



A survey of the Views and Attitudes of Police Officers on their existing Operational Safety Training, Personal Protective Equipment and potential future enhancements

SCOTTISH POLICE FEDERATION

PERSONAL PROTECTIVE EQUIPMENT SURVEY 2017

Contents

Introduction.....	3
Members Survey.....	4
Respondent Profiles	4
Gender	5
Division/Department.....	5
Age.....	6
Specialist Skills.....	6
Question Responses	7
Recording of violence against Police Officers.....	7
Knowledge of Firearm Authorisations.....	8
Officer Safety Training.....	9
Effectiveness of Existing PPE	10
ADDITIONAL PPE.....	11
TASER.....	11
CS SPRAY.....	12
Body Worn/Head Worn Video Cameras.....	13
Handguns.....	14
Body Armour	15
Summary.....	17
Recommendations and Conclusions	18

Introduction

The Scottish Police Federation [SPF] represents all police officers in the ranks of constable, sergeant, inspector and chief inspector, police cadets and special constables, over 18,000 people, 98% of all police officers in Scotland.

In April 2017, at its biennial conference, the SPF debated the suitability of the Personnel Protective Equipment issued to officers by Police Scotland in light of emerging and developing threats and risks. Following this debate the SPFs governing body, the Joint Central Committee [JCC] authorised its Health and Safety Subcommittee to progress with a more detailed survey of PPE.

Members Survey

A key plank of the review was a Members Survey that would explore the views and attitudes of Police officers in relation to PPE. The survey was conducted through an online portal between 19th June and 24th July 2017 and was open to all Police Scotland Officers. 4,260 responses were collated representing 24.7% of potential respondents. The survey was sent out within the Police Scotland network and externally via the website, on Twitter and on Facebook.

Respondent Profiles

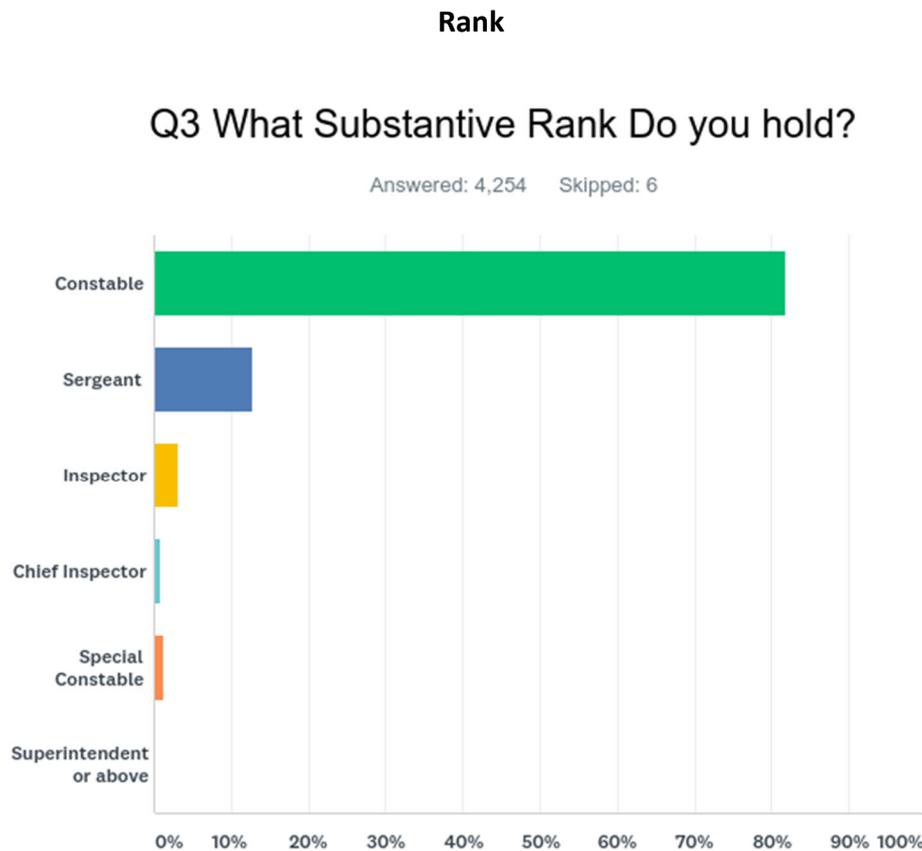


Figure 1 Rank Profile of Respondents

The response was broadly representative of the rank ratios in Police Scotland as per Figure 1

