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National Police Public Order Training Curriculum

Guidance for Forces

Module G3 – Public Order standards, training, equipment
and resources

Version 1.4

College of Policing Limited
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Summary

This is a supporting regulatory module. It sets out the underpinning standards and knowledge required by the National Police Public Order Training Curriculum (NPPOTC), across a broad range of topics. It is designed to offer a reference point for a diverse readership, from the seasoned public order trainer, to the new manager of public order training who has little experience in the discipline.

Public order policing is a hazardous profession, and it is acknowledged that there will be occasions when police officers may be exposed to risks to their personal safety. At a public order incident there will be some risks to police officers by virtue of the nature of their role.

In order to prepare public order officers for the hazards faced, it is necessary for officers to experience the physical and mental effects created by exposure to those hazards. This will reduce the risk of the police at public order incidents jeopardising their own safety and the safety of others. Operational training sets out to achieve this by exposing personnel to risk in a realistic, controlled environment. However, the risks to which personnel are exposed during training must be based on realistic scenarios; and be proportionate to the risks at operational incidents.

Operational training is defined in 'Health and Safety – A Guide for Managers' (1998) – The Stationary Office as:

“A learning experience carried out within defined parameters and under controlled conditions which ensures that any exposure to risk is essential to the attainment of clearly identified training objectives, and is judged to be acceptable.”

The level of performance will be those required for operational incidents. These will be developed and maintained by training which will provide officers with an appropriate level of knowledge, skill and experience gained by progressive introduction of tasks and responsibilities.

1. Training policy guidance

1.1. Training implementation

- All training must be in line with the NPPOTC and address the learning outcomes identified in each module.
- In order to maintain the capability for interoperability, the NPPOTC outlines the required learning outcomes for the tactics to be used.
- Learning should then be tested in scenario based exercising, across the full spectrum of public order, from peaceful protest through to riot.

1.2. Trainer standards

- Public Order Trainers must successfully complete 'Module G2 NPPOTC – Public Order Trainers', delivered at a licensed centre in order to deliver training contained in the NPPOTC. Those qualified prior to the introduction of module G2, will need to have successfully completed a recognised public order tactical trainer/instructor course. For the purpose of this document, any further reference within it of the term 'trainer' relates to this criteria.
- Forces delivering PNCC Public Order and Public Safety (POPS) approved national courses should refer to the respective NPPOTC modules that set the standards for training.
- Forces must consider a system for the regular assessment of trainers. Trainers are to be assessed in line with the requirements of the Police Training Roles Learning and Development Programme (PTRLDP) email:


1.3. Refresher training

- Where appropriate, individual modules contain guidance on the requirements for refresher training. Forces have a responsibility to ensure that this training is delivered where necessary.

1.4. Compliance

- The College of Policing Public Order and Public Safety (POPS) team will provide support to all forces in achieving compliance with the NPPOTC.
- In order to support the standardisation of the NPPOTC, training centres will receive regular curriculum maintenance programme visits. This should include a

visit at least once every three years by the College of Policing public order and public safety team.

- Additional governance criteria for delivery by centres can be found within the respective licensing schedule for each module within the NPPOTC.

1.5. Assessment

- Some modules within the curriculum provide detailed information around assessment and accreditation of students (generally within the Command programme and other restricted licence products). In the majority of modules, the content of each assessment is not prescribed. It is a matter for individual forces to develop appropriate systems to determine whether the learning outcomes have been met. This allows assessment processes to be customised to local delivery variations and resources.

1.6. Terminology

- Respective chief officers retain the overall responsibility for compliance with the NPPOTC.
- Where the curriculum makes reference to 'must', it means the standard is either a legal obligation or that it will need to be achieved for compliance with the NPPOTC.
- Where the curriculum makes reference to 'should', the standard is suggested as good practice.

2. National definitions

2.1. Definition of public order officer/unit levels

2.1.1. Level 1 officers

- There is no nationally agreed definition of a level one public order unit.
- Where units are referred to as level one, they typically receive additional training beyond that of a Level Two unit, and/or work together as a team on a regular basis.

2.1.2. Level 2 officers

- Trained to 'Module B2 NPPOTC Level Two Public Order'¹.
- Equipped with full public order Personal Protective Equipment (PPE).
- May be deployed to all states defined by the Disorder Model.
- Must have passed the Multi Stage Fitness Test (MSFT) endurance standard for PSU officers at level 6.3.

2.1.3. Level 3 officers

- Officers trained to 'Module B1 NPPOTC Level Three Public Order'.
- Deploy in standard/normal uniform.

2.2. Definition of a level 2 police support unit

- A Level 2 Police Support Unit (PSU) will consist of the following:
 - One Inspector.
 - Three Sergeants.
 - Eighteen Constables.
 - Three drivers. These officers may, if required, be utilised on foot dependent upon tactical need for the use of the vehicles.
 - All the above officers must be trained and equipped to module B2 NPPOTC standard.

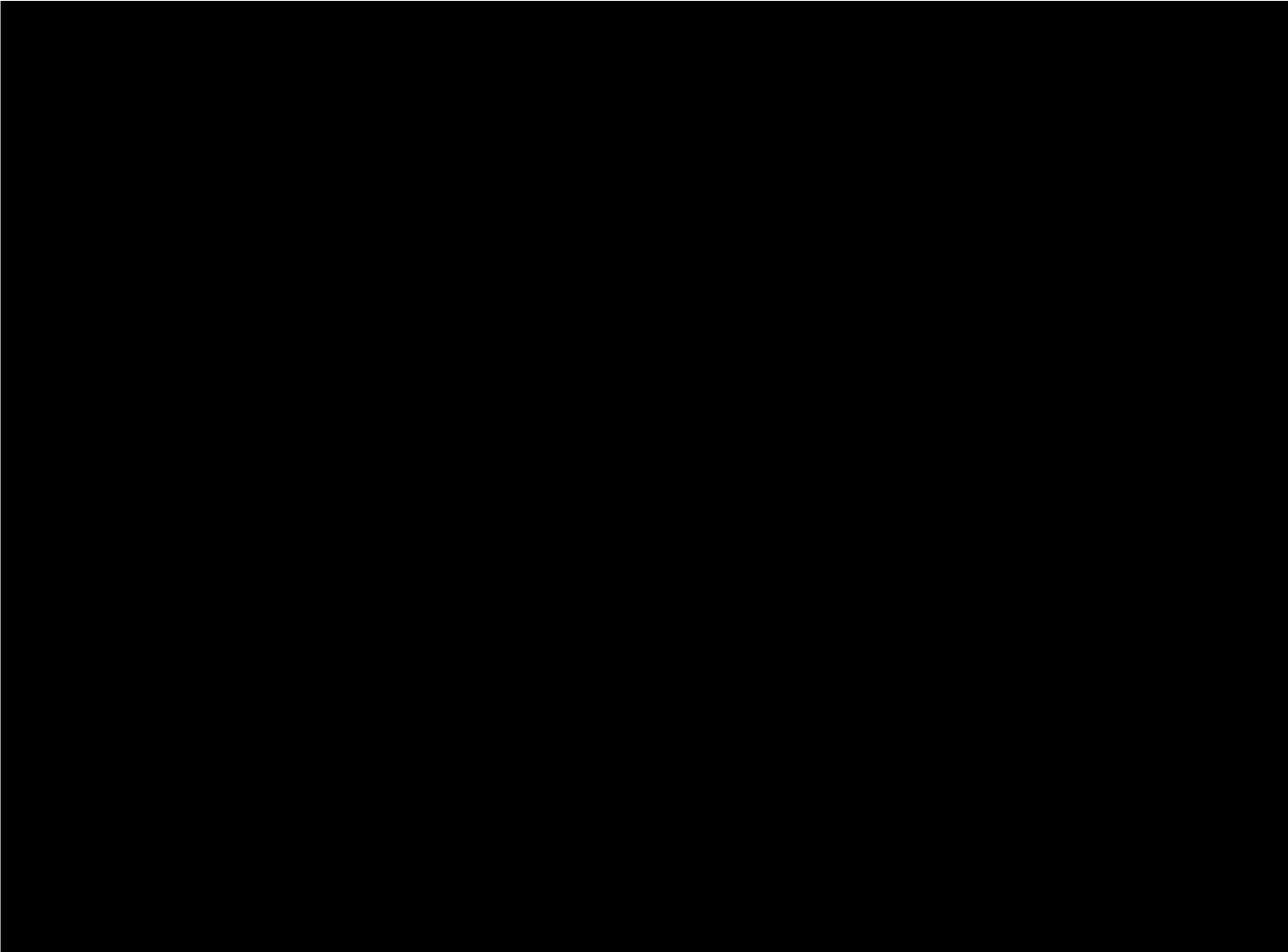
¹ Prior to completion of Level Two training officers must have completed Module A1 Public Order Core Themes and Module B1 NPPOTC Level Three Public Order training.

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Module G3 – Public Order standards, training, equipment and resources

- The PSU commander (Inspector) and sergeants must be of substantive rank (includes temporary ranks). Should the use of acting ranks be deemed necessary, this may only be for use within the relevant force area and not on mutual aid. The decision to use non substantive ranks should be documented by the respective public order gold. In either situation, the PSU commander must have completed a nationally accredited PSU commander’s course.

- [REDACTED]
[REDACTED]
[REDACTED]
- [REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]



2.3. Definition of a level 3 police support unit

- A Level 3 Police Support Unit (PSU) or Beat Duty Unit (BDU) will consist of the following personnel, all trained to Module B1 NPPOTC.
 - One Inspector.
 - Three Sergeants.
 - Eighteen Constables.
- There are no specific equipment requirements for a Level 3 Police Support Unit.

2.4. Public order dress codes

2.4.1. Dress code 1

- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]

2.4.2. Dress code 2

- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]

2.4.3. Dress code 3

- [REDACTED]
- [REDACTED]

2.4.4. Dress code considerations

- [REDACTED]

3. Public order equipment

3.1. Public order Personal Protective Equipment (PPE)

3.1.1. Personal protective equipment (PPE) definition

- PPE is defined by Personal Protective Equipment at Work Regulations 1992 as ‘all equipment which is intended to be worn or held by a person at work and which protects them against one or more risks to their health or safety’.

3.1.2. PPE guidance

- All PPE should be inspected periodically (at least annually) to ensure it is still fit for purpose and replaced as required.
- PPE must be maintained as required and kept in a clean and efficient working order and in good repair.
- Forces must take reasonable steps to ensure that PPE is used for the purpose it was designed for.
- Appropriate training, information and instruction in the use and maintenance of PPE should be provided.
- Forces should have local risk assessments in place regarding the use, storage and maintenance for PPE. Individual force health and safety experts can provide further guidance.
- If in doubt regarding the condition of any item of PPE, replace it.

3.1.3. PPE for public order officers

- [REDACTED]

- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]
- Although not classed per se as PPE, officers must also be issued with a baseball cap (see 3.9 for further details).

3.1.4. Public order flame retardant overalls – guidance

- It is imperative that Flame Retardant Overalls (FRO) are correctly sized and loose fitted. This introduces an air gap between the inside of the garment and the skin of the user reducing the possibility of a burn injury.
- Within each force or region there should be suitably trained personnel who can ensure appropriate sizing is provided for the individual wearer. These trained personnel should be given guidance by the manufacturer to ensure that all appropriate measurements are correctly made before a FRO is supplied. This will ensure that the garment fits correctly and takes into full consideration other PPE and equipment carried/worn.
- FROs should be worn over all other equipment. Placing any item over the FRO may cause a flammable liquid trap increasing the risk of the officer receiving a burn injury. However, it is accepted that in certain circumstances equipment has to be worn over the FRO for operational or role specific responsibilities. E.g. public order medics. In these circumstances every effort should be made to ensure the design of this equipment is such that it minimises the risk of creating a flammable liquid trap. It is the responsibility of the force to carry out the appropriate risk assessments for these roles.
- FROs should be inspected for damage, such as holing in the fabric or hardening/charring of the fabric after each usage and repaired or replaced as needed.
- FROs should be washed to remove any contaminants that may remain on the material. It is very important that they are washed in accordance with the

manufacturer's instructions and must be hot ironed after washing to reactivate the coatings on the overalls. Each wash cycle should be recorded and the overalls replaced in accordance with the manufacturers guidance.

