

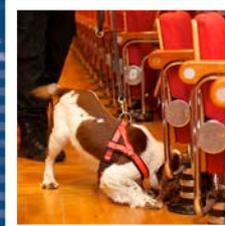


COUNTER TERRORISM POLICING

SOUTH EAST



**WORKING
TO KEEP
PEOPLE SAFE
FROM THE
THREAT OF
TERRORISM**



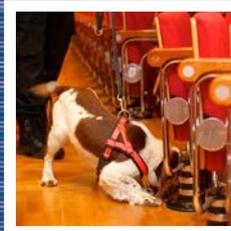
Counter Terrorism Policing South East (CTPSE) is a specialist regional unit, made up of officers and staff from five police forces - Hampshire Constabulary, Kent Police, Surrey Police, Sussex Police and Thames Valley Police - our host force.

We work with a range of partners to help protect the public and national security by preventing, deterring and investigating terrorist activity.

We have officers and staff working within our regional police forces and also teams of specialist investigators, intelligence staff, digital and forensic experts and many more. We are part of a national Counter Terrorism Police network.

As we have seen in recent years, terrorist attacks can happen at any time or place without warning, and as the threat continues to evolve, then so must we. The challenges we face are not only in person, they are also online and in the shadows. We are dedicated to making the best of our resources, and often unique skills, working with technical experts, digital innovators and world renowned investigators.

Most of what we achieve may never see the light of day but be assured that we have the very best and brightest working around the clock in an effort to keep us all safe. These ordinary men and women do extraordinary things in an effort to thwart terrorist planning; to safeguard those who are at risk of radicalisation; to protect our critical national infrastructure, institutions and crowded places, and to pursue terrorists and bring them to justice.





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WELCOME



Firstly, I'd like to thank you for your interest in joining the Counter Terrorism Policing network, and in particular our unit in the South East.

Our unit - CTPSE - has been involved in some of the most high-profile terrorism cases and investigations that have occurred in the United Kingdom - work which has undoubtedly saved lives and ensured that dangerous individuals are apprehended.

These vital operations involve the support and resources of the most talented and progressive minds the country has to offer, to counter the ever evolving threat of terrorism. We are therefore always seeking to develop our unit to ensure we stay ahead of those dangerous individuals looking to inflict harm.

Previous experience working in Counter Terrorism Policing is not needed, so please don't rule yourself out if you don't have such experience. The only way we can diversify our thinking is to ensure we continue to attract people with different perspectives. That is very important to us, as well as making sure we can provide a great working environment for the brilliant people who work in this field.

Please do read through this document, which provides information on our unit, the opportunities that working for Counter Terrorism Policing presents, and how you can develop personally and professionally, while at the same time protecting the public from the threat of terrorism.

**Detective Chief Superintendent Kath Barnes
Head of Counter Terrorism Policing South East**





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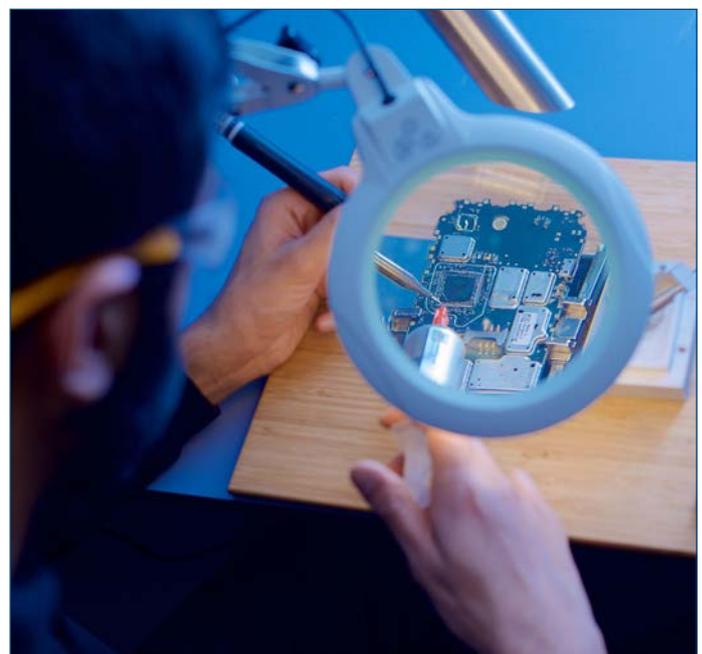
THE NATIONAL PICTURE



The Counter Terrorism Policing Headquarters (CTPHQ) sits at the centre of the network. This unit devises policy and strategy, and provides corporate and support services to the CT Policing network. The HQ co-ordinates national projects and programmes, and advises the government on how much and where CT budgets should be allocated to police forces in England and Wales. Most importantly the CTPHQ provides a single national CT Policing voice for key stakeholders including government, security agencies and other partners.