Gender

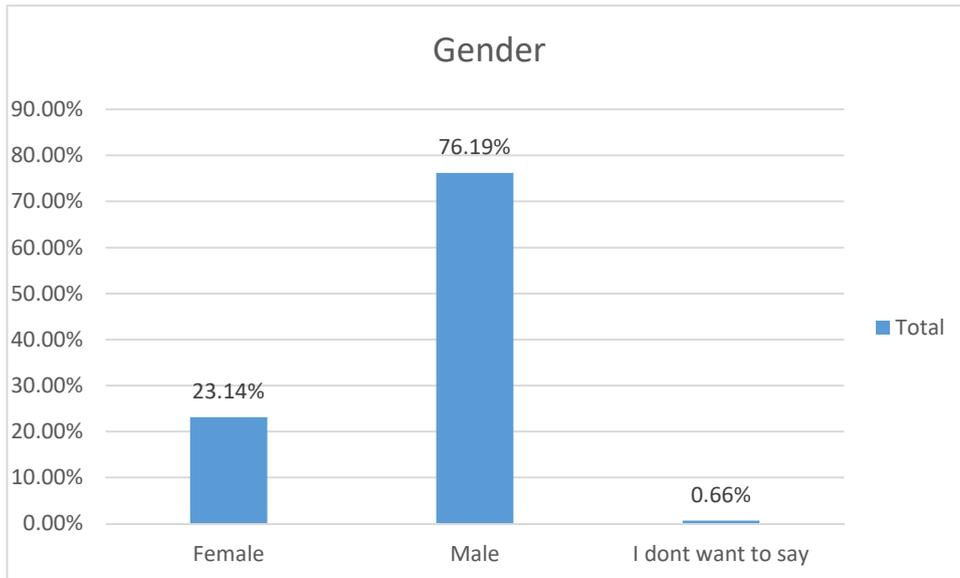


Figure 2 Gender Split of Respondents

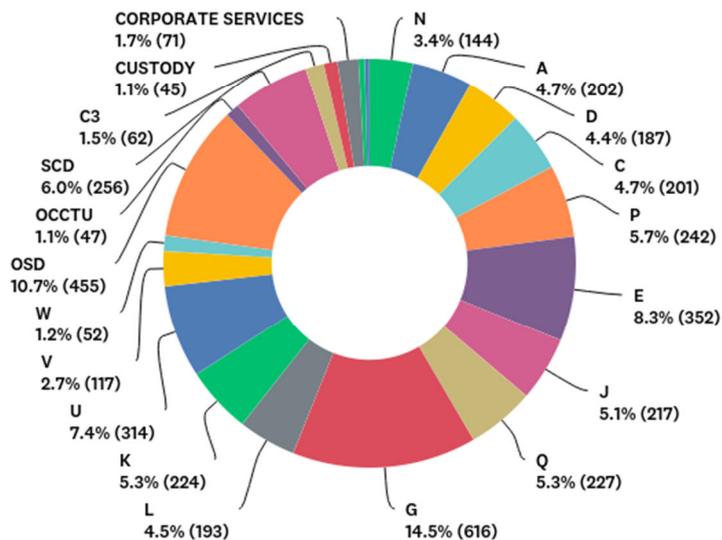
Figure 2 Illustrates the known Gender Split of respondents (76:23) relating to 3246 males and 986 females.