- The shelf life of flame retardant overalls is dependent on wear, usage and washing. It is not possible to give a maximum life span.

3.1.5. Limb guards – Guidance

- Limb Guards should be inspected for damage after each usage for signs of severe impact e.g. cracking stress lines in the outer material.
- Limb guards should be examined for signs of aging, such as the straps wearing or thinning, the protective material (often foam) showing signs of going powdery when rubbed, or signs of significant ingress of moisture into the rear of the guard, often shown by staining.
- The shelf life of limb guards is dependent on wear and usage. It is not possible to give a maximum life span and it is suggested that a local policy is determined with regards to replacement due to age.

3.1.6. PPE standards

- The Home Office Centre for Applied Science and Technology (CAST), now incorporated into the Defence Science and Technology Laboratory (DSTL) and its predecessors, have produced a number of standards to assist forces in understanding and selecting the above PPE; namely:
 - 'Blunt Trauma Protector Standard for UK Police – and Torso Protectors' (2007) Publication 20/07.
 - 'Protective Headwear Standard for UK Police – Public Order Helmet' (2004) Publication 21/04.
 - 'Flame Retardant Overalls Standard for the Police Service' (2008) Publication 89/08. From February 2014 the revised British Standard for overalls will also be available BS 7971-10 Flame Retardant Overalls. Forces should contact CAST for further information.
 - 'Body Armour Standards' (2007) Publication 39/07.
- DSTL/CAST are also able to provide guidance regarding non CAST standards, such as Harmonised European Standards (ENs) and British Standards (BSs), that may be applied to other items e.g., boots, gloves and shields. Specifically BS

7971 'Protective clothing and equipment for use in violent situations and in training'.

- Under certain circumstances it is also possible to conduct in service testing of in use products, however this is destructive testing and will only provide indicative data. CAST are able to advise on this process if required.
- [REDACTED]

3.2. Work equipment

3.2.1. Provision and Use of Work Equipment Regulations 1998 (PUWER)

- This applies to the provision and use of all work equipment, including machinery and other equipment.
- These regulations should be considered with regards to their relevance to method of entry and protestor removal equipment.

3.2.2. The Police (Health and Safety) Regulations 1999

- This extended the provisions of PUWER to include equipment used by the police for arrest, restraint, self-defence or as deterrent equipment, including:
 - Batons
 - Handcuffs
 - Firearms
- The provisions of the regulations regarding equipment should be covered within policies or working practice.
- In addition, generally, any equipment which is used by an employee at work is covered by PUWER.
- Forces must ensure that work equipment related to tactical policing is:
 - Suitable for the intended use.
 - Safe for use, maintained in a safe condition and, in certain circumstances, inspected to ensure this remains the case.
 - Used only by people who have received adequate information, instruction and training.
 - Accompanied by suitable safety measures, e.g. protective devices, markings, warnings.

3.3. Batons

- Batons for public order operations may need to be used in conjunction with tactics outlined in various modules of the NPPOTC including B1 and B2.

- [REDACTED]

3.4. Public order shields

3.4.1. Shield requirements

- Forces must ensure they have sufficient shields to be deployed on mutual aid and perform all of the tactics required in 'Module B2 Level Two Public Order' NPPOTC.
- Where forces have distinct operational requirements, such as Police Service of Northern Island (PSNI), there will be differences. This will be documented in the force Strategic Threat and Risk Assessment (STRA).
- Specialist resources may be equipped with alternative shield types.

3.4.2. Storage, maintenance, inspection and replacement of shields

- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]
- Must be regularly inspected by competent persons.
- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]

- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]

3.5. Water bottles

- Officers engaged on public order operations and training, and in particular those wearing full PPE, will require regular fluid replacement.
- They will be issued with personal issue water bottles or a similar hydration solution.
- This will improve the mental and physical performance of staff and guard against issues associated with dehydration.

3.6. Fire extinguishers

3.6.1. Fire extinguisher requirements

- It is recommended as a minimum requirement, that one fire extinguisher should be carried by each sergeant, subject to the threat and risk assessment.
- The Home Office, Centre for Applied Science and Technology (CAST) has assessed a number of extinguishers for public order use. Further detail can be found in their evaluation 'Fire Extinguishers for Public Order Policing: Alternatives to Halon 1211, Part A – Test Protocol and Part B – Trial Results'.

3.6.2. Fire extinguishers

- Halon has been phased out and the final date for police use was 31 December 2013. It must not now be used by individuals or in vehicles.

- Replacements to Halon have been identified, tested and can be purchased via the national purchasing framework.
- The new fire extinguishers should be used in line with manufacturer's instructions dependent upon the make and model that is used by Forces. Trainers should familiarise themselves with all aspects of their operation and limitations prior to commencing training in line with health and safety procedures.
- Extinguishers should be considered as part of a safety system that must include ensuring staff are equipped with the correct PPE (as detailed within 3.1.3) and trained in line with petrol reception methodology as outlined in module B2 of the NPPOTC.

3.6.3. Fire extinguisher usage guidance

- It is important to note that flame retardant overalls, as specified in the HOSDB Flame Retardant Overalls Standard for UK Police, 2008 (89/08), provide liquid run-off protection. This means that it should be possible for an officer to remove a significant proportion of burning petrol from their overalls by simply moving away from the flames and stamping their feet. This may negate the use of an extinguisher altogether. However there will be circumstances when this is not fully effective and a fire extinguisher is required. In these cases the basic guidance described below should be followed:
 - Fire extinguishers should be used as soon as possible if initial foot stamping is not effective at removing flames.
 - The general principle with using an extinguisher is to aim for the base of a fire. This is making the assumption that the fire is static on a level surface. By focusing the extinguisher's spray at the base of the fire or the source you're extinguishing the fuel. As the fire may have its 'base' at different sites on coveralls this may mean that the extinguisher operator will have to make an assessment as to the best method to deploy the extinguishant this could mean that:
 - The fire extinguisher is directed at the highest seat of flames and work downwards to lowest seat of flames. **(N.B. protection of the airways and face is of the greatest importance.)**
 - The extinguisher should be used from a distance of around 1 metre from the base of the flames (as shown in figures 1, 2 and 3). If the extinguisher is too

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close it may blow the flames around the affected area rather than extinguishing them.

- The extinguisher should be applied until the flames are fully extinguished.



Figure 1: Initial application



Figure 2: One second of application



Figure 3: Two seconds of application

- Note: as with Halon, the extinguishant will not remove any flammable liquid from the surface and as such the area may be susceptible to reigniting if a new heat source is applied.

3.7. Public order helmets

3.7.1. Maintenance

- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]

- [REDACTED]

3.7.2. Public order helmets markings

- Each officer's helmet must in a clearly visible position, display as a minimum:
 - Force identifier.
 - Rank insignia (where appropriate).
 - Officer identification numbers.
- Forces may choose whether to display a divisional letter and additional identification.
- These markings should be visible from all directions, whether the visor is up or down.

3.7.3. Helmet marking sizing

- The mutual aid call-sign should be 50mm high (or equivalent to 200 point Helvetica/Arial Bold).
- Sergeant chevrons and badges of higher rank a minimum 35mm size.
- Officer identification numbers should use a minimum 25mm size.
- Historically symbols have been referred to as “retro reflective”, however interpretation of this term varies greatly. It is suggested that Yellow symbols on a dark blue (or transparent) background are used. All markings must be easily distinguished under different light sources/conditions.

3.7.4. Helmet marking safety

- The method of marking must in no way degrade the fabric of the helmet.
- Painted/stencilled numbers are not acceptable (because of the detrimental effect of solvents).
- Labels that require a solvent to remove them are also unacceptable.
- Labels should be able to withstand abrasion and exposure to solvent vapours (e.g. petrol) without becoming detached from the helmet.

- The print and symbols must not be degraded to such an extent that the markings cannot be clearly distinguished.

3.7.5. Helmet marking management

- All operational commanders and supervisors will ensure that officers are correctly displaying relevant identification markings.
- Trainers will ensure that these standards are complied with when delivering training.



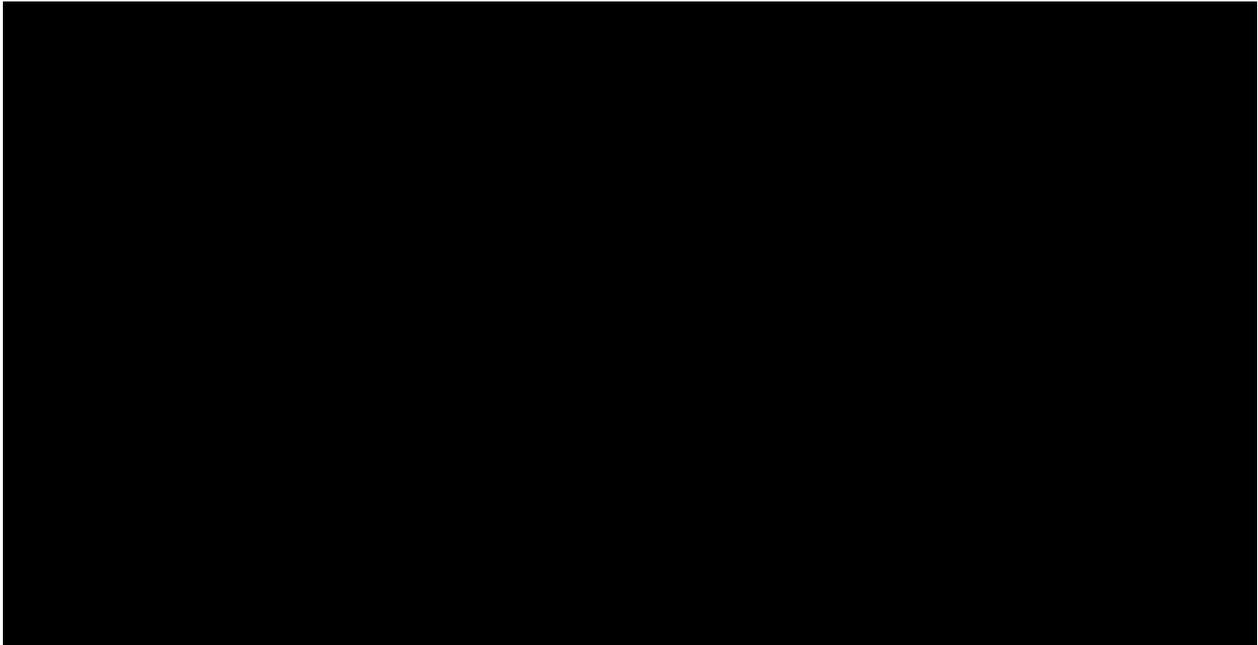
**Example
Helmet
Marking**

3.8. Identification

3.8.1. Identification numbers

- It is the responsibility of all officers and supervisors to ensure that all officers display their rank, identification number and role (if appropriate) during both operational and training events.

3.8.2. Roles and responsibilities colour codes



3.8.3. Coloured identification items

- [Redacted]

3.8.4. Tabards

- There are currently no national standards or directions on the use of tabards, which are used to assist in the identification of key personnel during operations.
- Tabards should not unduly interfere with officers work equipment.
- Tabards used during potential petrol bomb situations should be assessed to ensure they do not pose any undue risk to the wearer.

3.9. Baseball caps

- For mutual aid purposes, each Level 2 Public Order officer must be issued with a plain black or navy blue baseball cap with the word 'Police' clearly visible on it.

4. Communications

4.1. National mutual aid call signs

The call-signs of PSUs and other units sent out of their force on Mutual Aid are based on the following force radio identifiers:

4.1.1. England & Wales

Avon & Somerset	QP	Lincolnshire	NC
Bedfordshire	VA	Merseyside	CH
Cambridgeshire	VB	Metropolitan	MP
Cheshire	BA	Norfolk	VK
City of London	CP	Northamptonshire	NG
Cleveland	LZ	Northumbria	LB
Cumbria	BB	North Wales	WA
Derbyshire	NA	North Yorkshire	XN
Devon & Cornwall	QB	Nottinghamshire	NH
Dorset	QC	South Wales	WL
Durham	LA	South Yorkshire	XS
Dyfed Powys	WH	Staffordshire	YF
Essex	VG	Suffolk	VL
Gloucestershire	QL	Surrey	HJ
Greater Manchester	CK	Sussex	KB
Gwent	WO	Thames Valley	HB/HU/HA
Hampshire	HC	Warwickshire	YJ
Hertfordshire	VH	West Mercia	YK
Humberside	XH	West Midlands	YM
Kent	KA	West Yorkshire	XW
Lancashire	BD	Wiltshire	QJ
Leicestershire	NL		

4.1.2. Scotland

Police Scotland SP

4.1.3. Northern Ireland

Police Service of Northern Ireland NI

4.1.4. Non-home office forces

British Transport BTP/BX

Ministry of Defence MD

Civil Nuclear UX

4.2. Airwave

- For guidance on the use of Airwave, please refer to the College of Policing 'Mutual Aid-Airwave Communications Guidance'. This guidance serves as a useful reference document when planning to use Airwave in training events.
- Large scale or regional exercises provide an excellent environment for practising the use of Airwave.

