

THRIVE

Executive Summary

This policy covers all Police Officers and Staff who deal with calls for service, reports or the management of investigations from the public.

THRIVE is designed so we jointly assess risk and decision making in a consistent way using the National Decision Model. We are professionalising our approach to public need through the revised framework, shaping our response, through the journey to outcomes and closure.

THRIVE aligns to the [Code of Ethics](#) and [National Decision Making](#) model and helps WMP respond at pace.

THRIVE has [WMP values](#) at its heart.

Authorised Professional Practice (APP):

(*delete as appropriate)

- This policy has been checked against APP and there is none in relation to the subject matter of this policy.

Policy Statements:

T	THREAT	A threat is a communicated or perceived intent to inflict harm or loss against another person
H	HARM	Harm is to do or to cause harm. E.g. to injure, damage, hurt – physical or psychological
R	RISK	Risk is the likelihood of the event occurring
I	INVESTIGATION	Investigation is the act or process of examining a crime, problem or situation and considering what action is required
V	VULNERABILITY	Vulnerability is defined for the purposes of incident management as “a person is vulnerable if as a result of their situation or circumstances, they are unable to take care or protect themselves, or others, from harm or exploitation”.
E	ENGAGEMENT	Engagement is where organisations and individuals build a positive relationship for the benefit of all parties

- The National Decision Model is the basis of decision making in WMP.
- THRIVE provides a framework to support our decision making, informing our holistic understanding of the situation.
- THRIVE is an integral part of our ethical decision making.
- Where WMP IT systems allow and in all newly commissioned technology systems THRIVE will be integrated where applicable.
- THRIVE will be used to assess situations where decision making and management of risk has a range of considerations and responses related to the circumstances.

- THRIVE is not required where it would delay our response or would be in addition to other legal or procedural frameworks i.e. Immediate Response or an administrative response.
- Where there is a legal requirement to take relevant action or an alternative risk/decision making tools are used, a THRIVE assessment is will not be required, however may be used at any stage during the incident/crime journey if it adds value for the decision maker.
(Example (not exclusive to) Firearms, Missing, Public Order)
- THRIVE will be applied throughout the incident/crime journey as it transitions between departments.
- This includes upon receipt of new intelligence or information, any change in the way we respond, up to the point of closure.
- THRIVE assessments must be sufficiently detailed to provide an informed decision.
- They must evidence that the decision maker has been inquisitive and asked sufficient questions to enable them to create an accurate record of the information and rationale known at that time
- THRIVE assessments must be recorded and will be auditable.
- Where there is a specific THRIVE field contained within an IT system these should be used.
- Alternatively it must be recorded in the relevant WMP recording system in the most appropriate section i.e. Crimes Portal.

REVIEW AND AUDIT

- During reviews of what happened, intervention and prevention must be a considered a common theme.
- Application of THRIVE will be incorporated into the audit and compliance processes.
- A review of the THRIVE assessment must be part of all supervisory reviews of an incident/investigation throughout the journey
- Assessment of the application of THRIVE will feature as part of structured debriefs
- Any learning identified will be considered by the Organisational Learning & Risk Board with recommendations to amend this THRIVE policy

Definitions/Acronyms:

WMP – West Midlands Police

Procedural Guidance Documents List:

- [Procedural guidance training video– application of THRIVE](#)

- Learning and Development Materials
- Promotional literature

Publication Instructions:

- Suitable for publication to public

Policy Ref: OPS/03

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Policy Author: Richard Fisher

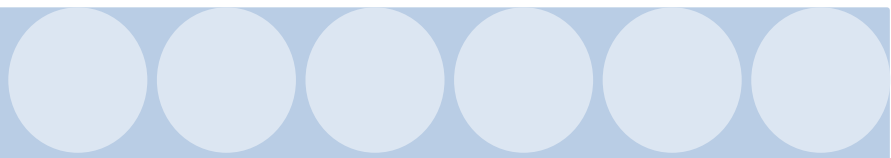
Policy Contact: Richard Fisher

Any enquiries in relation to this policy should be made directly with the policy contact shown above.

Force Executive Approval:



CHIEF CONSTABLE



Monitoring and Review

Version	Date Reviewed	No change / Minor Changes / Major Changes (<i>detail</i>)	Amended / Agreed by	New review date