Division/Department

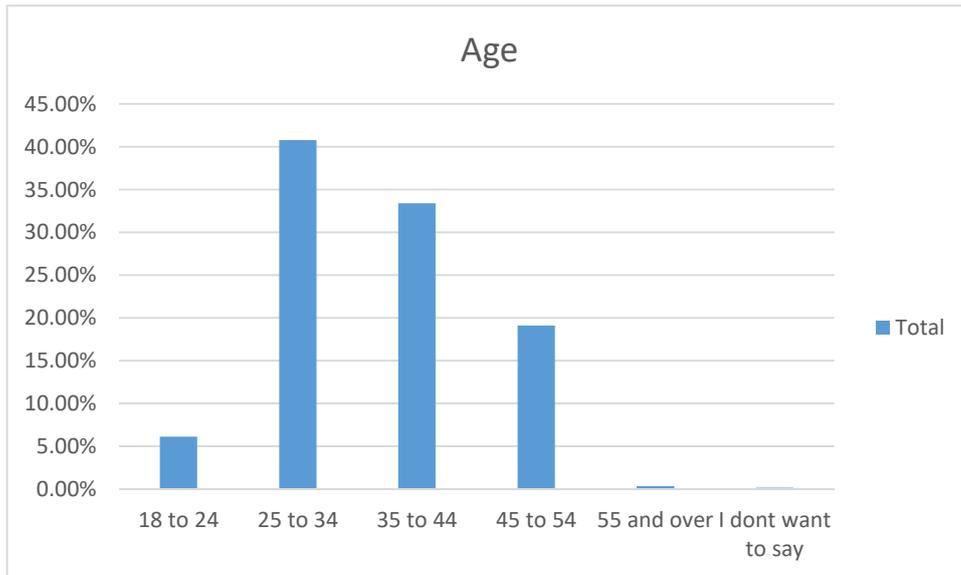
Members answering were asked which division they belonged to and their age. This information was then used to identify specific populations within the survey.

Q2 What Division/Department are you a member of?

Answered: 4,260 Skipped: 0



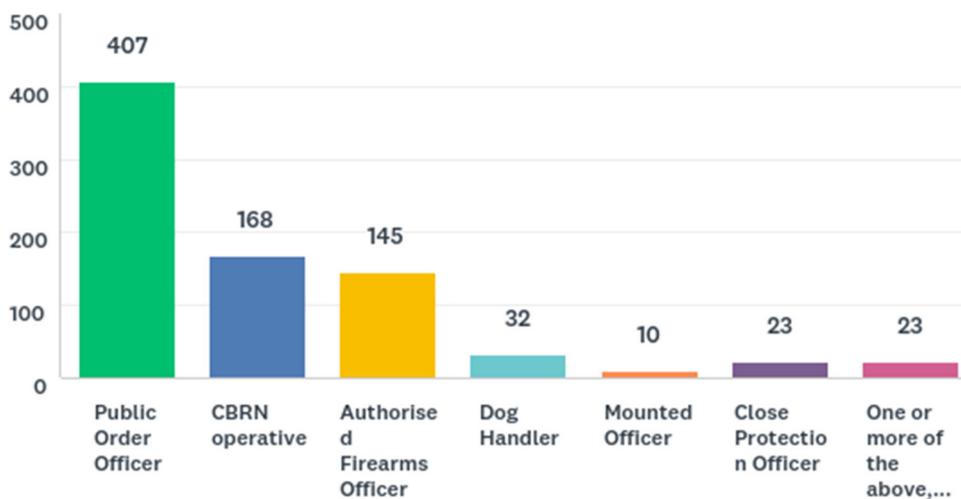
Age



Specialist Skills

Officers were asked to indicate whether they had specialist protective skills or enhanced training

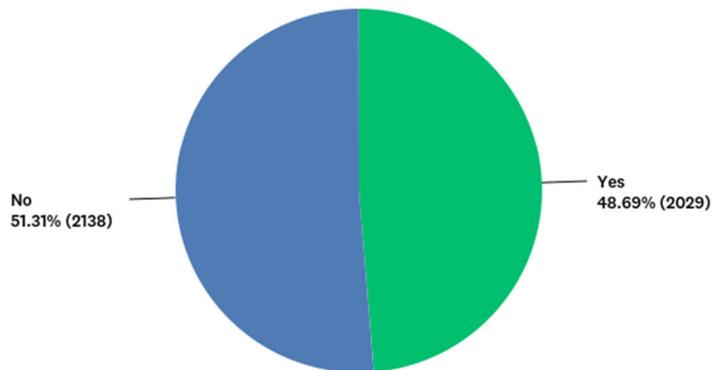
Q11 Do you have any Specialist Protective Skills?