5. Fitness standards

5.1. Fitness tests

5.1.1. Multi Stage Fitness Test (MSFT)

- Prior to attending public order level 2 training officers must pass the PSU MSFT:
 - Endurance standard (Bleep test) at **Level 6:3**.
- All those tested are to run in appropriate physical training clothing and footwear; not operational police uniform and/or equipment.
- Guidance regarding fitness testing comes from the fitness technical working group.
- This standard may also be referred to by its historical reference of 'Job Related Fitness Test (JRFT).

5.1.2. Strength testing

- Assessment as to the officers' strength should be made during the course of training. Instructors should assess whether an individual is strong enough to fulfil the role they are being trained for.
- If a force decides to introduce an additional physical test, this should be equality impact assessed, to ensure that any discriminatory affect is identified and can be justified.

6. Health and safety guidance

6.1. Health and safety principles

- The aims and objectives of public order training should always be considered in advance and risk assessments carried out.
- Suitable safeguards should be introduced where the exposure to any particular hazard is necessary for the stated aims and objectives of the training.
- There may be some circumstances in which the risk during training is so significant that it outweighs any likely benefits. In such cases consideration shall be given to alternative training in which the objectives may be met in another way, e.g. controlling the nature of the missiles used, avoiding dropping heavy objects from a height etc.
- Detailed information as to the requirements for risk assessments are contained in the Management of Health and Safety Regulations 1999 and its associated Codes of Practice.
- The purpose of these guidelines is to ensure that the training of public order duties at police training centres is in accordance with the curriculum, in an environment that is as safe, so far as is reasonably practicable.
- All references to 'trainer' in this section refer to those qualified to G2 NPPOTC, or those engaged in training towards G2 at a recognised centre.
- A wide range of health and safety legislation and regulation impacts upon public order training and operations for example "The Working at Height Regulations 2005". This module does not seek to replace specialist advice in these areas.

6.2. Trainer student ratio

- In order to ensure that training is kept as safe and as close to reality as is practicable, forces should identify minimum ratios of trainers to students.

6.3. First aid

- The Health and Safety (First-Aid) Regulations 1981 require employers to provide adequate and appropriate equipment, facilities and personnel to ensure their employees receive immediate attention if they are injured or taken ill at work.
- There must be a qualified first aider on hand during each training session and a first aid kit must be available for immediate use.
- The contents of the first aid equipment provided should be identified after the completion of a first aid risk assessment, which should include the identification of prevalent injuries supported by foreseeable risks of injury.
- Each force should ensure that they provide appropriate systems for the checking, replacing and identification of first aid supplies.

6.4. Injuries/near misses

- A 'near miss' is any incident, accident or emergency which did not result in an injury.
- The Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 1995 (RIDDOR) provides details regarding reportable accidents. Recording non-reportable near misses is not a statutory requirement but doing so and using the information provided is good safety management practice.
- Any injuries sustained during public order training must be reported immediately to the training staff.
- Injured officers should stop training immediately and report the facts to training staff. This must form part of the briefing to students.
- Injury forms are to be completed in accordance with force policies and centre instructions.
- Students must be encouraged to report incidents that had the potential to cause injury (near misses).
- No officer will be allowed to participate in training or operational duties unless fit to do so.

- Procedures for the emergency transportation of any injured officers to hospital should be considered.

6.5. The safety officer role

- The role of the safety officer is to ensure the safety of all those involved, including the training staff.
- Instructions given by safety officers will be followed immediately by all staff and students on site.
- Each session will have a safety officer. If the training has more than one training activity then the risk assessment for each session shall include the desirability of a safety officer being present solely for that activity, e.g. the training of the violent person scenario.
- In the event of there being more than one safety officer, one individual should be nominated as the lead safety officer. The lead safety officer will have overall responsibility for safety, including ensuring management processes and policies are adhered to.
- All safety officers must be trainers or persons adjudged as competent through experience or training to conduct the role. Persons who are adjudged as competent through experience or training can conduct the additional safety officer roles as outlined below but **cannot be the lead safety officer**.

6.5.1. Additional safety officer roles

- ‘Crowd leaders’ are safety officers principally engaged in the management of crowd members during training.
- ‘Violent Person’ (VP) safety officers are principally engaged in the management of safety for those acting as VPs and those they come into contact with.
- When training with specialist resources other safety officer roles with specialist knowledge should be considered.

6.5.2. Safety officer responsibilities

- The principal responsibilities of the lead safety officer and their staff are to ensure:
 - The control measures contained in the public order training risk assessment are complied with.

- All sharp or valuable items of property are removed from the training area or that appropriate control measures are in place to minimise risk of injury, damage or loss.
- Participants are fit to take part in training, in accordance with force policy.
- Adequate warm up and warm down sessions are provided.
- First Aid equipment and expertise is available for immediate use.
- Training areas are readily identifiable and if necessary suitably marked.
- All trainers are in possession of an audible warning instrument e.g. whistle, klaxon or air horn.
- Safety officers are readily identifiable by wearing fluorescent jackets or other suitable clothing. Red or orange is suggested for this clothing, to readily distinguish it from standard issue high visibility clothing.
- Designated training areas are checked for safety before each training session.
- Missiles provided for training are assessed as suitable for that element of training.
- Crowd members are readily identifiable, for example by wearing a bib that clearly identifies them as such.
- Briefing trainers and students on safety and site rules.
- Recording of injuries and potentially dangerous incidents.
- Ensuring that course training records are maintained to assist in incident/accident investigations.

6.6. Violent persons (VP)

- The objectives when using violent persons should be carefully considered and risk assessed.
- These risk assessments should detail factors such as:
 - Protective equipment to be worn by the VP.
 - Training environment.
- **All VPs must be trainers.**
- Prior to VP training, students should be reminded that protective equipment does not eliminate the risk to the VP role player.

- Prior to VP training, VPs must have a clear understanding of the learning objectives, as well as the control measures in place.

6.7. Briefings

- It is important that all those engaged in the training sessions are adequately briefed. That includes all trainers, role players, crowd members and public order officers.
- When utilising specialist resources, briefings must cover considerations and instructions specific to that resource.

6.7.1. Safety instructions

- The following is a minimum set of safety instructions that should be given prior to each public order training session.
- Individuals should sign to declare that they are fit for training and have understood the safety brief they have received.
- Safety officers should make a record of the safety brief they have delivered.

No	Safety instructions
1	I am the <i>(Lead)</i> Safety Officer. Safety Officers are identifiable by <i>(describe)</i> . Trainers and students will obey their instructions.
2	All staff and students must attend each training session equipped with full public order PPE <i>(adjust as necessary)</i> . Batons, incapacitant spray, and handcuffs must not be carried on the training site <i>(unless directed otherwise)</i> .
3	All officers are to remove watches, rings and all other personal valuables before commencing training and ensure they are in a safe place.
4	If you are suffering from an illness or injury that affects your fitness, you must bring it to the attention of the trainer. You have a duty of care to yourself and the organisation in assessing your own ability to train in accordance with force Policies.
5	The commands of the trainer will be followed at all times by all those taking part in the training, irrespective of rank.

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6	The sounding of an audible warning instrument means stop and stand still. Similarly, the word “██████████” means stop and stand still.
7	You are responsible as individuals for your actions during training and should not expose any officer unnecessarily to the risk of injury. If you behave in a dangerous manner you will be removed from training and face the possibility of disciplinary action or prosecution.
8	All officers are reminded that whilst there is a need to bring realism to the training, serious injuries can result if the safety rules are not strictly followed.
9	Only a qualified trainer will play the part of a violent person.
10	If you feel you or someone else is in danger and feel that the training should stop you must bring this to a trainer’s attention immediately by shouting, “██████████”.
11	Any injury sustained at the training venue must be reported before leaving the site. A formal report must be completed in accordance with force policies to ensure that the Department of Social Security rules and Health and Safety legislation are complied with, and your right to have the injury treated as an industrial injury is preserved.
12	If any officer is involved in an incident, which could have resulted in an injury (near miss), the circumstances should be reported in accordance with force policies at an appropriate stage of the training session.

- Forces may consider giving directions around the use of inappropriate language and gestures at this time.

6.7.2. Public order officer safety briefing

- The following is a minimum set of safety instructions to be given to public order officers prior to each public order training session.

No	Police officer instructions
1	The aims and objectives for the training session are (<i>outline</i>).

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2	The intention is to train not maim.
3	Follow the directions of public order trainers/safety officers and supervisors at all times.
4	Upon hearing the audible warning instrument stop the action and do not restart until told otherwise.
5	Upon hearing 'Checkmate' stop the action and do not restart until told otherwise. Repeat shout of "██████████".
6	Keep to the marked training areas only (<i>specify local arrangements</i>).
7	Touch arrests only, except in violent person scenario (<i>unless directed otherwise</i>).
8	If vehicles are used do not drive at crowd members, unless under the direct supervision of trainers and/or safety officers.
9	All crowd members will be easily identifiable as such by (<i>detail</i>).
10	Wear appropriate protective equipment at all times (<i>detail</i>).
11	Control restraints must not be used, except where briefed.
12	Check personal protective equipment to ensure it is not damaged, defective or in any way unfit for use. Report any deficiencies to a trainer before taking part in training.

6.7.3. Crowd safety briefing

- The following is a minimum set of safety instructions to be given to those role playing as crowd.

No	Crowd safety instructions
1	The aims and objectives for the training session are (<i>outline</i>).
2	That intention is to train not to maim.

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3	Follow the directions of the crowd leaders at all times.
4	Upon hearing the audible warning instrument stop the action and do not restart until told otherwise.
5	Upon hearing “██████████” stop the action and do not restart until told otherwise. Repeat shout of “██████████”.
6	Missiles are to be thrown towards the shields under control of crowd safety officers.
7	Wear protective equipment (<i>detail</i>) including appropriate footwear at all times.
8	Keep to marked training areas only (<i>specify local arrangements</i>).
9	Report all injuries as soon as possible.
10	Do not come into contact with the shields or the shield carriers.
11	Do not shout any misleading instructions.
12	If arrested do not struggle.
13	Wear an identification bib (<i>if provided</i>).
14	Check personal protective equipment to ensure it is not damaged, defective or in any way unfit for use. Report any deficiencies to a trainer before taking part in training.

6.8. Preparing officers for training

- Public order training may put officers under physical and mental stresses.
- For the body to perform effectively, preparation needs to be in line with the activities that are about to be undertaken.
- All public order training and exercises should include processes to warm up and promote flexibility and gradually increase the pulse rate; thus reducing the possibility of injuries.

- Warm ups should only be delivered by those assessed as qualified according to local policy.
- The responsibility for an officer's health and fitness should be placed with the individual. Before the commencement of any session there should be a health and injury check of all officers.
- Any injuries or illness should be noted by training staff. If in doubt, no officer should be allowed to partake in a session if it believed that they are sick or injured.

6.9. Missiles

- Training centres must consider the type and use of missiles that do not unduly increase the risk of injury to officers.
- Heavy, sharp objects should be avoided unless specific needs exist and safe systems of work reflect such need.
- Due consideration needs to be given by forces when using particular missiles in low light as to whether that may increase incidences of slip, trip or falls.
- Missiles that have been approved for use by the force should remain separate from other objects and stored appropriately.
- All throwing of missiles must be under direct control of an appropriate amount of safety officers. There must be clear direction on the manner of throwing in relation to the distance of the police. Those acting as crowd must have received a clear auditable briefing on specific safety issues prior to the throwing of missiles.

