current PSoS guidance on authorisation)

#### **20.6.2 Training**

This tactic forms part of the Initial Public Order training course and is included in the bi-annual Public Order refresher training.

Although training includes an insight into the planning required for a Rapid Entry operation, the assistance of a Public Order Tactical Advisor should be sought in all instances where it is being considered as an option.

### 20.6.3 **Equipment**

Deployment as part of a Public Order Rapid Entry Team requires the wearing of:

- Code 1 Public Order Personal Protective Equipment (PPE)
- Body armour under flame retardant overalls
- Utility belts with batons, handcuffs and CS spray

All other equipment required by officers is sourced from the relevant Divisional Public Order Store. This may include:

- Shields – Long, intermediate or round
- Public order batons
- Fire extinguishers
- Method of Entry (M.O.E.) equipment – Enforcer and Hooligan tools
- Artificial lighting

### 20.6.4 **Deployment**

Public Order Rapid Entry should be considered when:

- There is a risk of violence from persons within the target premises or area
- Entry may be opposed
- Preservation of evidence is a priority

Rapid entry into a building should only be considered where speed and surprise is necessary to the success of the operation. The objective is to control and dominate every part of the building and all persons therein (within seconds rather than minutes) and by doing so minimise the opportunity for targets to resist arrest / detention and / or destroy evidence.

Rapid entry by its very nature requires a high degree of teamwork with all personnel working to rehearsed methods of operating. It requires officers to make decisions in quick-time and in a flexible manner. The following elements are essential:

- Quiet approach
- Immediate and effective entry – use of specialist Method of Entry Team(s)
- Sufficient personnel (minimum two per room) to immediately dominate each room within the target premises

#### 20.6.5 **Public Order Tactical Advisor**

For advice in relation to utilising public order trained officers in rapid entry or the planning of such a deployment the advice of a PO TAC should be considered.

### 20.7 **PUBLIC ORDER EVIDENCE GATHERING TEAMS (EGT)**

20.7.1 The Service has the capability to **overtly** deploy public order trained police officers in teams, who, having completed the Public Order Evidence Gathering Team course, are specifically trained and suitably equipped to gather evidence and intelligence before, during and after a wide range of events and incidents. An Evidence Gathering Team (EGT) is capable of deploying to support a wider uniform operation and not exclusively as part of a public order deployment.

20.7.2 An EGT will secure video, still images and audio evidence of crimes and offences as they occur. This evidence, once captured, would thereafter, be available to the officers reporting individuals to the Procurator Fiscal. In the absence of persons having been apprehended at the time the crime or offence occurred, it would be available to the SIO and any post-incident enquiry team, if appropriate.

20.7.3 The deployment of an evidence gathering capability to secure quality evidence during incidents or events also provides the Silver Commander with the means to have a more flexible arrest policy. In circumstances where it is not operationally viable to make arrests during the incident consideration can more easily be given to making retrospective arrests post-disorder based upon the evidence secured by the EGT.

#### 20.7.4 **Composition**

An EGT comprises of two or three officers namely, Evidence Gatherer and Protection Officer(s). The composition of the team will be dependant on circumstances, the known or potential threat / risk. For low level events where the risk assessment indicates a minimal or low risk to officers a two officer EGT will suffice. If the threat increases or is assessed as medium to high from the outset consideration should be given to deploying the EGT as a three officer team.

The 3 officer EGT provides additional support, protection and resilience to the team when deployed to protracted events / incidents or where there is a higher risk / threat present.