Question Responses

Recording of violence against Police Officers

Q8 Do you always record an act of violence against you on an accident report?



What this chart shows is that the majority of officers do not record all acts of violence against them. There is therefore significant under-recording of violence against Police Officers.

Recommendation: SPA note the under reporting of violence to Police Officers and that PSOS identify and remove barriers to this.

Knowledge of Firearm Authorisations

There has been some considerable debate within the service regarding police firearms authorisations and the perception that armed officers are not being deployed when they should be. SPF were keen to explore the awareness that officers feel they have of such authorisations.

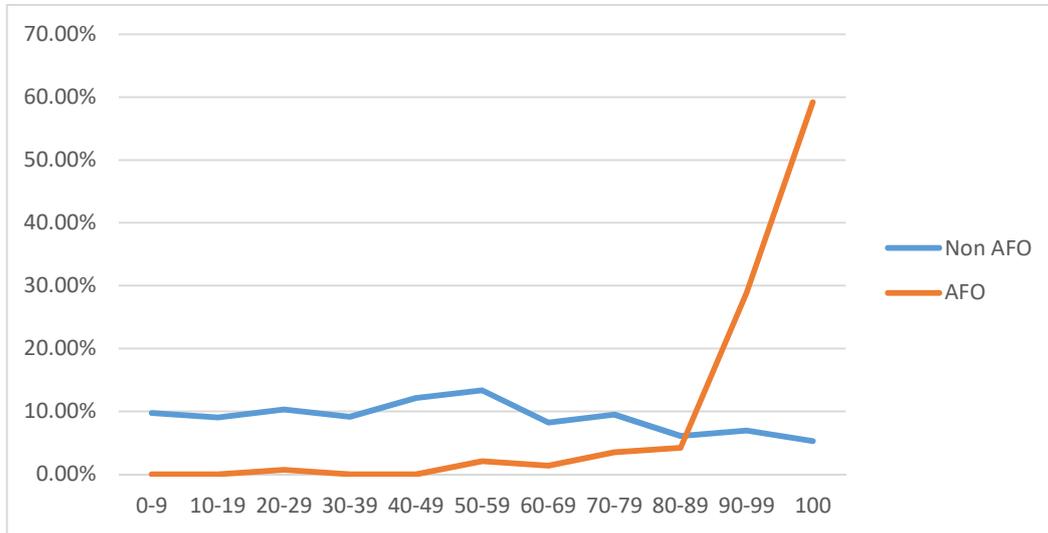


Figure 3 Knowledge of Firearms Authorisation Protocols

Count of Armed Deploy Knowledge (0-100)	Column Labels	
	No	Yes AFO
0-9	9.79%	0.00%
10-19	9.05%	0.00%
20-29	10.33%	0.70%
30-39	9.17%	0.00%
40-49	12.15%	0.00%
50-59	13.39%	2.11%
60-69	8.26%	1.41%
70-79	9.51%	3.52%
80-89	6.13%	4.23%
90-99	6.95%	28.87%
100	5.28%	59.15%
Grand Total	100.00%	100.00%

Table 4 Knowledge of Firearms Authorisation Protocols

Key Findings

- 63% non-AFOs rated their knowledge of Firearms authorisations less than 6/10.
- 9.8% non-AFOs rated their knowledge at less than 1/10

Recommendation: Training be delivered to all officers on Firearms Deployment Authorisations

Officer Safety Training

SPF were keen to assess the suitability of OST training however due to a change in the course content 6 months previous;

Conclusion: No issues identified between build and OST- direct match

Due to change in OST half way through year results on appropriateness of training are inconclusive

Effectiveness of Existing PPE

Q12 In your experience, please rate whether you think the following Personal Protective Equipment has been effective for you.