6.10. Fire risks/petrol reception

6.10.1. Petrol reception safety instructions

- This advice does not replace the requirement for the implementation of a rigorous health and safety regime including risk assessments.

6.10.2. Petrol reception training area

- A specially selected area should be designated for the training.
- A concrete surface is ideal since it will not burn and there is less chance of officers tripping over obstructions.
- The location of surrounding walls and the behaviour of the wind should be considered.

- Only persons immediately involved in the training should be allowed in this area.
- Observers must be located in a safe area and supervised by a member of the training staff.
- If training inside a building, consideration must be given not only to the obvious fire hazards, but also the danger from the inhalation of fumes.
- Suitable and sufficient firefighting equipment must be readily available, in accordance with relevant training/site Risk Assessments.

6.10.3. Petrol reception PPE

- Any officers taking part in petrol bomb training must wear full (Code 1) public order personal protective equipment (PPE).
- Visors must be down.

6.10.4. Petrol reception supervision

- One trainer will be designated as being in overall charge of a training session. Their responsibilities will include:
 - Supervision of staff.
 - Condition of the training area.
 - General conduct of the session.
 - Ensuring that safety standards are adhered to.

6.10.5. Petrol reception trainers and equipment

- The following staff are the minimum necessary to ensure that the training is conducted in a safe and controlled manner:
 - One trainer as the 'Petrol Bomber'.
 - One trainer as overall Petrol Safety Officer.
 - One trainer, as the Petrol Bomber's Safety Officer. They must be suitably sited and equipped.
 - One trainer, as the Student Safety Officer. They must be suitably sited and equipped.
- The following equipment (or equivalent) should be available as a minimum in the training area and ready for immediate use if required.
 - Fire blankets.

- Fire extinguishers.
- First aid equipment.
- Burns kits.
- Water receptacles full of clean cold water.
- Equipment to clean the training area of broken glass.
- Facilities for the immediate treatment and cooling of burnt officers must be available at all times when petrol bombing. Best practice is to have cold running water readily available, such as a cold shower.
- Fire extinguishers must be checked prior to each training session.

6.10.6. Petrol bombs

- Must be made by a trainer prior to the training session.
- [REDACTED].
- [REDACTED].
- [REDACTED].
- [REDACTED].
- [REDACTED].
- [REDACTED].

6.10.7. Igniting petrol bombs

- The throwing of a lit petrol bomb poses obvious risks. Forces are advised to ensure that their risk assessments and subsequent control measures are appropriate to these risks.
- [REDACTED].
- [REDACTED].

6.10.8. Petrol reception injuries

- [REDACTED].

- [REDACTED]
- [REDACTED]

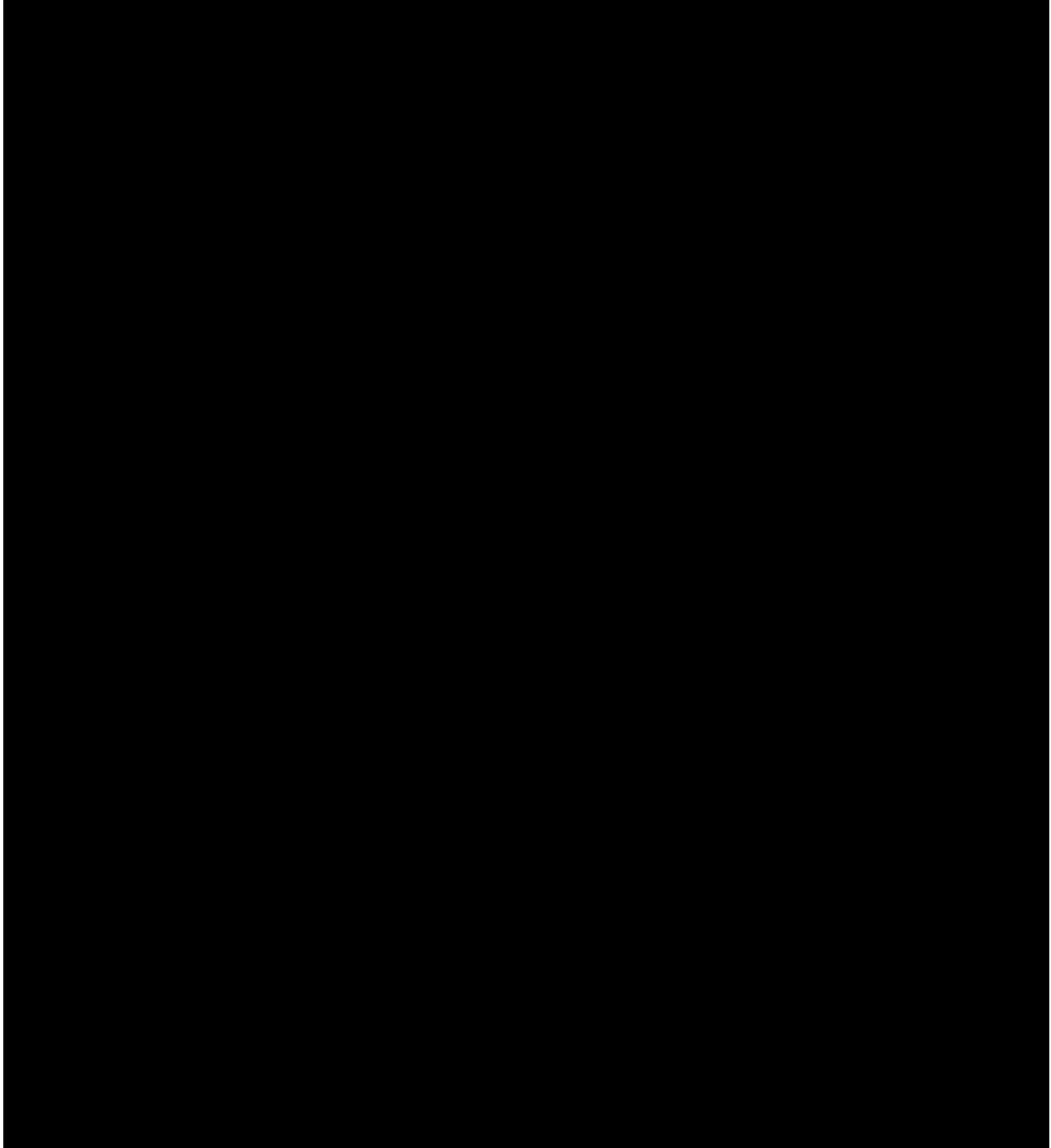
6.10.9. Method of training

- Petrol Reception training requirements are detailed in Module B2 Level 2 Public Order of the NPPOTC.
- [REDACTED]
- Petrol bombers must make it obvious a petrol bomb is about to be thrown. This can usually be achieved by raising the lit bomb/s out to the side at head height.
- [REDACTED]
- [REDACTED]

6.10.10. Petrol reception considerations

- Officers must be suitably equipped, provided with information and trained to deal with the petrol/fire.
- The inclusion of petrol within scenarios will further assist the development of an officer's confidence in their equipment and tactics. In these circumstances, clear instructions will need to be given to training staff in line with risk assessments.
- Forces must ensure that appropriate systems, for the selection and provision of suitable work equipment and Personal Protective Equipment (PPE), are in place and monitored.
- [REDACTED]
- F [REDACTED]

Petrol reception illustration



Annex A: Level 3 (L3) public order officer role profile

Core groups

This role profile describes the requirements for police officers who are expected to be deployed to pre-planned public order/public safety events. This role profile may be used in conjunction with other role profiles to describe an officer's full duties and responsibilities.

Roles and responsibilities

Level 3 public order officers will be able to:

1. Work with other police officers using approved tactical communications and conflict management skills to deal with public order and public safety situations demonstrating due regard to all relevant legislation on use of force, The Human Rights Act 1998 and the ten HMIC Principles on The Use Of Force and the three core questions:
 - Does the use of force have a lawful objective (e.g. the prevention of crime; the prevention of injury to others or damage to property)?
 - Are there any means other than the use of force capable of achieving the lawful objective?
 - Having regard to the nature of the threat, what is the minimum level of force required to achieve the lawful objective?
2. Carry out the tactics to the standards described in module B1 of the National Police Public Order Training Curriculum (NPPOTC).
3. Record and report policing actions in accordance with the National Decision Model (NDM) to ensure that there is an audit trail and to support law enforcement.
4. Implement strategy and tactics that are set by the command team in the management of public order to contribute to keeping people safe and the effective running of a peaceful event or protest.
5. Engage in and contribute to the debriefing process to ensure information is effectively transmitted and to contribute to learning.

Pre-requirements

To access Level 3 training courses officers must:

- Currently trained to Module 2 – First aid skills police (emergency first aider at work) of the College of Policing First Aid learning programme.

- Officers must be currently officer safety trained as per their individual force policy.
- Officers must complete the public order core themes Module A1 e-learning programme on the Manged Learning Environment (MLE) prior to attending Level 3 public order training.

National occupational standards

There are no specific national occupational standards for Level 3 public order officers.

Accreditation and re-accreditation requirements

To accredit as a Level 3 officer:

- Be Level 3 public order trained to the standards described in the module B1 of the NPPOTC.

To remain accredited as a Level 3 officer:

- Comply with mandated annual refresher training requirements including but not limited to; First Aid and officer safety.
- Must undertake a module B1 training package within a three year period (within 1095 days) to maintain status as an accredited and trained level 3 public order officer.

Annex B: Level 2 (L2) public order officer role profile

Core groups

This role profile describes the requirements for police officers who are expected to be deployed to public order/public safety in a mutual aid role. This role profile may be used in conjunction with other role profiles to describe an officer's full duties and responsibilities.

Roles and responsibilities

Level 2 public order officers will be able to:

1. Don, use, and within their level of expertise and responsibility, inspect and maintain public order Personal Protection Equipment (PPE).
2. Work with other police officers using approved tactical communications and conflict management skills to deal with public order situations demonstrating due regard to all relevant legislation on use of force, The Human Rights Act 1998 and the ten HMIC Principles on The Use Of Force and the three core questions:
 - Does the use of force have a lawful objective (e.g. the prevention of crime; the prevention of injury to others or damage to property)?
 - Are there any means other than the use of force capable of achieving the lawful objective?
 - Having regard to the nature of the threat, what is the minimum level of force required to achieve the lawful objective?
3. Evaluate threat and risk to public safety when policing and communicate with other police officers to ensure prompt action to risk where appropriate to ensure tactics and plans remain commensurate to the event or incident.
4. Carry out tactics to the standards described in modules B1 and B2 of the National Police Public Order Training Curriculum (NPPOTC).
5. Implement strategy and tactics that are set by the command team in the management of public order to contribute to keeping people safe and the effective running of an event or protest.
6. Record and report policing actions in accordance with the National Decision Model (NDM) to ensure that there is an audit trail and to support law enforcement.
7. Engage in and contribute to the public order debriefing process to ensure information is effectively transmitted and to contribute to learning.

Pre-requirements

To access Level 2 training courses officers must:

- Currently trained to Module 2 – First aid skills police (emergency first aider at work) of the College of Policing First Aid learning programme.
- Officers must be currently officer safety trained as per their individual force policy.
- Officers must have passed the Multi Stage Fitness Test (MSFT) for PSU officers, which is the endurance standard test at level 6:3.
- Level 3 Public Order trained to the standards described in the National Police Public Order Training Curriculum.

National occupational standards

There are no specific national occupational standards for level 2 public order officers.

Accreditation and re-accreditation requirements

To accredit as a Level 2 officer:

- Be Level 2 public order trained to the standards described in the module B2 of the NPPOTC.

To remain accredited as a Level 2 officer:

- Comply with mandated annual refresher training requirements including but not limited to; First Aid and officer safety.
- Must undertake a module B2 training package on an annual basis (within 365 days) to maintain status as an accredited and trained level 2 public order officer.

Annex C: Level 2 (Module B3) Police Service of Northern Ireland (PSNI) trained public order officer role profile

Core groups

This role profile describes the requirements for police officers from England, Scotland and Wales who are already trained in tactics as outlined within module B2 and are required to be trained in module B3 tactics that are unique to the operating environment for the Police Service of Northern Ireland (PSNI). This role profile may be used in conjunction with other role profiles to describe an officer's full duties and responsibilities.