#### 20.7.5 **Roles, Responsibilities and Capabilities**

The Evidence Gatherer is a public order trained police officer, whose training will include:

- Gathering intelligence and evidence about individuals and their actions, pre, during and post disorder / event

- Acting if required as an initial scene examiner at the initial scenes of crime and to record scenes of damage and disorder
- Directing arrests where possible, liaising with incident commanders
- Supporting the deployment of specialist tactics
- Carrying a shield, as required, for self protection
- Being equipped with suitable camera equipment, essential for the task
- Recording video or still image(s) onto memory-stick media
- Recording intelligence / evidence about individuals pre, during and post event
- The carrying and security of camera equipment
- The security and initial continuity of evidence in respect of digital images

The Protection Officer is a public order trained police officer, whose training is current, and whose role will include:

- Being responsible for the team's safety
- Maintaining radio communication with incident commanders and directing the team to the best locations of the worst offences.
- Protecting the Evidence Gatherer enabling that person to concentrate on the gathering of evidence in pressurised conditions
- Having a thorough knowledge of Police Support Unit (PSU) tactics, tactical awareness and leadership abilities to be able to direct and control the team

#### **20.7.6 Authorisation**

Authorisation for the deployment of EGTs is from the Silver Commander or PIO at the particular event/incident.

#### **20.7.7 Criteria for Deployment**

The Silver Commander or PIO for any event or incident must consider, at an early stage, the appropriateness of deploying EGTs. Their deployment is of particular importance where an intelligence based threat assessment indicates a risk of disorder or a threat to public safety. In these circumstances, any decision not to deploy EGTs and the reasoning applied should be documented.

EGTs are trained to operate under a public order command structure; however it may be desirable to deploy an EGT in a non public order environment. In such a deployment, the EGT would be deployed at the instruction of the incident / event commander.

It is important to remember that although an EGT may be mobile and able to attend at various locations; one team is only one camera. Therefore, due consideration should be given to the number of EGTs deployed.

### **Briefing**

Prior to deployment EGT s will require a role specific briefing.

### **Mode of Dress**

The Silver Commander or PIO will determine the mode of dress worn by the EGT and will be event-specific based upon an accurate threat and risk assessment. In general terms, this will usually mirror the mode utilised by the operational resources deployed at the incident or event.

### **Transport**

During each deployment it is essential that a marked police vehicle is allocated to each individual team. As EGTs are primarily a public order resource local policing areas should be mindful of the amount of staff and equipment, including shields, that an EGT require to carry within the vehicle they are using. Therefore, a larger style vehicle is advantageous.

#### **20.7.8 Equipment**

The following equipment is allocated for each EGT required at an event / Incident:

- 1 x holdall containing:
- 1 x Digital Camera (Regional variations)
- 2 x Batteries
- Memory stick
- Folder with relevant paperwork including copy of Digital Imaging Protocols
- 1 x Polycarbonate protective camera shield
- 1 x Flameproof camera cover
- 3 x EGT identification tabards

Additional Protective Equipment:

- Full public order personal protective equipment
- 2 x EGT intermediate shields

#### **20.7.9 Digital Imaging Protocols / Productions**

One of the fundamental requirements of digital recording, whether video, still image or audio, is the need to safeguard the integrity of the products and crucial to this is a documented audit trail.

All footage will be held in accordance with the Digital Imaging Protocols on a secure hard drive at a designated place.

Working / evidential copies will be produced by authorised personnel from the regions EGT staff / Public Order / CBRN Unit where required. Control measures regulating the policing purpose, storage and period of retention must be complied with.

For more information on storage and retention of footage, including digital imaging protocols contact the relevant regional public order unit / EGT trainers.

#### 20.7.10 **Senior Investigating Officer**

In circumstances where it is deemed appropriate to deploy EGTs, a Senior Investigating Officer (SIO) should, if not already appointed, be identified. Effective follow-up procedures are required to efficiently process results, feed them into the debriefing cycle and generate investigation on a systematic basis. Liaison with and direction from the SIO at a pre-event stage will assist with the quality and efficiency of the evidence gathered.

The reviewing of material and the preparation of evidential packages from any deployment **is the responsibility of the SIO** who will allocate sufficient resources to perform this function. The EGT is not the enquiry team.

#### 20.7.11 **Public Order Tactical Advisor**

For advice in relation to Evidence Gathering Teams the advice of a PO TAC should be considered.