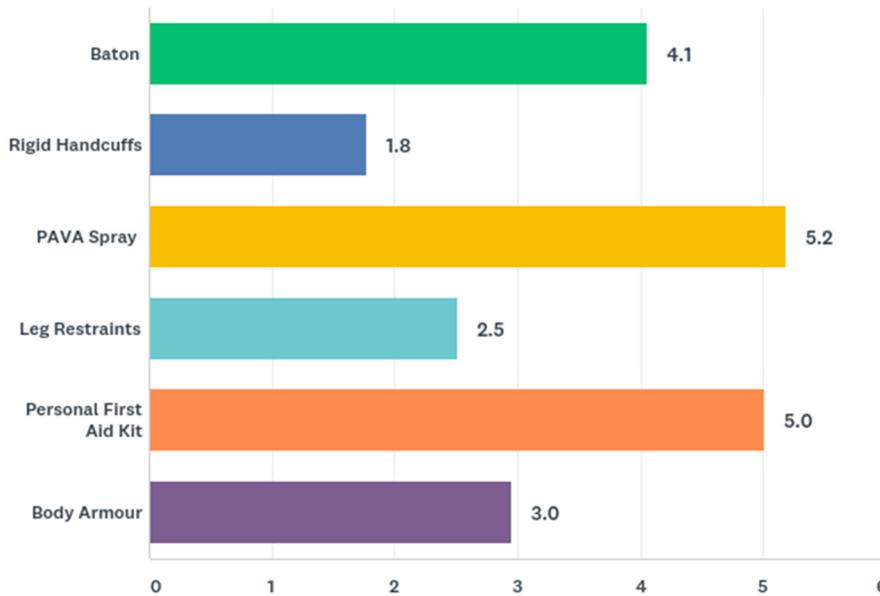


Figure 5 Effectiveness of current PPE

Figure 6 shows the rankings of the effectiveness of existing PPE as weighted averages. The lower the number, the higher the ranking.

In order of ranking they are

Handcuffs, Leg restraints, Body Armour, Baton, Personal First Aid kit and PAVA

The low ranking of PAVA may have been skewed on this measure by a low usage rate (26%) so further analysis on aggregated effectiveness was undertaken. This showed remarkably similar results across all PPE and only 12.65% had found it ineffective

	Used	Effective	Ineffective	Mixed
Baton	57%	49.37%	12.78%	37.85%
Handcuffs	99%	48.86%	12.59%	37.47%
Pave	26%	48.83%	12.61%	37.65%
Leg Restraints	57%	48.86%	12.56%	37.46%
Body Armour	88%	48.83%	12.61%	37.70%
Personal FA Kit	35%	48.68%	12.76%	37.76%

Conclusion: Existing PPE is considered by about an eighth of the workforce as ineffective

ADDITIONAL PPE

When asked about additional PPE, Responses were ranked as below. Weighted averages were used with the lowest numbers being the most popular choice