Roles and responsibilities

Level 2 PSNI trained public order officers will be able to:

1. Don, use, and within their level of expertise and responsibility, inspect and maintain public order Personal Protection Equipment (PPE).
2. Work with other police officers using approved tactical communications and conflict management skills to deal with public order situations demonstrating due regard to all relevant legislation on use of force, The Human Rights Act 1998 and the ten HMIC Principles on The Use Of Force and the three core questions:
 - Does the use of force have a lawful objective (e.g. the prevention of crime; the prevention of injury to others or damage to property)?
 - Are there any means other than the use of force capable of achieving the lawful objective?
 - Having regard to the nature of the threat, what is the minimum level of force required to achieve the lawful objective?
3. Evaluate threat and risk to public safety when policing and communicate with other police officers to ensure prompt action to risk where appropriate to ensure tactics and plans remain commensurate to the event or incident.
4. Carry out tactics to the standards described in modules B1 and B2 of the National Police Public Order Training Curriculum (NPPOTC).

5. Implement strategy and tactics that are set by the command team in the management of public order to contribute to keeping people safe and the effective running of an event or protest.
6. Record and report policing actions in accordance with the National Decision Model (NDM) to ensure that there is an audit trail and to support law enforcement.
7. Engage in and contribute to the public order debriefing process to ensure information is effectively transmitted and to contribute to learning.

Pre-requirements

To access Level 2 PSNI (module B3) training courses officers must:

- Currently trained to Module 2 – First aid skills police (emergency first aider at work) of the College of Policing First Aid learning programme.
- Officers must be currently officer safety trained as per their individual force policy.
- Level 2 public order trained to the standards described in module B2 of the NPPOTC.

National occupational standards

There are no specific national occupational standards for level 2 public order officers.

Accreditation and re-accreditation requirements

To accredit as a Level 2 PSNI (module B3) officer:

- Be Level 2 PSNI public order trained to the standards described in the module B3 of the NPPOTC.

To remain accredited as a Level 2 PSNI (module B3) officer:

- Comply with mandated annual refresher training requirements including but not limited to; First Aid and officer safety.
- Must undertake a module B2 training package on an annual basis (within 365 days) to maintain status as an accredited and trained level 2 public order officer.
- Must undertake a module B3 training package within a bi-annual (within 730 days) basis to maintain status as an accredited and trained PSNI level 2 public order trained officer.

Annex D: Public order gold commander role profile

Core groups

This role profile describes the requirements for police officers who are expected to command pre-planned and spontaneous public order/public safety events at a strategic level.

Roles and responsibilities

The role and responsibilities of the public order gold commander are:

- Sets, reviews, communicates and updates the strategy based on the threat assessment and available intelligence.
- In response to a spontaneous incident, develops a working strategy into a formal strategy.
- Consults stakeholders when determining the strategy, including partner agencies and community groups as appropriate.
- Ensures the strategy for the incident or operation is documented (i.e. by a loggist) and reviewed in order to provide a clear audit trail, which includes any changes to that strategy.
- Chairs the Strategic Coordinating Group (SCG) where there is a multi-agency response to an incident or operation, although this responsibility may be delegated to another agency, depending on the nature of the operation.
- Ensures that, where appropriate, public order command protocols are set, agreed and understood by all relevant parties.
- Considers whether to consult a public order tactical adviser.
- Considers setting tactical parameters for the police response.
- Should not become drawn into making tactical-level decisions.
- Has, within the command structure, overall responsibility for health and safety, diversity, equality and human rights compliance and ensures the relevant impact assessments are completed.
- Identifies the level of support needed to resolve the incident or operation and resources the police response.
- Is responsible for development of a media plan.

Pre-requirements

To access gold public order training courses officers must:

- Officers must be of at least Superintendent rank (includes temporary ranks) and either an operationally accredited public order silver commander, operationally accredited CBRN gold commander or SIO PIP level 3 and above with appropriate support. (Further information on appropriate support can be found within: [Guidance for Public Order Public Safety Command Roles Accreditation and Re-Accreditation](#) – Click for hyperlink to document.)
- Officers must successfully complete the public order core themes Module A1 e-learning programme and assessment on the Managed Learning Environment (MLE).

National occupational standards

PO1 – Set, monitor and review strategies for maintaining public order

PO1.1 – Set the strategy for maintaining public order

PO1.2 – Monitor and review the strategy for maintaining public order

Accreditation and re-accreditation requirements

In order to successfully accredit as a public order gold commander, officers must:

- Complete the Managed Learning Environment (MLE) public order command core themes e-learning module and knowledge check.
- Complete a nationally delivered gold public order commander's course, including successful completion of the assessed elements (occupational competence).
- Within 12 months (within 365 days), complete a portfolio of work demonstrating the national occupational standards to achieve operational competence.
- Within 12 months (within 365 days), they will be required to successfully complete an assessed events module delivered at a licensed centre.

Or

- Existing commanders who have accredited before 1 April 2018 and have not completed a policing events course must have attended an events module before 31 March 2019. (Further information on this process can be found within: [Guidance for Public Order Public Safety Command Roles Accreditation and Re-Accreditation](#)).

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Module G3 – Public Order standards, training, equipment and resources

In order to maintain accreditation, public order gold commanders will need to:

- Demonstrate continued application of national occupational standards through the command of at least one public order event each year (within 365 days).
- Must attend the locally delivered, national public order command refresher training C7 event each year (within 365 days).

Annex E: Public order silver commander role profile

Core groups

This role profile describes the requirements for police officers who are expected to command pre-planned and spontaneous public order/public safety events at a tactical level.

Roles and responsibilities

The Silver Public Order Commander has the following role and responsibilities.

- Establish a command structure that is appropriate to the circumstances, and sufficiently resilient and robust to achieve the strategy.
- Provide the pivotal command chain link between Bronze Commanders and the Gold Commander.
- Assess the available information and intelligence to properly evaluate the threat, vulnerabilities and risk.
- Remain suitably located in order to maintain effective tactical command of the incident or operation.
- Ensure that all decisions are documented in the command log in order to provide a clear audit trail.
- Ensure that, where appropriate, all staff involved in the operation receive a briefing and a debriefing.
- Consider the wider community, public safety and evidential implications of using certain tactics.
- Manage and coordinate, where required, multi-agency resources and activities.
- Recognises and understands the principles of individual and collective use of force, the ten principles and the three core questions.
- Ensure that any deployment is commensurate with the level of threat faced.
- Where appropriate, ensure threat and risk, and impact assessment(s) are completed.
- Make decisions within their agreed level of responsibility, in line with the National Decision Model (NDM).
- Where appropriate, consult a Public Order Tactical Adviser (POTAC) as soon as practicable, and remain responsible for any decisions made following consultation with the Adviser.

- Consider the assignment of adequate medical support.

The silver public order commander will work closely with the gold commander and bronze commander(s) and:

- Develop, reviews and coordinates the tactical plan in order to achieve the strategy set by the gold commander within any tactical parameters set.
- Test the gold commander's strategy to ensure that it is achievable and proportionate to the threat faced.
- Tasks and coordinates the bronze commander(s) in accordance with the tactical plan.
- Ensure that any changes to the tactical plan are communicated to the bronze commander (s) and, where appropriate, the gold commander.
- Ensure that the tactics employed by the bronze commanders(s) meet the strategic objectives and tactical plan.
- Where appropriate and in communication with the gold commander, declares and manages the operation as a critical incident.
- Set the working strategy, including any appropriate tactical parameters, where a gold public order commander is not yet in place.
- Maintain objectivity so as not to become drawn into bronze decision making.

Pre-requirements

To access silver public order training courses officers must:

- The silver commander must be a Chief Inspector or above and must be of substantive rank (includes temporary ranks). Should the use of acting ranks be deemed necessary, this may only be for use within the relevant force area and not on mutual aid. The decision to use non substantive ranks should be documented by the respective public order gold.
- Officers must be either an operationally accredited public order bronze commander or an operationally accredited silver commander in another command discipline.
- They must be able to demonstrate knowledge and awareness of public order tactics and considerations, gained from attending Level 2 public order tactical training within force.
- Complete the MLE public order command core themes e-learning module and knowledge check.

National occupational standards

CC201: Formulate, monitor and review tactical plans to achieve strategic objectives for public order operations. This standard is about formulating, monitoring and reviewing tactical plans to achieve strategic objectives for public order operations. There are 2 elements:

CC201.1 Formulate tactical plans for public order operations.

CC201.2 Monitor and review tactical plans for public order operations.

Accreditation and re-accreditation requirements

In order to successfully accredit as a public order silver commander, officers must:

- Successfully complete an assessed nationally approved training course for public order silver commanders delivered at a licensed centre.
- Within 12 months (within 365 days), they will be required to be assessed on an event(s) (not in a shadowing role) where there was a risk to public safety, or the potential for disorder thereby demonstrating their operational competence.
- Within 12 months (within 365 days), they will be required to successfully complete an assessed events module delivered at a licensed centre,
Or
- Existing commanders who have accredited before 1 April 2018 and have not completed a policing events course must have attended an events module before 31 March 2019. (Further information on this process can be found within: [Guidance for Public Order Public Safety Command Roles Accreditation and Re-Accreditation](#) – Click for hyperlink to this document.)

In order to maintain accreditation, public order silver commanders will need to:

- Comply with mandated annual refresher training requirements including but not limited to; First Aid and officer safety.
- Must evidence their ongoing operational competence against the relevant National Occupational Standards (NOS) by commanding at least one public order event, each subsequent year (within 365 days) to remain on the professional register.
- Must attend and be familiar with the content of Level 2 Public Order training at least once within every 12 month (within 365 days) timeframe.
- Must attend the College of Policing mandatory public order command refresher training C7 event on an annual (within 365 days) basis (delivered locally).

Annex F: Public order bronze commander role profile

Core groups

This role profile describes the requirements for police officers who are expected to command pre-planned and spontaneous public order/public safety events at an operational level.

Roles and responsibilities

The bronze public order commander has the following roles and responsibilities:

- Possess clear understanding of the gold commander's strategy, the silver commander's tactical plan and their role within it.
- Where appropriate, consult a Public Order Tactical Advisor (POTAC) as soon as practicable whilst remaining responsible for any decisions made following consultation with the advisor.
- Implement the relevant part of the Silver Commander's plan by using appropriate tactics within their geographic/functional area of responsibility.
- Make decisions within their agreed level of responsibility, in line with the National decision Model (NDM) which includes seeking approval for any variation in agreed tactics.
- Reviews and tests the silver commander's tactical plan to ensure that it is achievable and proportionate.
- Ensure staff within their area of responsibility receive a briefing and understand their role, responsibilities and limits.
- Update the silver commander on any changes, including any variation in agreed tactics within their geographical/functional area of responsibility.
- Remain suitably located in order to maintain effective operational command of their area of responsibility and remain available to those under their command. This is balanced against ensuring that those carrying out tasks have sufficient independence to conduct their specific role in accordance with the strategy and tactical plan.
- Ensure that all operational decisions made are documented in a command log, to ensure a clear audit trail exists.
- Recognises and understands the principles of individual and collective use of force, the ten principles and the three core questions.
- Uses the NDM to inform proportionate decision making.

- Maximise opportunities to delegate areas of responsibility to unit commanders in line with their deployments.
- Engage in and contribute to the public order debriefing process to ensure information is effectively transmitted and to contribute to learning.

Pre-requirements

To access bronze public order training courses officers must:

- Currently trained to Module 2 – First aid skills police (emergency first aider at work) of the College of Policing First Aid learning programme.
- Officers must be currently officer safety trained as per their individual force policy.
- The bronze commander must be an Inspector or above and must be of substantive rank (this includes temporary ranks). Should the use of acting ranks be deemed necessary, this may only be for use within the relevant force area and not on mutual aid. The decision to use non substantive ranks should be documented by the respective public order gold.
- Officers must be Level 2 public order trained to the standards described in module B2 of the NPPOTC and a qualified Police Support Unit (PSU) commander. They must be able to demonstrate knowledge and understanding of the capability and capacity of public order protective equipment.
- Complete the MLE public order command core themes e-learning module and knowledge check.

National occupational standards

CD301: Implement tactical plans for public order operations. This standard is about implementing tactical plans for public order operations. It applies to the Bronze Commander role. The Bronze Commander is responsible for the command of a group of resources and carrying out functional or geographical responsibilities related to the tactical plan set by the Silver Commander. There are 2 elements:

CD301.1 Plan the use of resources for public order operations.