#### 20.7.12 **Selection**

For advice on selection, training and retention contact regional public order training unit / tactical trainers. (Appendix 'M').

#### 20.7.13 **Training**

For advice on selection, training and retention contact regional public order training unit / tactical trainers. (Appendix 'M').

#### 20.7.14 **Retention**

For advice on selection, training and retention contact regional public order training unit / tactical trainers. (Appendix 'M').

#### 20.7.15 **Deployment**

A generic risk assessment covering the deployment of EGTs has been compiled and copies are available from regional EGT / Public Order Tactical Trainers.

It is imperative that operational deployment of EGTs is in accordance with that assessment and any event specific risk assessment that has been compiled for pre-planned events.

## **20.8 FORWARD INTELLIGENCE TEAM (FIT)**

- 20.8.1 Forward Intelligence Teams (FIT) comprise officers who are deployed overtly within a public order environment, and whose aim is to disrupt, deter, identify and gather intelligence on groups and individuals involved in the preparation, instigation and commission of disorder.
- 20.8.2 FITs can be deployed at:
- Football matches
  - Protests and Demonstrations
  - Military convoys
  - Marches and Rallies
  - Royal / VIP visits
  - Or at any other event/incident where their skills may be utilised
- 20.8.3 They require to keep a record of incidents, people seen / identified, and any other information and intelligence in a notebook. This information is later transcribed into an intelligence report as appropriate.

### **20.8.4 Composition**

A FIT is considered as two uniformed officers, who have completed the recognised accredited training course, working as a team to gather intelligence and information, which is passed to the intelligence cell (or control room) in real time. The minimum deployment on any event is two FITs (two teams of two officers). This will assist the Silver Commander in the appropriate deployment of resources. The FIT teams should never be deployed in isolation and uniform support should always be available to them.

### **20.8.5 Training**

FIT officers:

- shall be uniformed Sergeants or Constables who have a good knowledge of service intelligence systems
- must have a proven commitment to pro-active gathering and assessing of intelligence
- will require to work as part of a small team with the minimum of supervision
- must be currently officer safety trained
- must possess a high degree of self-motivation
- will not be drawn from the pool of Public Order Trained officers
- will require to attend a 3 day course which includes enhanced officer safety training (OST).

### 20.8.6 **Enhanced OST**

It is recognised that the nature of policing is so diverse that it will never be possible to document guidance to cover every encounter or eventuality. The overriding principle should always be that actions are lawful in any circumstances.

The ethos and lawful requirements of the OST syllabus should be well known to any officer undertaking the role of FIT officer. However, they should recognise the fact that the role may, at times, place them in greater danger of physical confrontation than would normally be the case. This greater danger is likely to present itself at a time when recourse to normal tactical withdrawal may not be possible by the FIT officer. Therefore, enhanced OST forms a large part of the course and runs in tandem with inputs on dynamic risk assessment. At the conclusion of the course, FIT officers must demonstrate an understanding of awareness, avoidance and anticipation of scenarios that may bring about the risk of danger.

### 20.8.7 **Operational Structure**

The FITs report to the incident control room via a secure Airwave Talkgroup using the call-sign ORACLE. Within the control room is a FIT loggist who records all incoming information from the FITs. This information / intelligence is reviewed by the FIT co-ordinator who relays all pertinent information to the FIT Manager / Silver Commander. The information is assessed as intelligence / evidence / incidental information which may have implications for the policing operation.

Following deployment FIT officers are debriefed by the FIT Co-ordinator / Manager and any intelligence gained will be submitted via the Scottish Intelligence Database (SID) prior to completing the tour of duty.

All collated intelligence, information and related issues are considered by the FIT co-ordinator for inclusion in later event related briefings.

### 20.8.8 **Equipment / PPE**

FIT officers will wear normal operational police uniform when deployed and will be in possession of all officer safety equipment.

