



NPIA
National Policing
Improvement Agency

PROFESSIONAL PRACTICE

Briefing **Paper**



Witness
Anonymity

2009

This briefing paper contains information to assist policing in the United Kingdom. It is not protectively marked under the Government Protective Marking Scheme.

Witness Anonymity 2009

This document has been produced by the National Policing Improvement Agency (NPIA) on behalf of the Association of Chief Police Officers (ACPO). It will be updated according to legislative and policy changes and re-released as required.

The NPIA was established by the Police and Justice Act 2006. As part of its remit the NPIA is required to develop policing doctrine, including briefing papers, in consultation with ACPO, the Home Office and the Police Service. Briefing papers produced by the NPIA should be used by chief officers to shape police responses to ensure that the general public experience consistent levels of service. The implementation of briefing papers will require operational choices to be made at local level in order to achieve the appropriate police response.

If you would like to receive this publication in an alternative format, please contact:

Specialist Operations Centre
Wyboston Lakes, Great North Road,
Wyboston, Bedfordshire MK44 3BY
Telephone: 0845 000 5463
Email: soc@npia.pnn.police.uk

All other enquiries relating to this publication should also be addressed to the Specialist Operations Centre at the above address.

Acknowledgements – ACPO and the NPIA would like to express their thanks to all those involved in the drafting of this document and to members of the ACPO Steering Group and the ACPO Guidance Working Group who gave their advice. All of the responses during the consultation phase of this project were appreciated and contributed to the final document.

© ACPO (Association of Chief Police Officers) 2009

© NPIA (National Policing Improvement Agency) 2009

All rights reserved. No part of this publication may be reproduced, modified, amended, stored in any retrieval system or transmitted, in any form or by any means, without the prior written permission of the National Policing Improvement Agency and the Association of Chief Police Officers or their duly authorised representative.

For copyright specific enquiries, please telephone the National Police Library on 01256 602650.

Contents



Preface	3
Section 1: The Process	5
Section 2: Risk Assessment	15
Appendix 1: Risk Assessment Management Plan – Specimen Forms	23

Preface

The Criminal Evidence (Witness Anonymity) Act 2008 was implemented on 21 July 2008 in response to the House of Lords judgment in the case of *R v Davis* [2008] UKHL 36. The legislation covers witnesses for whom anonymity is needed to protect their safety or the safety of others, or to prevent serious damage to property. It also covers police officers and members of other agencies involved in covert operations in circumstances where real harm would be caused to the public interest should their identity become known.

The advice set out in this briefing document only applies to witnesses who need to remain anonymous for reasons of their or another's safety, or to prevent serious damage to property. Guidance relating to covert operatives can be found in various forthcoming publications from the National Policing Improvement Agency (NPIA) that relate to the Lawful and Effective Use of Covert Techniques (LEUCT). Operational advice about the use of anonymity in covert operations, for the purposes of the Regulation of Investigatory Powers Act 2000, can be obtained from each force's Authorising Officer (AO).

This briefing document may be regarded as an 'interim' measure because it is anticipated that the Criminal Evidence (Witness Anonymity) Act 2008 will be repealed when the Coroners and Justice Bill has been enacted and implemented. The Bill will incorporate and, possibly, amend the measures set out in the Criminal Evidence (Witness Anonymity) Act. Current predictions are that the Bill will receive Royal Assent in October 2009. It can be anticipated that the material in this briefing document will be revised to take account of the new legislation before being published as NPIA practice advice.

The Process



This briefing document may be regarded as an 'interim' measure because it is anticipated that the Criminal Evidence (Witness Anonymity) Act 2008 will be repealed when the Coroners and Justice Bill has been enacted and implemented.