CD301.2 Deploy and control resources for public order operations.

Accreditation and re-accreditation requirements

In order to accredit as a public order bronze commander, officers must:

- Successfully complete an assessed nationally approved training course for public order bronze commanders delivered at a licensed centre.
- Within 12 months (within 365 days), they will be required to be assessed on an event(s) (not in a shadowing role) where there was a risk to public safety, or the potential for disorder to demonstrate their operational competence.
- Within 12 months (within 365 days), they will be required to successfully complete an assessed events module delivered at a licensed centre.

Or

- Existing commanders who have accredited before 1 April 2018 and have not completed a policing events course must have attended an events module before 31 March 2019. (Further information on this process can be found within: [Guidance for Public Order Public Safety Command Roles Accreditation and Re-Accreditation](#) – Click for hyperlink to document.)

In order to maintain accreditation, public order bronze commanders will need to:

- Must evidence their ongoing operational competence against the relevant National Occupational Standards (NOS) by commanding at least one public order event, each subsequent year (within 365 days) to remain on the professional register.
- Must undertake a module B2 training package on an annual basis (within 365 days) to maintain status as an accredited and trained level 2 public order officer.
- Must attend the College of Policing mandatory public order command refresher training C7 event on an annual (within 365 days) basis (delivered locally).

Annex G: Public Order Tactical Advisor (POTAC) role profile

Core groups

This role profile describes the requirements for police officers who are expected to provide tactical advice at pre-planned and spontaneous public order/public safety events at an operational level. Although decision making rests with the respective commander, POTACs are responsible for supplying appropriate, valid and reasonable advice.

Roles and responsibilities

The Public Order Tactical Adviser (POTAC) has the following roles and responsibilities:

- Provide advice, guidance and information, such as tactical considerations and options along with theoretical outcomes, in line with legislation and policy and at an appropriate level to the situation to support command decision making.
- Provide up to date knowledge on public order legislation, national and regional policy and standards for operational practice.
- Provide advice on contingency planning and support with risk assessments.
- Agree with the public order commander the role of the POTAC and the nature of the advice required.
- Identify the roles of others within the public order operation.
- Where required, assist in the formulation of strategy and overall parameters for the public order operation.
- Where the overall strategy has already been set, obtain a briefing on the overall strategy, aims and objectives and the parameters within which the public order commander can operate.
- Review available information and intelligence relevant to the public order operation.
- Provide timely, accurate and up-to-date advice to the public order commander on the tactical considerations/options available and their strengths and weaknesses, taking into account all relevant factors.
- Evaluate threat, risk and community impact assessments and their implications for how the public order situation may be handled.

- Consider the ways in which the public order situation may develop and the contingencies which may arise.
- Liaise with key personnel, as required.
- Use the National Decision Model (NDM) to evaluate the tactical considerations/options to assist in achieving the public order commander's aims and objectives and address identified contingencies, based on all relevant factors and in accordance with legislation and policy.
- Dynamically review emerging information and intelligence, including updated threat, risk and community impact assessments, and their implications for the public order operation.
- Contribute to the public order planning and briefing processes, in line with the agreed role.
- Provide advice on how to record decisions, actions, options and rationale in accordance with current policy and legislation, where required.
- Communicate advice in a manner, and at a level and pace appropriate to the commander and the situation.
- Provide further detail and clarification on the advice given, where required.
- Be available to discuss any aspect of the public order operation with the public order commander, in line with your agreed role.
- Engage in and contribute to the public order debriefing process to ensure information is effectively transmitted and to contribute to learning.

Pre-requirements

To access POTAC training courses officers must:

- Currently trained to Module 2 – First aid skills police (emergency first aider at work) of the College of Policing First Aid learning programme.
- Officers must be currently officer safety trained as per their individual force policy.
- Officers must be Level 2 public order trained to the standards described in module B2 of the NPPOTC and must clearly demonstrate experience of specialist public order tactics beyond the Level 2 standard.
- Complete the MLE public POTAC core themes e-learning module and knowledge check.

National occupational standards

CC702 – Provide tactical advice for public order operations. This standard is about providing advice to commanders involved in public order operations. Specialist advice on public order strategy and tactics may be given to gold (strategic), silver (tactical), bronze (operational) or Police Support Unit (PSU) commanders. There are two elements:

CC702.1 Prepare to provide advice for public order operations.

CC702.2 Provide advice to a public order commander.

Accreditation and re-accreditation requirements

In order to accredit as a POTAC, officers must:

- Successfully complete an assessed nationally approved training course for public order tactical advisors delivered at a licensed centre.
- Within 12 months (within 365 days), they will be required to be assessed on an event(s) (not in a shadowing role) where there was a risk to public safety, or the potential for disorder to demonstrate their operational competence.
- Within 12 months (within 365 days), they will be required to successfully complete an assessed events module delivered at a licensed centre.

Or

- Existing advisors who have accredited before 1 April 2018 and have not completed a policing events course must have attended an events module before 31 March 2019. (Further information on this process can be found within: [Guidance for Public Order Public Safety Command Roles Accreditation and Re-Accreditation](#) – Click for hyperlink to document.)

In order to maintain accreditation, POTACs will need to:

- Must evidence their ongoing operational competence against the relevant National Occupational Standards (NOS) at least four times a year within a 12 month (within 365 days) period through advising at public order events to remain on the professional register.
- Must undertake a module B2 training package on an annual basis (within 365 days) to maintain status as an accredited and trained level 2 public order officer.
- Must attend the College of Policing mandatory public order command refresher training C7 event on an annual (within 365 days) basis (delivered locally).

Annex H: Police Support Unit (PSU) commander role profile

Core groups

This role profile describes the requirements for police officers who are expected to perform the role of a Police Support Unit (PSU) Commander at pre-planned and spontaneous public order/public safety events.

Roles and responsibilities

The PSU commander has the following roles and responsibilities:

- Provide leadership, deployment and control of one Police Support Unit (PSU).
- Communicate and coordinate with other PSU commanders and/or specialist resources as directed by their respective geographic or functional bronze.
- Possess clear understanding of the gold commander's strategy, the silver commander's tactical plan and their bronzes deployment plan and their role within it.
- Gather and review intelligence and information in relation to the task and objectives.
- Evaluate threat and risk to public safety when policing and communicate with other police officers to ensure prompt action to risk where appropriate to ensure tactics and plans remain commensurate to the event or incident.
- Engage with stakeholders and key personnel where necessary to determine suitable working arrangements.
- Implement the relevant part of the bronze commander's deployment plan by using appropriate and proportionate tactics within their geographic/functional area of responsibility.
- Confirm sufficient resources to carry out the tasks allocated and report any deficiencies to the respective bronze commander.
- Make decisions within the agreed level of responsibility, which includes seeking approval for any a variation in agreed tactics.
- Check that the PSU are properly dressed with identification numerals visible, are in possession of the required equipment and are competent to use it.

- Brief the PSU on the public order operation and the specific tasks and objectives to be achieved, ensuring that they understand their roles, the roles of others and the parameters in which they can operate.
- Provide clear direction to their PSU in line with the deployment plan, tactical plan and strategy.
- Recognises and understands the principles of individual and collective use of force, the ten principles and the three core questions.
- Update the bronze commander on any changes, including any variation in agreed tactics within their geographical/functional area of responsibility.
- Continually monitor and adjust the actions of the PSU towards the objectives, reporting any developments promptly to the bronze commander as required.
- Remain suitably located in order to maintain effective operational command of their PSU and area of responsibility and remain available to those under their command and respective bronze commander.
- Monitor the performance, health, safety and welfare of the PSU and take appropriate action within operational constraints, especially after prolonged periods of confrontation.
- Ensure that all relevant operational decisions made are documented, especially where use of force has been used.
- Ensure that individuals are dealt with in an ethical manner, recognising their needs with respect to race, diversity and human rights.
- Ensure the PSU are fully debriefed and any necessary post-operational support is made available.
- Engage in and contribute to the public order debriefing process to ensure information is effectively transmitted and to contribute to learning.

Pre-requirements

To access PSU commander public order training courses officers must:

- Officers must be Level 2 public order trained to the standards described in Module B2 and must have the substantive rank of Inspector (this includes temporary ranks). Should the use of acting ranks be deemed necessary, this may only be for use within the relevant force area and not on mutual aid. The decision to use non substantive ranks should be documented by the respective public order gold and/or silver. In either

situation, the PSU commander must have completed a nationally accredited PSU commander's course.

National occupational standards

PO4 Command Police Support Unit resources in public order operations. There are two elements:

PO4.1 Prepare to achieve specific tasks and objectives in public order operations.

PO4.2 Deploy and control resources to achieve specific tasks and objectives in public order operations.

Accreditation and re-accreditation requirements

To accredit as a PSU commander officers must:

- Officers new to the role must complete an assessed nationally approved training course, Module C5 NPPOTC for PSU commanders.

To maintain accreditation as a PSU commander:

- Comply with mandated annual refresher training requirements including but not limited to; First Aid and officer safety.
- Must undertake a module B2 training package on an annual basis (within 365 days) to maintain status as an accredited and trained level 2 public order officer.
- It is the responsibility of forces to support and mentor existing PSU Commanders to ensure the continued professional development and the successful demonstration of operational and occupational competence within the role of PSU Commander with a 12 month period.

Annex I: Mounted unit commander role profile

Core groups

This role profile describes the requirements for police officers who are expected to perform the role of a mounted unit commander at pre-planned and spontaneous public order/public safety events.

A full mounted unit will comprise of a total of six riders and horses (including the commander). Other numerical combinations may be utilised dependant on the nature of the event attended in conjunction with an NDM process.

Roles and responsibilities

The mounted commander has the following roles and responsibilities:

- Provide leadership, deployment and control of one mounted unit.
- Communicate and coordinate with other PSU commanders and/or specialist resources as directed by their respective geographic or functional bronze.
- Possess clear understanding of the gold commander's strategy, the silver commander's tactical plan and their bronzes deployment plan and their role within it.
- Gather and review intelligence and information in relation to the task and objectives.
- Evaluate threat and risk to public safety when policing and communicate with other police officers to ensure prompt action to risk where appropriate to ensure tactics and plans remain commensurate to the event or incident.
- Undertake a reconnaissance of the area the mounted unit are to be deployed to (in relation to a pre-planned event as this may not always be possible with a spontaneous incident) to determine surface suitability and other geographical constraints that would have an adverse effect on mounted deployments.
- Engage with stakeholders and key personnel where necessary to determine suitable working arrangements.
- Implement the relevant part of the bronze commander's deployment plan by using appropriate and proportionate tactics within their geographic/functional area of responsibility.
- Confirm sufficient resources to carry out the tasks allocated and report any deficiencies to the respective bronze commander.

- Make decisions within the agreed level of responsibility, which includes seeking approval for any a variation in agreed tactics.
- Check that the mounted unit are properly dressed with identification numerals visible, are in possession of the required equipment and are competent to use it.
- Brief the mounted unit on the public order operation and the specific tasks and objectives to be achieved, ensuring that they understand their roles, the roles of others and the parameters in which they can operate.
- Provide clear direction to their mounted unit in line with the deployment plan, tactical plan and strategy.
- Recognises and understands the principles of individual and collective use of force, the ten principles and the three core questions.
- Update the bronze commander on any changes, including any variation in agreed tactics within their geographical/functional area of responsibility.
- Continually monitor and adjust the actions of the PSU towards the objectives, reporting any developments promptly to the bronze commander as required.
- Remain suitably located in order to maintain effective operational command of their mounted unit and area of responsibility and remain available to those under their command and respective bronze commander.
- Monitor the performance, health, safety and welfare of the mounted unit and take appropriate action within operational constraints, especially after prolonged periods of confrontation.
- Ensure that all relevant operational decisions made are documented, especially where use of force has been used.
- Ensure that individuals are dealt with in an ethical manner, recognising their needs with respect to race, diversity and human rights.
- Ensure the mounted unit are fully debriefed and any necessary post-operational support is made available.
- Engage in and contribute to the public order debriefing process to ensure information is effectively transmitted and to contribute to learning.

National occupational standards

There are no specific national occupational standards for mounted commanders.