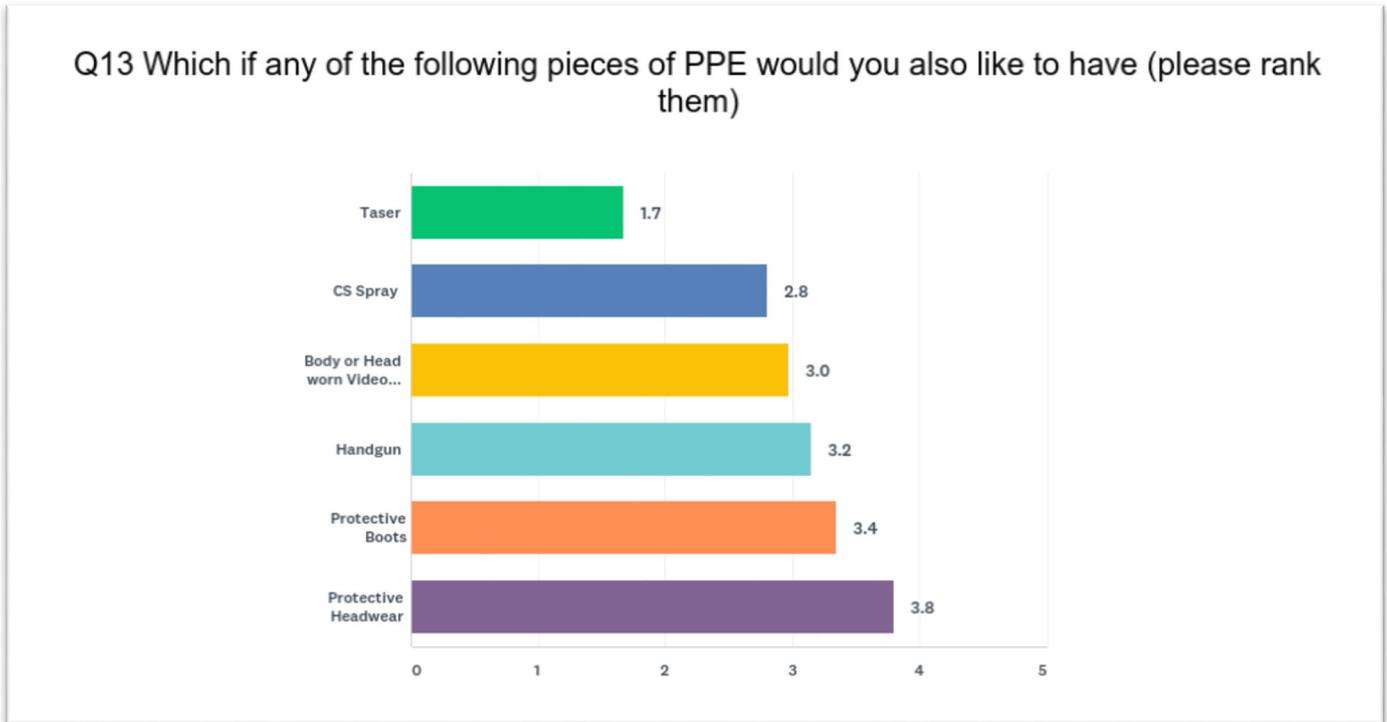


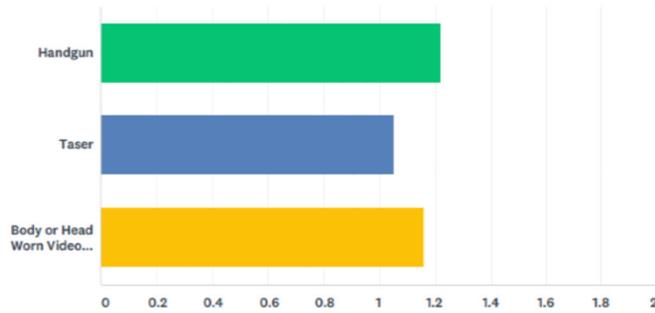
Figure 6 Additional PPE officers would like to have (weighted average)

TASER

Taser was by far the most popular option for Police Officers responding with 60% of respondents saying it was their first choice of additional PPE followed by Body or Head worn camera, CS Spray and Handgun. In total 89.6 % of officers said they would like to have it and 95.3% are prepared to be trained in the use of Taser in case it were required (See Fig 7).

Q14 Would you be prepared to be trained in and use any of the following? (This does not mean being routinely armed or equipped, just trained in case circumstances require it)

Answered: 4,068 Skipped: 192



	YES	NO	TOTAL	WEIGHTED AVERAGE
Handgun	77.60% 3,083	22.40% 890	3,973	1.22
Taser	95.25% 3,849	4.75% 192	4,041	1.05
Body or Head Worn Video Camera	84.32% 3,362	15.68% 625	3,987	1.16

Figure 7 Willingness to be trained in other PPE options

Conclusion: 89.6% officers would like to have TASER and 95.3% are willing to be trained in the use of it.

CS SPRAY

The return of CS Spray to the PPE options will be surprising to some. It was the 2nd most popular option of responding officers. As the carrier solution is flammable, CS cannot be used in conjunction with TASER but it does suggest that CS was perceived as a more effective PPE than PAVA which was rated the least effective piece of PPE carried.