Contents

- 1.1 Anonymous Witnesses** 7
- 1.2 Information To Be Given to the Witness Before a Crown Prosecution Service Decision** 8
- 1.3 Interviews with Anonymous Witnesses** 8
- 1.4 Identification Procedures** 9
- 1.5 Interviews with Suspects** 9
- 1.6 Record Keeping** 10
- 1.7 Document Security** 10
- 1.8 Applications for Anonymity** 10
- 1.9 Information To Be Given to the Witness Following a CPS Decision** 12
- 1.10 Contingency Plans** 13
- 1.11 Applications to the Court** 13

1.1 Anonymous Witnesses

For the purposes of this practice advice, anonymous witnesses are witnesses who satisfy the conditions for an order as specified in section 4 Criminal Evidence (Witness Anonymity) Act 2008. Those conditions are set out in the text box below.

Conditions for making an order

1. This section applies where an application is made for a witness anonymity order to be made in relation to a witness in criminal proceedings.
2. The court may make such an order only if it is satisfied that Conditions A to C below are met.
3. Condition A is that the measures to be specified in the order are necessary:
 - a) in order to protect the safety of the witness or another person or to prevent any serious damage to property; or
 - b) in order to prevent real harm to the public interest (whether affecting the carrying on of any activities in the public interest or the safety of a person involved in carrying on such activities, or otherwise).
4. Condition B is that, having regard to all the circumstances, the taking of those measures would be consistent with the defendant receiving a fair trial.
5. Condition C is that it is necessary to make the order in the interests of justice by reason of the fact that it appears to the court that:
 - a) it is important that the witness should testify, and
 - b) the witness would not testify if the order were not made.
6. In determining whether the measures to be specified in the order are necessary for the purpose mentioned in subsection (3)(a), the court must have regard (in particular) to any reasonable fear on the part of the witness:
 - a) that the witness or another person would suffer death or injury, or
 - b) that there would be serious damage to property, if the witness were to be identified.

The practical effect of this definition is that the threat must be a serious one and the witness's evidence must be essential to the case.

1.2 Information To Be Given to the Witness Before a Crown Prosecution Service Decision

Witnesses for whom anonymity appears to be appropriate should be informed that the investigation team will ask the Crown Prosecution Service (CPS) to make an application to the court. They should not be given any guarantee that either the CPS will pursue the application or that the court will grant it.

The implications of witness anonymity should be discussed with the witness. This involves:

- Being available for meetings arranged to take place in circumstances unlikely to compromise anonymity, where face-to-face contact is necessary;
- Not divulging their identity as a witness to anybody without prior discussion with the investigation team;
- Informing the investigation team as soon as possible if their anonymity has been or seems likely to be compromised.

1.3 Interviews with Anonymous Witnesses

The nature of the evidence given by anonymous witnesses is such as to make the witness 'significant' and 'intimidated'. Interviews with such witnesses should, therefore, be planned and conducted in accordance with *Office for Criminal Justice Reform (2007) Achieving Best Evidence: Guidance on Interviewing Victims and Witnesses, and Using Special Measures*.

Interviews with anonymous witnesses should, ideally, be either video or audio recorded because they serve as a more accurate and complete record of what was said than can be achieved by written notes alone.

Subject to the permission of the court, video-recorded interviews with intimidated witnesses can be played as evidence-in-chief, under the provisions of Part 2 Youth Justice and Criminal Evidence Act 1999.

The need to preserve the witness's anonymity should be taken into consideration during the planning phase of any interview that is to be video or audio recorded, in order to reduce the amount of editing likely to be required.

Where an interpreter, witness supporter or a legal adviser is to be present during the interview, they should be briefed about the possibility of an application being made for anonymity and asked to act with discretion after the interview.

Where the interview has been video or audio recorded, consideration must be given to including provisions for editing it, pixilating faces and/or voice modulation, as necessary, in the witness anonymity application.

Many witnesses for whom anonymity is an option will not consent to either video or audio recording. In these circumstances, notes should be made of the interview with the witness.

1.4 Identification Procedures

Identification procedures must adhere to Code D of the PACE Codes of Practice. They should always be planned so as to preserve the witness's anonymity.

Suspects should not be present during a video identification but their representatives may attend the viewing. The viewing should always be video recorded where an anonymous witness is involved.