Pre-requirements

To access mounted commander public order training courses officers must:

- Officers must be Level 2 public order trained to the standards described in Module B2.
- Should have the substantive rank of sergeant or above or identified constables (not necessarily qualified to sergeant rank) who have the necessary personal qualities of decision making, leadership, professionalism, public service and working with others.
- The decision to use non substantive ranks should be documented by the respective public order gold and/or silver. In either situation, the mounted commander must have completed a nationally accredited mounted commander's course.

Accreditation and re-accreditation requirements

To accredit as a mounted commander, officers must:

- Be trained to Police Standard Equitation Level (SEL).
- Level 2 public order trained to the standards described in module B2 of the NPPOTC.
- Complete an assessed nationally approved training course, Module C6 NPPOTC for mounted commanders.
- Be aware and capable of applying tactics contained within module E2 NPPOTC – mounted tactics.

To maintain accreditation as a mounted commander officers must:

- Comply with mandated annual refresher training requirements including but not limited to; First Aid and officer safety.
- Must undertake a module B2 training package on an annual basis (within 365 days) to maintain status as an accredited and trained level 2 public order officer.
- Perform the role of a mounted commander at a public safety or public order event where there was a potential for disorder at least once per annum (within 365 days).

Annex J: Dog Serial Supervisor (DSS) role profile

Core groups

This role profile describes the requirements for police officers who are expected to perform the role of a Dog Serial Supervisor (DSS) at pre-planned and spontaneous public order/public safety events.

A full dog unit will comprise of a total of six handlers and dogs and a DSS who will deploy without a dog. Other numerical combinations may be utilised dependant on the nature of the event attended in conjunction with an NDM process.

Roles and responsibilities

The DSS has the following roles and responsibilities:

- Provide leadership, deployment and control of one dog unit.
- Communicate and coordinate with other PSU commanders and/or specialist resources as directed by their respective geographic or functional bronze.
- Possess clear understanding of the gold commander's strategy, the silver commander's tactical plan and their bronze's deployment plan and their role within it.
- Gather and review intelligence and information in relation to the task and objectives.
- Engage with stakeholders and key personnel where necessary to determine suitable working arrangements.
- Implement the relevant part of the bronze commander's deployment plan by using appropriate and proportionate tactics within their geographic/functional area of responsibility.
- Confirm sufficient resources to carry out the tasks allocated and report any deficiencies to the respective bronze commander.
- Evaluate threat and risk to public safety when policing and communicate with other police officers to ensure prompt action to risk where appropriate to ensure tactics and plans remain commensurate to the event or incident.
- Make decisions within the agreed level of responsibility, which includes seeking approval for any a variation in agreed tactics.
- Check that the dog unit are properly dressed with identification numerals visible, are in possession of the required equipment and are competent to use it.

- Brief the dog unit on the public order operation and the specific tasks and objectives to be achieved, ensuring that they understand their roles, the roles of others and the parameters in which they can operate.
- Provide clear direction to their dog unit in line with the deployment plan, tactical plan and strategy.
- Recognises and understands the principles of individual and collective use of force, the ten principles and the three core questions.
- Update the bronze commander on any changes, including any variation in agreed tactics within their geographical/functional area of responsibility.
- Continually monitor and adjust the actions of the dog unit towards the objectives, reporting any developments promptly to the bronze commander as required.
- Remain suitably located in order to maintain effective operational command of their dog unit and area of responsibility and remain available to those under their command and respective bronze commander.
- Monitor the performance, health, safety and welfare of the dog unit and take appropriate action within operational constraints, especially after prolonged periods of confrontation.
- Ensure that all relevant operational decisions made are documented, especially where use of force has been used.
- Ensure that individuals are dealt with in an ethical manner, recognising their needs with respect to race, diversity and human rights.
- Ensure the dog unit are fully debriefed and any necessary post-operational support is made available.
- Engage in and contribute to the public order debriefing process to ensure information is effectively transmitted and to contribute to learning.

Pre-requirements

To access DSS public order training courses officers must:

- Officers must be Level 2 public order tactics aware to the standards described in Module B2.
- Should have the substantive rank of sergeant or above or identified constables (not necessarily qualified to sergeant rank) who have the necessary personal qualities of decision making, leadership, professionalism, public service and working with others.

- The decision to use non substantive ranks should be documented by the respective public order gold and/or silver. In either situation, the DSS must have completed a nationally accredited DSS course.

Officers must have requisite dog handling training and experience in:

- Animal husbandry.
- Animal welfare.
- Correct use of dog training/handling equipment.
- Correct method of picking up a dog.
- Basic level of heel work (to appreciate working a dog and dog behaviours in a non-aggressive environment).
- Being suitably trained to determine and review the welfare of dogs and handler teams and therefore their continued deployment within a public order operation.
- Be able to safely take control of a police dog should a handler be incapacitated.
- Enable the release of a dog from a bite in a public order operation.

National occupational standards

There are no specific national occupational standards for dog serial supervisors.

Accreditation and re-accreditation requirements

To accredit as a DSS, officers must:

- Be Level 2 public order tactics aware to the standards described in module B2 of the NPPOTC.
- Complete an assessed nationally approved training course, Module C8 NPPOTC for Dog Serial Supervisors DSS.
- Be aware and capable of applying tactics contained within Module E1 NPPOTC – dog tactics.

To maintain accreditation as a DSS officers must:

- Comply with mandated annual refresher training requirements including but not limited to; First Aid and officer safety.
- Perform the role of a DSS at a public safety or public order event where there was a potential for disorder at least once per annum (within 365 days).

- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]

Pre-requirements

To access FIT training courses officers must:

- Officers must be officer safety trained in accordance with their current force policy, and First Aid trained to Module 2 First Aid Skills Police, Emergency First Aider.
- Officers must complete the public order core themes Module A1 e-learning programme on the managed learning environment (MLE).

National occupational standards

There are no specific National Occupational Standards for a Forward Intelligence Team trained officer.

Accreditation and re-accreditation requirements

To accredit as a FIT officer, officers must:

- Successfully complete an assessed nationally approved training course Module F1 NPPOTC delivered at a licensed centre.

To remain accredited as a FIT officer:

- Comply with mandated annual refresher training requirements including but not limited to; First Aid and officer safety.
- Must maintain a portfolio of work by keeping a log of every event they attend.
- To remain operationally competent, FIT officers must be deployed in the role at least twice in a 12 month (within 365 days) period.
- Refresher training of 1 day every 2 years (within 730 days) is mandatory for FIT officers.

Annex L: Evidence Gathering Team (EGT) officer role profile

Core groups

This role profile describes the requirements for Police Officers who are expected to perform the role of an Evidence Gathering Team (EGT) Officer at pre-planned and spontaneous public order/public safety events.

Roles and responsibilities

The Evidence Gathering Team officer has the following roles and responsibilities:

- Attends pre event briefing.
- Possess a clear understanding of the gold commander's strategy, the silver commander's tactical plan and their bronzes deployment plan and their role within it.
- Understands human rights and operates within legislation and policy.
- Produces video footage using the correct system settings appropriate to the event and situation.
- Dynamically risk assesses individual and team personal safety.
- Recognise and apply crowd dynamic and crowd psychology principles.
- Communicates with and updates the command team on emerging issues.
- Produces evidential quality video footage prior to, during and after an incident or event.
- Produces evidence packages supported by relevant and suitable audit trails.
- Contributes to the debrief process.
- Engage in and contribute to the public order debriefing process to ensure information is effectively transmitted and to contribute to learning.
- Assist with any post incident investigation and court attendance.

National occupational standards

There are no specific National Occupational Standards for an EGT trained officer.

Pre-requirements

To access EGT training courses officers must:

- Officers must be officer safety trained in accordance with their current force policy, and First Aid trained to Module 2 First Aid Skills Police, Emergency First Aider.
- Level 2 public order trained to the standards described in the National Police Public Order Training Curriculum (NPPOTC) Module B2.

Accreditation and re-accreditation requirements

To accredit as an EGT officer, officers must:

- Successfully complete an assessed nationally approved EGT training course; Module F2 NPPOTC delivered at a licensed centre.
- Be assessed as achieving operational competence within one year (within 365 days) of their course.

To remain accredited as an EGT officer, officers must:

- Comply with mandated annual refresher training requirements including but not limited to; First aid and officer safety.
- Must undertake a module B2 training package on an annual basis (within 365 days) to maintain status as an accredited and trained level 2 public order officer.
- Complete two deployments within a twelve month (within 365 days) timeframe. In exceptional circumstances one of these deployments may be simulated at a public order training event or regional exercise. The events should be subject of a quality assurance process to ensure continued evidential credibility and be deemed as suitable by the Force or training centre responsible for the reaccreditation of the Evidence Gatherer.
The use of a training event as a “deployment” should be the exception and only used, when all other alternatives have been examined, and only after consultation with the force evidence gathering trainers and specific agreement of the Force or regional lead for public order.

Annex M: Public order medic role profile

Core groups

This role profile describes the requirements for police officers who are expected to perform the role of a public order medic at pre-planned and spontaneous public order/public safety events.

Roles and responsibilities

The Public Order Medic has the following roles and responsibilities:

- Attend pre event briefings.
- Possess a clear understanding of the Gold Commander's strategy, the Silver Commander's Tactical Plan and their Bronzes Deployment Plan and their role within it.
- **Ensures they are suitably equipped*** and able to resupply if need be.
- Pack and re-supply appropriate equipment for undertaking medic duties so that equipment is on hand for first aid and treatment.
- Liaises with, and seeks direction from, appropriate bronze commander and/or PSU commander.
- Understand human rights and operate within legislation and policy.
- Applies continual environmental scanning and dynamic risk assessment principles in relation to own safety and that of the medic team.
- Recognise and apply crowd dynamic and crowd psychology principles.
- Advises the respective PSU Commander and/or Bronze regarding casualty state to inform operational and tactical planning.
- Provide commanders with 'fast time' updates so that commanders can make proportionate decisions.
- Complete relevant audit trails pre and post event.
- Engage in and contribute to the public order debriefing process to ensure information is effectively transmitted and to contribute to learning.

***an equipment list is outlined after the learning requirements detailed below**

Pre-requirements

To access public order medic training courses officers must:

- Officers must be officer safety trained in accordance with their current force policy, and First Aid trained to Module 2 First Aid Skills Police, Emergency First Aider.
- Level 2 public order trained to the standards described in the National Police Public Order Training Curriculum (NPPOTC) Module B2.

National occupational standards

There are no specific National Occupational Standards for a public order medic.

Accreditation and re-accreditation requirements

To accredit as a public order medic an officer must be:

- Trained to the First Aid standard as outlined within Module F3 – Public Order Medic.

To remain accredited as a public order medic an officer must:

- Comply with mandated annual refresher training requirements including but not limited to; First Aid and officer safety.
- Must undertake a module B2 training package on an annual basis (within 365 days) to maintain status as an accredited and trained level 2 public order officer.
- Receive a minimum of 6 hours contextualised medic scenario training per annum (within 365 days) in addition to Level 2 public order refresher training.

Equipment requirements

To be able to meet the learning objectives and particularly the key areas of:

- Manage an airway
- Manage breathing complications
- Haemorrhage control
- Splinting

As outlined in Module F3 and deploy effectively in an operational environment Public Order Medics will require the following items to be carried on a body worn system:

- Tourniquet
- Gloves
- Face mask
- Oro & Nasopharyngeal (Op & Np)

- Chest seal
- Celox/haemostatic dressing
- Shears
- Trauma dressing
- Burn dressing
- Casualty straps/limb restraint/Velcro (tm) type straps
- Torch
- Bandages
- Tape
- Antiseptic wipes/gel
- Compressions dressing
- Water and saline (irrigation)
- Eye protection

Additionally a Public Order Medic must have immediate access to:

- AED
- O2 (and associated equipment for delivery)
- Ice packs
- Blankets
- Plasters
- Suction
- Pelvic splint
- Bag valve mask
- Laryngeal mask airways.

The above items constitute the minimum equipment that medics must deploy with. There is nothing preventing further additional equipment to be carried in line with local clinical governance guidance.