The only additional item of uniform supplied to FIT officers is a personal issue nationally agreed lightweight yellow high visibility jacket with blue coloured back and chest panels.

This is considered as a necessity, as it allows FIT officers to be clearly identified by the Silver / Bronze Commander, either on the ground, or via CCTV. It also provides an identifier for supervisors, which allows the FIT officers to continue with their allocated actions or tasks and not to be deployed on cordons or other duties.

FITs may be in possession of digital cameras to obtain images of subjects or subject areas for intelligence purposes.

#### 20.8.9 **Authorisation**

Authorisation for the deployment of FITs is from the Silver Commander or PIO at the particular event / incident.

#### 20.8.10 **Criteria for Deployment**

The Silver Commander or Police Incident Officer for any event or incident must consider, at an early stage, the appropriateness of deploying FITs. Their deployment is of particular importance where an intelligence based threat assessment indicates a risk of disorder or a threat to public safety.

#### 20.8.11 **Briefing**

Prior to deployment, FITs will require a role specific briefing. This briefing must include:

- Call sign allocation
- Role specific objective for the event / incident
- Commanding Officer of FITs during deployment
- Deployment areas and parameters

#### 20.8.12 **Call-out Procedures – Spontaneous Incident**

For advice on deployment contact regional public order training unit / tactical trainers and / or Duty Inspector in charge of communications. (Appendix 'M').

#### 20.8.13 **Public Order Tactical Advisor**

For advice in relation to Evidence Gathering Teams the advice of a PO TAC should be considered.

## **APPENDIX 'J'**

### **LIST OF ASSOCIATED REFERENCE DOCUMENTS**

- [ACPO Manual of Guidance on Keeping the Peace](#)
- [ACPOS Public Order Manual of Guidance on Standards, Tactics and Training](#)

**APPENDIX 'K'**

**LIST OF ASSOCIATED PSOS FORMS**

- [Public Order Policy Log](#)

**GLOSSARY OF TERMS**

ACPO	Association of Chief Police Officers
ACC	Assistant Chief Constable
ACPO POPS	Association of Chief Police Officers Public Order Public Safety
ACPOS	Association of Chief Police Officers Scotland
BMU	Basic Mobilisation Unit (3 PSUs + Commander and Advisor and EGT)
BTP	British Transport Police
CAST	Centre for Applied Science & Technology (Formerly HOSDB)
CBRN	Chemical, Biological, Radiological and Nuclear
CoP	College of Policing
EGT	Evidence Gathering Team
FIT	Forward Intelligence Team
KTP	Manual of Guidance on Keeping the Peace
MOE	Method of Entry
N-CALT	National Centre for Applied Learning Technologies
NDEU	National Domestic Extremism Unit (Formerly NPOIU)
NPIA	National Policing Improvement Agency, now College of Policing
PIO	Police Incident Officer
PO	Public Order
POU	Public Order Unit
PPE	Personal Protective Equipment
PSU	Police Support Unit (1 PI, 3 PS, 21 PC and 3 Carriers)
SID	Scottish Intelligence Database
VDP	Violent / Deranged Person

**APPENDIX 'M'**

**REGIONAL CONTACTS**

**West Command:**

Public Order and CBRN Unit, Jackton, EK. Tel no 01355 566306

Operational Support, Dumfries. Tel no 01387 242211

Duty Inspector, Service Overview, Glasgow Tel no 0141 800 4880 (750 4880)

**East Command:**

Operational Support, Edinburgh Tel no 0131 311 3583

Operational Support, Dundee Tel no 01382 596390

Operational Support, Alloa Tel no 01259 728242

Duty Inspector, Bilston Control Room Tel no 0131 440 6864

**North Command:**

Operational Support, Aberdeen Tel no 01224 306728

Operational Support, Inverness Tel no 01463 720838

Duty Inspector, Aberdeen Control Room Tel no 01224 306401

Duty Inspector, Inverness Control Room Tel no 01463 715555