On rare occasions when a video identification is inappropriate and a decision is made to proceed with an identification parade, the viewing should take place from behind a screen and be video recorded.

Where an identification procedure is video recorded and the witness is anonymous, steps should be taken to conceal their identity. If such steps are not taken at the time of the procedure, it may be necessary to edit the video recording in order to conceal the identity of the witness before it is disclosed to the defence.

1.5 Interviews with Suspects

Interviews with suspects must be planned and conducted in accordance with the PEACE framework, see *ACPO (2009) National Investigative Interviewing Strategy*. The planning of these interviews must take account of the need to preserve the witness's anonymity. This should include how material from any anonymous source is to be handled during the pre-interview briefing to the suspect's legal adviser and how it is to be introduced into the interview.

1.6 Record Keeping

Record keeping should be started immediately. Its importance in respect of anonymous witnesses cannot be overemphasised. Such a record could prove crucial if called upon to justify decisions made in respect of witness management at a later date. It could also be a useful means of rebutting any subsequent challenge, by the defence, to the integrity of the process, where it might be suggested that inducements were offered to the witness in exchange for their evidence, or any claim by the witness that they were not given sufficient support and advice to help them to avoid revealing their identity.

For these reasons, a log should be kept of:

- All decisions made and the rationale for them;
- All contact with the witness (whether initiated by the police or the witness);
- Any unsuccessful steps taken to contact the witness.

1.7 Document Security

Any material that refers to the identity of an anonymous witness, including statements, risk assessments, records of the investigation, transcripts, video and audio recordings, should be treated with the utmost care. Access to it should be restricted to those who need to use it to protect the witness's identity or safety, or for other legitimate investigative purposes. When the material is not being used, it should be stored in a locked facility if it is in hard copy form or a password protected electronic folder if in computerised form. Copies should only be made of this material where it is absolutely essential to do so. The level of authority required to do so should be determined by each force in accordance with its structure.

1.8 Applications for Anonymity

The investigation should attempt to secure as much corroborative evidence as possible before asking the CPS to consider making an application for anonymity. This should give the CPS the opportunity of determining whether the case can continue in the absence of the witness's evidence. Where it is decided that the witness remains essential to the case, the CPS will want to try to ensure that, as far as possible, the evidence of the witness is not the sole or decisive evidence on which the prosecution intends to rely. Where the witness provides the sole or decisive evidence in the case, it may still be possible to proceed with an application although the court will take account of this fact in determining whether the conditions for anonymity are met (particularly Condition B as regards a fair trial).

Requests to the CPS for witness anonymity should be made in writing by an officer of the rank of superintendent or above. Such requests should be accompanied by:

- Either a full evidential statement from the witness giving their true identity or an exhibited transcript of the video or audio recording of the transcript of the interview with the witness where it is processed in accordance with 'option 1' of the guidance in respect of significant witnesses set out in paragraph 4.8 of *Office for Criminal Justice Reform (2007) Achieving Best Evidence in Criminal Proceedings: Guidance on Interviewing Victims and Witnesses, and Using Special Measures*. How to deal with un-redacted versions of any document containing the true identity of the witness is set out in the last paragraph of this subsection (see overleaf).
- A redacted version of the witness's full evidential statement or the transcript of their interview with all elements that could identify the witness removed.
- A statement from the witness
 - setting out their fear about giving evidence if the suspect or the suspect's family or associates become aware of their identity
 - pointing out that they will not give evidence unless they are given anonymity.
- A risk assessment (see **section 2**).
- An Equality Impact Assessment, where appropriate.
- Details of the witness's background including
 - the nature of any relationship that they have or have had with the defendant, the defendant's family or known associates
 - the nature of any relationship that they have or have had with the victim, the victim's family or known associates
 - details of any previous convictions or other bad character that they have
 - details of their involvement in any previous case where the police know that their evidence was not believed (eg, cases in which a trial judge cast doubt on the truthfulness of their account).
- Whether there is any reason to believe that the witness may not provide truthful evidence to the court.