- [REDACTED]

This equipment will enable a PRT to have the capability to safely deal with the removal of people from lock ons in ‘non-complex’ environments. **The above items constitute the minimum equipment that PRT staff must be trained and deploy with. There is nothing preventing further additional equipment to be carried in line with local identified need.**

Annex O: Advanced Protestor Removal Team (APRT) officer role profile

Core groups

This role profile describes the requirements for police officers who are expected to perform the role of an Advanced Protest Removal Team (Advanced PRT) Officer at pre-planned and spontaneous public order/public safety events. An Advanced PRT trained officer will be trained to remove lock ons from a 'complex' environment. In the context of protest removal this will encompass one or more of the following environments:

- **At height**
- **Confined spaces**
- **Marine**

An Advanced PRT officer may be trained in one, all or combinations of the three 'complex' environments. They will be utilising their skills as a basic PRT officer within the context of the relevant environ.

The relevant NPCC guidance and/or statutory legislation must be complied with in regards to training personnel to operate in these environs.

Roles and responsibilities

The Advanced Protestor Removal Team officer has the following roles and responsibilities:

- [REDACTED]

- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]

Pre-requirements

To access Advanced PRT training courses officers must:

- Officers must be officer safety trained in accordance with their current force policy, and First Aid trained to Module 2 First Aid Skills Police, Emergency First Aider.
- Officers must complete the public order core themes Module A1 e-learning programme on the managed learning environment (MLE).
- Successfully completed an assessed nationally approved PRT training course module F5 NPPOTC delivered at a licensed centre initial training in protestor removal techniques which will comprise of a minimum of 5 days role related training as per the supplied timetable and will be designed to achieve all the competencies outlined in module F5 NPPOTC.
- Receive training to the standards required to enable an officer to operate and apply PRT tactics within a 'complex' environment (be that at height, in confined spaces or marine).

National occupational standards

There are no specific National Occupational Standards for an APRT officer.

Accreditation and re-accreditation requirements

To accredit as an Advanced PRT officer:

- Receive training to the standards required within Module F7 – Advanced Protestor removal to enable an officer to operate and apply PRT tactics within a 'complex' environment (be that at height, in confined spaces or marine).

N.B. To be declared as 'At height' trained an officer must be able to employ a variety of safe systems to work at height and not merely be able to erect a scaffold tower.

The ability to erect a scaffold tower does not infer that an officer is trained to work in a variety of at height scenarios and should not be declared on the MERCURY asset recording system as such.

The legislation that covers working at height is the '**Working at Height Regulations 2005**'. As part of these Regulations, those involved in work at height must be competent, or if being trained, supervised by a competent person (Regulation 5).

The following standards relate to undertaking work activity at height and will assist in ensuring compliance with the Working at Height Regulations 2005:

ISO 22846 Part 1 – Fundamental principles for a system of work

Part 2 – Code of Practice

BS 7985 – 2009 is the Code of practice (British Standard) for the use of rope access methods for industrial purposes and gives practical advice on the duties placed on employers and employees who use specialist rope access methods for work at height and gives recommendations for good practice.

BS 8454 – 2006 is the Code of practice for delivery of training and education for work at height and rescue. It covers the content and delivery of a training course (including assessment processes).

ISO 22846, BS7985 and BS8454 should be considered in conjunction with each other and holistically when Forces are determining their methodology for at height activity and training, be that for internal purposes or if utilising an external training provider they must ensure that they are able to evidence working to these standards.

To remain accredited as an Advanced PRT operative officers must:

- Comply with mandated annual refresher training requirements including but not limited to; First Aid and officer safety.
- Have knowledge in how to maintain a portfolio of work by keeping a log of every event attended.
- For ground level trained officers; complete a minimum of 24 hours refresher training per annum (within 365 days) with no period of inactivity greater than six months (within 182 days).

- For each additional environment trained in (At height, confined spaces, marine) complete an additional minimum of eight hours contextualised refresher training in each relevant environment in addition to any mandatory training required under the statutory regulations required to operate in that particular environment.
- This CPD may comprise operational deployment, scenario based exercising or role related training.

Annex P: Police Liaison Team (PLT) officer role profile

Core groups

This role profile describes the requirements for police officers who are expected to perform the role of a Police Liaison Team (PLT) Officer at pre-planned and spontaneous public order/public safety events.

Roles and responsibilities

The Police Liaison Team officer has the following roles and responsibilities:

- Attend pre event briefings.
- Possess a clear understanding of the gold commander's strategy, the silver commander's tactical plan and their bronze's deployment plan and their role within it.
- Educate themselves pre event on groups or individuals likely to appear on the event.
- Differentiate between crowd members who may become involved in, or encourage, disorder or violence or may increase levels of tension.
- Establish dialogue and communicate with crowd members and individuals to facilitate peaceful protest. This includes pre, during and post event.
- Understand human rights and operate within legislation and policy.
- Sense the mood and intent of groups and crowd members and relate to the disorder model.
- Applies continual environmental scanning and dynamic risk principles in relation to own safety and team safety.
- Assist with the communication flow from the command team, officers on the ground (if required) and crowd members.
- Mediate and negotiate where appropriate.
- Maintain contact with other officers policing the event to assist in the communication process.
- Recognise and apply crowd dynamic and crowd psychology principles.
- Provide commanders with 'fast time' updates so that commanders can make proportionate decisions.
- Complete relevant audit trail pre and post event.

- Engage in and contribute to the public order debriefing process to ensure information is effectively transmitted and to contribute to learning.

Pre-requirements

To access PLT training courses officers must:

- Trained to Module 2 – First aid skills police (emergency first aider at work) of the College of Policing First Aid learning programme.
- Officers must be officer safety trained as per their individual force policy.
- Officers must complete the Public Order Core Themes Module A1 e-learning programme on the Managed Learning Environment (MLE).

National occupational standards

There are no specific National Occupational Standards for a PLT officer.

Accreditation and re-accreditation requirements

To accredit as a PLT, officers must:

- Attend a nationally approved training course for Police Liaison Team (PLT) officers, module F6 NPPOTC at a licensed delivery centre.

To remain accredited officers must:

- Comply with mandated annual refresher training requirements including but not limited to; First Aid and officer safety.

Annex Q: Public order trainer role profile

Core groups

This role profile describes the requirements to deliver National Police Public Order Training Curriculum (NPPOTC) Modules as public order trainers (excluding the public order command training programme content).

Roles and responsibilities

The Public Order Trainer has the following roles and responsibilities:

- Demonstrate an understanding of the roles of trainer, co-trainer and safety officer and the responsibilities and boundaries in relation to public order training, the principles of which are outlined within the governance module G3 of the NPPOTC.
- Apply the National Decision Model (NDM) to public order training sessions.
- Describe human rights, legislation and use of force relating to a public order scenario.
- Describe and demonstrate competency in using public order tactics contained within the framework of the NPPOTC.
- Prepare lesson plans to meet the needs of the learners in public order training and achieve the learning outcomes of a given lesson.
- Competently deliver assessed lessons to students in a public order training environment.
- Demonstrate presentation skills using a variety of methods.
- Identify, select and apply appropriate methods for monitoring and assessing learners' progress against learning objectives during a session.
- Use effective communication techniques in the learning environment including giving and receiving effective feedback.
- Follow procedures and policies in preparing and maintaining a safe working environment.
- Competently undertake the roles of co-trainer and safety officer during public order training.
- Evidence competencies achieved in attaining assessment criteria by completing and maintaining a professional development portfolio.

Pre-requirements

To access public order trainer courses officers must:

- First Aid trained to Module 2 First Aid Skills Police, Emergency First Aider.
- Be Level 2 public order trained to the standards described in Module B2 of the NPPOTC.
- Hold a relevant teaching qualification at Level 3 or above on the Qualifications and Credit Framework (QCF).
 - Further details regarding the level of qualification required can be found on the College of Policing website under 'Standards/Standards for Police Training'.

<http://www.college.police.uk/What-we-do/Standards/Pages/Training-Roles.aspx>

National occupational standards

There are no specific National Occupational Standards for a public order trainer.

Accreditation and re-accreditation requirements

To accredit as a public order trainer, officers must:

- Successfully complete an assessed nationally approved Public Order Trainers course delivered at a licensed centre.

To remain accredited as a public order trainer officers must:

- Comply with mandated annual refresher training requirements including but not limited to; First Aid and officer safety.
- Must undertake a module B2 training package on an annual basis (within 365 days) to maintain status as an accredited and trained level 2 public order officer.
- Undertake delivery of a minimum of two public order training courses on an annual basis (within 365 days) and engage in peer to peer assessment review processes.

Annex R: Public order command programme trainer role profile

Core groups

This role profile describes the requirements to deliver National Police Public Order Training Curriculum (NPPOTC) Modules as public order trainers (excluding the public order command training programme content).

Roles and responsibilities

- The Public Order Trainer has the following roles and responsibilities:
- Demonstrate an understanding of the roles of trainer, co-trainer and the responsibilities and boundaries in relation to public order command training, the principles of which are outlined within the public order command training programme specification of the NPPOTC.
- Apply the National Decision Model (NDM) to public order command training sessions.
- Describe human rights, legislation and use of force relating to a public order scenario.
- Describe public order tactics contained within the framework of the NPPOTC.
- Prepare lesson plans to meet the needs of the learners in public order training and achieve the learning outcomes of a given lesson.
- Competently deliver assessed lessons to students in a public order training environment.
- Demonstrate presentation skills using a variety of methods.
- Identify, select and apply appropriate methods for monitoring and assessing learners' progress against learning objectives during a session.
- Use effective communication techniques in the learning environment including giving and receiving effective feedback.
- Follow procedures and policies in preparing and maintaining a safe working environment.
- Competently undertake the roles of co-trainer and safety officer during public order training.
- Evidence competencies achieved in attaining assessment criteria by completing and maintaining a professional development portfolio.

Pre-requirements

To access public order command programme trainer courses officers must:

- First Aid trained to Module 2 First Aid Skills Police, Emergency First Aider.
- Level 2 public order trained to the standards described in Module B2 of the NPPOTC.
- Have operational public order experience and have undertaken and successfully completed a national public order trainers course at a licensed centre.
- Hold a relevant teaching qualification at Level 4 or above on the Qualifications and Credit Framework (QCF).
 - Further details regarding the level of qualification required can be found on the College of Policing website under ‘Standards/Standards for Police Training’.

<http://www.college.police.uk/What-we-do/Standards/Pages/Training-Roles.aspx>

National occupational standards

There are no specific National Occupational Standards for a public order command programme trainer.

Accreditation and re-accreditation requirements

To accredit as a public order command programme trainer, officers must:

- Successfully complete an assessed nationally approved Public Order Command Trainer Development Course (TDC).
- Successfully complete the HYDRA facilitators course.

To remain accredited as a public order trainer officers must:

- Comply with mandated annual refresher training requirements including but not limited to; First Aid and officer safety.
- Must undertake a module B2 training package on an annual basis (within 365 days) to maintain status as an accredited and trained level 2 public order officer.
- Undertake delivery of a minimum of two public order command training courses on an annual basis (within 365 days) and engage in peer to peer assessment review processes.
- Complete the annual College of Policing Public Order Command Programme trainer C7 refresher event.

Glossary of public order abbreviations

AEP	Attenuated Energy Projectile
APP	Authorised Professional Practice
BWV	Body worn Video
CAST	Centre for Applied Science and Technology (formerly HOSDB)
CED	Conducted Energy Device (TASER for example)
CoP	College of Policing
ECHR	European Convention on Human Rights
EGT	Evidence Gathering Team
EOD	Explosive Ordnance Disposal
FIO	Football Intelligence Officer
FIT	Forward Intelligence Team
HMIC	Her Majesty's Inspectorate of Constabulary
HRA	Human Rights Act
IED	Improvised Explosive Device
IPCC	Independent Police Complaints Commission
JDM	Joint Decision Model
JRFT	Job Related Fitness Test
NDEDIU	National Domestic Extremism and Disorder Intelligence Unit
NDM	National Decision Model
NIM	National Intelligence Model
NPCC	National Police Chiefs Council (formerly ACPO)
NPPOTC	National Police Public Order Training Curriculum
PLT	Police Liaison Team
POPS	Public Order and Public Safety
POTAC	Public Order Tactical Advisor

POTT	Public order Tactical Trainer
PPE	Personal Protective Equipment
PSNI	Police Service of Northern Ireland
PSU	Police Support Unit
SAG	Safety Advisory Group
SGSA	Sports Ground Safety Authority
SIA	Security Industry Authority
STRA	Strategic Threat and Risk Assessment
TTEWG	Tactics Training and Equipment Working Group