Body Worn/Head Worn Video Cameras

Body Worn/Head Worn Video Cameras were a similarly sought after piece of PPE to CS Spray and Handguns. 73.6% of respondents said they would like to have it, 84.3% were prepared to be trained in using it. The comments were mixed though and some concerns re single officer crewing will need to be addressed prior to any rollout.

"I see it as becoming the primary form of corroboration and an increase in single crewed policing. This would be policing on the cheap and compromise officer safety. Not to mention the multitude of FOI requests that will flood in from people demanding to see body cam footage"

"I do not wish to see officers single crewed with the protection of a small camera."

Others saw benefits from Body cameras, particularly those with experience of using them.

"I am a transferee from an English Force and have had very good experience in using Body Worn Video which has been invaluable for evidential purposes and I cannot understand why Police Scotland do not use it. Especially as corroboration is a key part of evidence here."

"Body cams would help protect us from malicious complaints"

<p>Recommendation: Reassurance over single officer patrols and administration/infrastructure should be given to officers prior to any roll out of Body/Head worn Cameras</p>

Handguns

The issue of Handguns is the most 'controversial' of the options considered in this survey. The results will however surprise many. Given the nature of the topic, more granular detail was pulled out on this dataset to identify demographic trends.

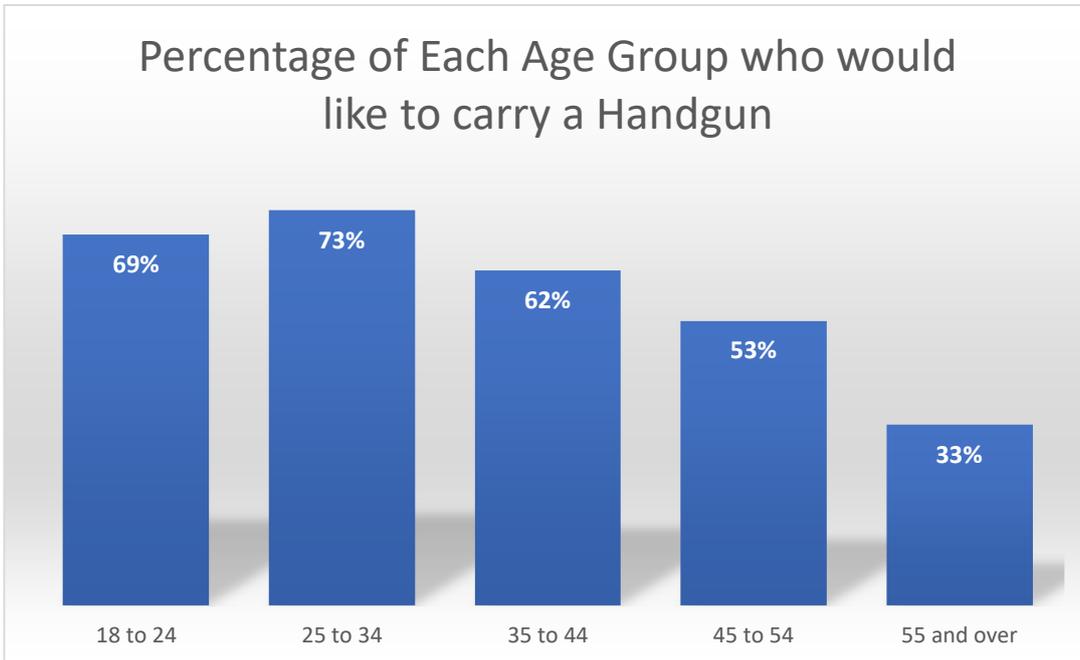


Figure 8 Percentage of Each Age Group who would like to carry a handgun

Figure 8 shows the number of officers who wish to have access to a handgun and how it is demographically influenced. Younger officers, those most likely to be working in response roles, clearly articulate the risk they feel from firearms and edged weapons.

When we break this down by Rank its clear that 66% of constables are prepared to be trained in and use a handgun, significantly more than the Superintendent cadre.