- The alternatives to anonymity that have been considered and the reasons for not making use of them. These alternative considerations should include
 - the special measures intended to reduce the fear and distress that might be experienced by an intimidated witness that are described in Part 2 Youth Justice and Criminal Evidence Act 1999 (screens, live TV link, evidence in private, video-recorded evidence-in-chief). Reasons for not using special measures as an alternative to anonymity are likely to make the point that they do not prevent the identity of the witness from being revealed to a defendant
 - reporting restrictions under section 46 Youth Justice and Criminal Evidence Act 1999. Reasons for not using reporting restrictions are likely to make a similar point as in respect of special measures: reporting restrictions do not prevent the identity of the witness from being revealed to a defendant
 - witness protection. Reasons for not using witness protection as an alternative to anonymity are likely to include major changes in the witness's lifestyle and access to family.

Un-redacted versions of any document containing any indication of the witness's true identity should be taken to the CPS by hand. They should not usually be copied and must be returned to a secure storage facility after the prosecutor has been given the opportunity to review them. If the circumstances of the case make it necessary for copies of un-redacted statements or documents disclosing the witness's true identity to be made and retained by the CPS, they should be handled in accordance with the instructions for Highly Sensitive and CHIS material as set out in *CPS and ACPO (2005) Disclosure Manual*, Chapter 9.

1.9 Information To Be Given to the Witness Following a CPS Decision

Witnesses must be informed of the decision of the CPS at the earliest opportunity. Where a decision is made to apply for anonymity, the following points should also be included in the discussion with the witness:

- An account of the steps that the police will take to preserve the witness's anonymity;
- Some advice about what the witness should do to preserve their anonymity in the community.

Consideration may also be given to providing the witness with a single point of contact for any queries that they have in relation to anonymity.

Witnesses should be reminded that the final decision on anonymity rests with the court.

1.10 Contingency Plans

Where an application for anonymity is being contemplated, a contingency plan should be developed setting out the action to be taken in the event of the witness's identity becoming known or suspected. Such a contingency should include short-term action, for example, immediate temporary relocation, and longer-term measures such as witness protection. Events that result in a witness's identity becoming known may occur outside normal office hours and so contingency plans should include contact details for use during the evening and at weekends.

1.11 Applications to the Court

Section 3 Criminal Evidence (Witness Anonymity) Act 2008 sets out how the court should deal with the application.

Courts must give every party to the proceedings the opportunity to be heard on an application for a witness anonymity order, although they have the power to hear from the prosecution on an ex-parte basis where appropriate.

The information provided to the court by the CPS in support of an application includes the superintendent's request for anonymity to be considered. Redacted versions of the documents referred to in **1.8 Applications for Anonymity** must have any material that could identify the witness removed from them and should accompany such a request. The investigating officer or their nominee attending the hearing should take the un-redacted versions of these documents with them so that they may be viewed by the court if necessary. These un-redacted documents should be returned to a secure storage facility after the hearing.

The defence should not have sight of any material that might reveal the identity of the witness when the application is considered by the court, but they will be able to make representations to the judge at the hearing.

A contingency should be developed for situations in which an application for anonymity is rejected. This could include:

- Proceeding with the prosecution in the absence of the witness;
- Making an application to use the witness's account during the trial under the hearsay provisions referred to in sections 114 and 116 Criminal Justice Act 2003;
- Offering no evidence;
- Witness protection (where agreed to by the witness).

The police should tell the witness at the earliest opportunity of the outcome of the application to the court, whatever the decision.

Risk Assessment



2

The guidance in this section is intended to help investigators complete the risk management template.

Contents

- 2.1 Introduction** 17
- 2.2 Requirement for Risk Assessment** 17
- 2.3 Public Impact** 17
- 2.4 Physical Risks** 18
- 2.5 Psychological Risks** 18
- 2.6 Legal Issues** 18
- 2.7 Economic Considerations** 18
- 2.8 Moral Considerations** 19
- 2.9 Assessing the Probability of the Risk** 19
 - 2.9.1 Probability 19
 - 2.9.2 Impact 20
 - 2.9.2.1 Economic 20
 - 2.9.2.2 Agency Reputation 20
 - 2.9.2.3 Harm to the Person 20
 - 2.9.2.4 Operational Damage 21
- 2.10 Level of Risk for Each Section** 22
- 2.11 Overall Assessment of Risk** 22

- Table 1 Summary of the Areas of Impact** 21

2.1 Introduction

The guidance set out in this section is intended to help investigators to complete the risk management plan template, see **Appendix 1**. The headings in this section reflect those on the template.

The model of risk assessment underpinning the risk management plan template is based on the 3 P LEM model. When making use of this model, it is important that matters specific to the case are considered rather than general risk factors. For example, a general factor of psychological risk might be that witness protection officers are likely to suffer from stress as a result of their constant exposure to people who are in a state of high anxiety and emotional turmoil, whereas working on a case with a particularly manipulative subject or one that had an offending history that the officer might consider upsetting would be a specific threat.

2.2 Requirement for Risk Assessment

In this section, a brief summary of the event that gave rise to the requirement for a risk assessment should be entered. This summary should include brief details of the witness who is the subject of the risk assessment and an indication of the likely source of the risk.

The remaining headings on the template follow the 3 P LEM model:

- Public impact;
- Physical risks;
- Psychological risks;
- Legal issues;
- Economic considerations;
- Moral considerations.

2.3 Public Impact

This section refers to the extent to which the force's relationship with the public is likely to be affected by an inability to progress the case unless the witness is given anonymity. This could include the possibility of adverse media coverage, adverse effect on the community or damage to the force's professional reputation if it fails to bring a suspected offender to justice.

2.4 Physical Risks

This section refers to the physical harm or damage to property that could occur unless the witness is given anonymity. The prospect of physical harm or serious damage to property should be considered in respect of the following:

- The witness;
- The witness's family and friends;
- The witness's neighbours;
- The public at large.

2.5 Psychological Risks

The psychological harm or emotional trauma that might be experienced by the witness and their family, if they are not given anonymity, should be detailed in this section.

2.6 Legal Issues

This section refers to the legal issues that are likely to arise if a witness is not given anonymity, including the conflict between disclosure under the Criminal Procedure and Investigations Act 1996 and the duty of care that police have following *Osman v UK* [2000] 29 EHRR 245.

In *Osman* it was stated that in certain well-defined circumstances, there is a positive obligation on public authorities to take preventive measures to protect an individual whose life is at risk from the criminal acts of another individual. This obligation must, however, be interpreted in such a way as not to impose an impossible or disproportionate burden on the authorities. The authorities must do all that can reasonably be expected of them to avoid a real and immediate risk to life, of which they had or ought to have had knowledge.

2.7 Economic Considerations

This section provides an estimate of the financial impact on the force in the event of the witness **not** being given anonymity in respect of:

1. The cost of providing witness protection as an alternative to anonymity;
2. The likely financial liabilities for failing to discharge a duty of care.

2.8 Moral Considerations

This section details the moral issues that are likely to arise if the force decides not to pursue anonymity. Such issues might include limiting the victim's access to justice and any ongoing threat to the community that is posed by the suspected offender.

2.9 Assessing the Probability of the Risk

Having completed the sections referred to above, an assessment should be made of the probability of the identified risks occurring.

2.9.1 Probability

Probability is a measure of the likely occurrence of an event. Each likely event identified under the 3 P LEM headings should be subjected to a judgement about the chances of it actually happening. A value should then be attributed to the judgement.