Rank	Count of Rank	Would Like to have a Handgun	Percentage of Rank
Constable	3479	2296	66.0%
Sergeant	541	301	55.6%
Inspector	135	63	46.7%
Chief Inspector	32	15	46.9%
Superintendent or above	9	3	33.3%
Special Constable	52	28	53.8%
Grand Total	4248	2706	63.7%

Figure 9 Officers who would like to carry a Handgun by rank

When asked whether officers would be prepared to be trained in and use a Handgun if required (as opposed to routinely being armed), 77% said they would (Figure7).

This is the model currently adopted in Norway where handguns are secured in vehicles but can be quickly accessed by any trained police officer according to the threat faced.

A notable variation was the difference between men and women to handguns.

Rank	Would like to have a Handgun	No Of Respondents	Percentage
Female	472	978	48%
Male	2217	3220	69%
Grand Total	2709	4226	64%

Figure 10 Gender Variation on view of Handguns

Handgun Conclusions:

Across the Force 64% of officers would like to have access to a handgun.

Within the 25 to 34 age band this is 73% of respondents.

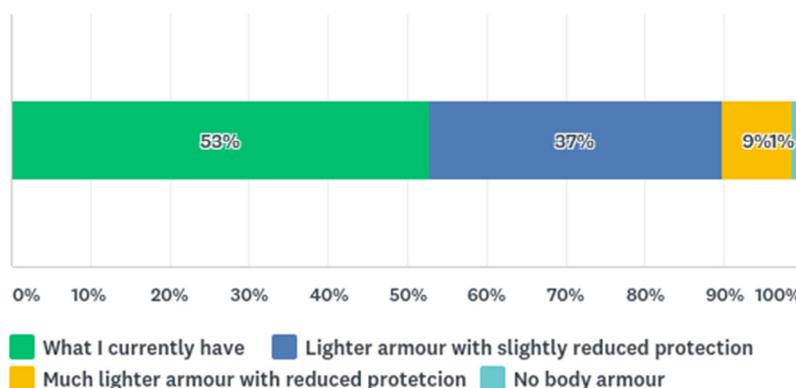
77% would be willing to be trained in its use.

There is a significant difference in view between the genders (21%) on this

Body Armour

With the Force about to enter a new round of procurement for Body Armour, SPF was keen to seek attitudes with regard to the weight/protection of Body Armour.

Q15 What "weight to protection" balance would you prefer in your body armour?



We found no significant demographic differences on the results expressed here. Over half of our members do not wish to see even a slight reduction in the protection afforded by their body armour.

In the free text comments, cyclists and CID officers questioned whether lighter weight options could be made available for them.

Recommendations:

The Force does not consider a Lighter general body armour option if there is a consequential reduction in protection

The Force explore lighter weight options for CID and police cyclists

Summary

SPF acknowledges that work has already started on improving officer's PPE and therefore is not making specific demands on the basis of this report. The data collected though has given an important and helpful insight from those who use PPE on a daily basis and should be used to shape future policy, training and procurement decisions.

David Hamilton
Vice Chair
Scottish Police Federation
20th November 2017

Recommendations and Conclusions

Violence Recording Recommendation: SPA note the under reporting of violence to Police Officers and that PSOS identify and remove barriers to this.

Firearms Authorisation Recommendation: Training be delivered to all officers on Firearms Deployment Authorisations

BWV Recommendation: Reassurance over single officer patrols and administration/infrastructure should be given to officers prior to any roll out of Body/Head worn Cameras

Body Armour Recommendations: The Force does not consider a Lighter general body armour option if there is a consequential reduction in protection.

The Force explore lighter weight options for CID and police cyclists.

OST Conclusion: No issues identified between build and OST- direct match

Existing PPE Conclusion: Existing PPE is considered by about an eighth of Police Officers as ineffective

TASER Conclusion: 89.6% officers would like to have TASER and 95.3% are willing to be trained in the use of it.

Handgun Conclusions:

Across the Force 64% of officers would like to have access to a handgun.

Within the 25 to 34 age band this is 73% of respondents.

77% would be willing to be trained in the use of a handgun if required.

There is a significant difference in view between the genders (21%) on this