Value	Explanation
VALUE 1 Very low	On the evidence available and under the known circumstances, it is assessed that the event is very unlikely to occur within the relevant period.
VALUE 2 Low	On the evidence available and under the known circumstances, it is assessed that it is more likely the event will not occur than it is likely that the event will occur within the relevant period.
VALUE 3 Medium	While there is no evidence to indicate that the event definitely will occur, the known circumstances are such that it is thought that it might occur during the relevant period.
VALUE 4 High	On the evidence available and under the known circumstances, it is assessed that the event is more likely to occur than not at some time during the relevant period.
VALUE 5 Very high	Given the preponderance of evidence available and under the known circumstances, it is assessed that the event will almost certainly occur at some time during the relevant period.

The following points should be considered when determining a value:

1. How often have similar events occurred in the past and under what circumstances? How similar are existing circumstances to those when the risk matured on previous occasions?
2. What are the capabilities and intentions of the persons under investigation? Are they aware that the witness has already cooperated with the investigation? How sophisticated are they as a group?
3. What control measures are already in place to mitigate the risk?

2.9.2 Impact

After assessing the probability of each risk, the next step to assess its potential impact. This amounts to considering the likely consequences of the event. There are four main areas of impact.

2.9.2.1 Economic

This area of impact refers to the likely financial costs in the event of the risk being realised, as expressed in the following terms:

- Very low;
- Low;
- Medium;
- High;
- Very high.

2.9.2.2 Agency Reputation

This relates to the likely damage to the force's reputation if the risk is realised, as expressed in media reports in terms of:

- Small adverse commentary in local press;
- Prolonged adverse commentary in local press;
- Adverse commentary in national press;
- Prolonged adverse commentary in national press;
- Adverse commentary in the national press for years after the event.

2.9.2.3 Harm to the Person

The degree of harm to the person should be assessed in terms of the likely scale of any assault in terms of the charges for this type of offence, for example, common assault, assault occasioning actual bodily harm, wounding, grievous bodily harm with intent, murder. The assessment of the likely scale of any injury should include psychological as well as physical harm.

2.9.2.4 Operational Damage

An assessment should be made of the consequences of the event occurring on the remaining or other aspects of the investigation or operation.

These four areas of impact are summarised in **Table 1**.

Table 1 Summary of the Areas of Impact

NATURE OF IMPACT				
Value of Impact	Economic	Agency Reputation	Harm to the person	Operational Damage
VALUE 1	Very low	Embarrassment at a local level	Distress to the individual	Minimal exposure of methodology
VALUE 2	Low	Significant embarrassment at a local level	Minor injury	Exposure likely to be prejudicial to the investigation of crime
VALUE 3	Medium	Embarrassment at national level	Injury requiring medical attention	Exposure causing damage to operational effectiveness
VALUE 4	High	Significant damage to agency reputation	Serious and grievous injury from which the person may or may not fully recover	Exposure likely to cause significant damage to operational effectiveness
VALUE 5	Very high	Irreparable damage to agency reputation	Death	Exposure causing exceptionally grave damage to operational effectiveness

2.10 Level of Risk for Each Section

When all the different areas of PROBABILITY and IMPACT have been valued, each should be mapped out on the following risk matrix. Multiply the probability and impact scores to give an overall risk score.

For example:

Probability is high (4) and Impact is low (2). Score is $4 \times 2 = 8$

Probability is medium (3) and Impact is medium (3). Score is $3 \times 3 = 9$

	VERY HIGH	5	10	15	20	25
PROBABILITY	HIGH	4	8	12	16	20
	MEDIUM	3	6	9	12	15
	LOW	2	4	6	8	10
	VERY LOW	1	2	3	4	5
		VERY LOW	LOW	MEDIUM	HIGH	VERY HIGH
						IMPACT

2.11 Overall Assessment of Risk

Add all the scores for each of the five sections together for the final overall assessment of risk and place them on the matrix. Generally the scores are likely to be categorised as follows:

Mostly white or overall score of 5 to 20 = LOW

Mostly grey or overall score of 21 to 65 = MEDIUM

Mostly gold or overall score of over 66 = HIGH

Place your overall level of risk in the box at the beginning of the plan.

Appendix 1



Risk Assessment
Management Plan
Specimen Forms.

Risk Management Plan

Name of Subject	
Case Reference Number	
Date Completed	

Overall Assessment of Risks	HIGH/MEDIUM/LOW*
-----------------------------	------------------

* Delete as appropriate

Event giving rise to the requirement for this risk assessment
Delete this and start typing here

PUBLIC IMPACT	
Delete this and start typing here	
Likelihood/Probability of risk	VERY HIGH/HIGH/MEDIUM/ LOW/VERY LOW* *Delete as appropriate
Impact/Severity of risk	VERY HIGH/HIGH/MEDIUM/ LOW/VERY LOW* *Delete as appropriate
METHOD TO REMOVE, REDUCE OR AVOID THE RISKS IDENTIFIED (If unable to remove, reduce or avoid the risks, are the risks acceptable?)	
Delete this and start typing here	

Appendix 1

PHYSICAL RISKS	
Delete this and start typing here	
Likelihood/Probability of risk	VERY HIGH/HIGH/MEDIUM/ LOW/VERY LOW* *Delete as appropriate
Impact/Severity of risk	VERY HIGH/HIGH/MEDIUM/ LOW/VERY LOW* *Delete as appropriate
METHOD TO REMOVE, REDUCE OR AVOID THE RISKS IDENTIFIED (If unable to remove, reduce or avoid the risks, are the risks acceptable?)	
Delete this and start typing here	

PSYCHOLOGICAL RISKS	
Delete this and start typing here	
Likelihood/Probability of risk	VERY HIGH/HIGH/MEDIUM/ LOW/VERY LOW* *Delete as appropriate
Impact/Severity of risk	VERY HIGH/HIGH/MEDIUM/ LOW/VERY LOW* *Delete as appropriate
METHOD TO REMOVE, REDUCE OR AVOID THE RISKS IDENTIFIED (If unable to remove, reduce or avoid the risks, are the risks acceptable?)	
Delete this and start typing here	

LEGAL ISSUES	
Delete this and start typing here	
Likelihood/Probability of risk	VERY HIGH/HIGH/MEDIUM/ LOW/VERY LOW* *Delete as appropriate
Impact/Severity of risk	VERY HIGH/HIGH/MEDIUM/ LOW/VERY LOW* *Delete as appropriate
METHOD TO REMOVE, REDUCE OR AVOID THE RISKS IDENTIFIED (If unable to remove, reduce or avoid the risks, are the risks acceptable?)	
Delete this and start typing here	

ECONOMIC CONSIDERATIONS	
Delete this and start typing here	
Likelihood/Probability of risk	VERY HIGH/HIGH/MEDIUM/ LOW/VERY LOW* *Delete as appropriate
Impact/Severity of risk	VERY HIGH/HIGH/MEDIUM/ LOW/VERY LOW* *Delete as appropriate
METHOD TO REMOVE, REDUCE OR AVOID THE RISKS IDENTIFIED (If unable to remove, reduce or avoid the risks, are the risks acceptable?)	
Delete this and start typing here	

MORAL CONSIDERATIONS	
Delete this and start typing here	
Likelihood/Probability of risk	VERY HIGH/HIGH/MEDIUM/ LOW/VERY LOW* *Delete as appropriate
Impact/Severity of risk	VERY HIGH/HIGH/MEDIUM/ LOW/VERY LOW* *Delete as appropriate
METHOD TO REMOVE, REDUCE OR AVOID THE RISKS IDENTIFIED (If unable to remove, reduce or avoid the risks, are the risks acceptable?)	
Delete this and start typing here	

OFFICER COMPLETING

Officer's Signature	
Print Name	
Date	

SENIOR OFFICER'S COMMENTS

Print Name	
Date	

The photographs used in this publication have been reproduced with the kind permission of the NPIA and NABIS.



NPIA

National Policing
Improvement Agency

PROFESSIONAL PRACTICE

Produced on behalf of
the Association of Chief Police Officers
by the
National Policing Improvement Agency
www.npia.police.uk