The network stretches across the UK and has specialist officers and staff working with partners to find information and evidence to thwart terrorist planning and help bring offenders to justice.

Counter Terrorism Policing South East (CTPSE) is one of 11 regional counter terrorism units (CTUs) and intelligence units (CTIUs), which bring together intelligence, operations and investigation functions, engaging with a range of partners to prevent terrorist activity.





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CONFRONTING THE THREAT



CONTEST

The national approach to countering the threat of terrorism is set out in the government's CONTEST strategy.

The principal objective is to reduce the risk of terrorism to the UK and its interests overseas. Policing plays a key role in delivering this strategy, alongside other agencies.

Our mission to 'keep people safe from terrorism' is achieved by organising Counter Terrorism Policing business to reflect the four pillars of CONTEST:

- **PREVENT** - to safeguard people from becoming terrorists or supporting terrorism
- **PURSUE** - to stop terrorist attacks
- **PROTECT** - to strengthen our protection against terrorist attacks
- **PREPARE** - to mitigate the impact of terrorist attacks

The UK's police and security and intelligence services work tirelessly to confront the terrorist threat and keep the public safe.

CT Policing personnel carry out daily activities to help increase the protection and security of the UK's critical infrastructure, public institutions, businesses and places - including those that are potential terrorist targets.

Together with partners, the CT Policing network is working on hundreds of live cases at any one time, involving hundreds more individuals. These investigations involve a range of activities, including attack planning, international research, fundraising, online radicalisation and accessing illegal weapons.

We play a major role in stopping people getting drawn into all forms of terrorism and violent extremism. This includes working with communities to safeguard vulnerable people so they are prevented from committing acts of violence, protecting communities from the threat of terrorism, and prosecuting, disrupting and deterring extremists.



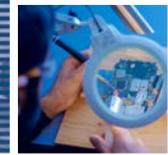


COUNTER TERRORISM POLICING

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PREVENT AND PURSUE



PREVENT - safeguarding those vulnerable to radicalisation

Officers and staff working in the Prevent area of CT policing are focused on working to safeguard individuals that are vulnerable to radicalisation.

There is a multi-agency approach, led by the Home Office, working with communities to give support to those at risk from all forms of extremism.

The police play a key role with initial assessments and, where appropriate, liaise with other agencies to support an individual if there is no threat of terrorism.

Designated Prevent officers and staff are an integral part of Counter Terrorism Units enabling them to work closely with other specialist officers in this area for a collaborative approach to tackling the terrorist threat.

The role of Prevent officers is to offer advice and support to communities, individuals or organisations at risk from terrorism. This is done through group engagement activities and one-to-one contact.

Officers and staff help co-ordinate interventions with those at risk and regularly monitor progress.

Interventions are primarily arranged through a Channel panel. This is chaired by the local authority and is made up of members from across a range of services such as education, health and housing. Often a mentor is appointed to help support individuals, which could include guidance on faith matters or access to other support mechanisms.

PURSUE - bringing offenders to justice

Across the network we have specialist officers and staff dedicated to disrupting terrorists and bringing them before the courts.

Working closely with partners and the Crown Prosecution Service (CPS), our teams work to investigate, arrest and charge offenders and help to secure the convictions of dangerous offenders.

Within the CT Policing network are experts who are working on cases that range from high-tech sophisticated plots being planned by co-ordinated networks, to low-tech lone actors and dangerous radicalisers preying on vulnerable individuals.

We have professionals working in intelligence, surveillance, forensics, investigations - including digital and financial. They are all based regionally but work to a strategy set by the Senior National Coordinator (SNC) for CT Policing.

Each investigation will be assigned to a Senior Investigating Officer (SIO) - an experienced detective who will lead their team from the initial stages through to preparing cases for court.

Some cases will be overseen by an Executive Liaison Group (ELG) which ensures the correct balance between evidence gathering and public safety.



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PROTECT AND PREPARE

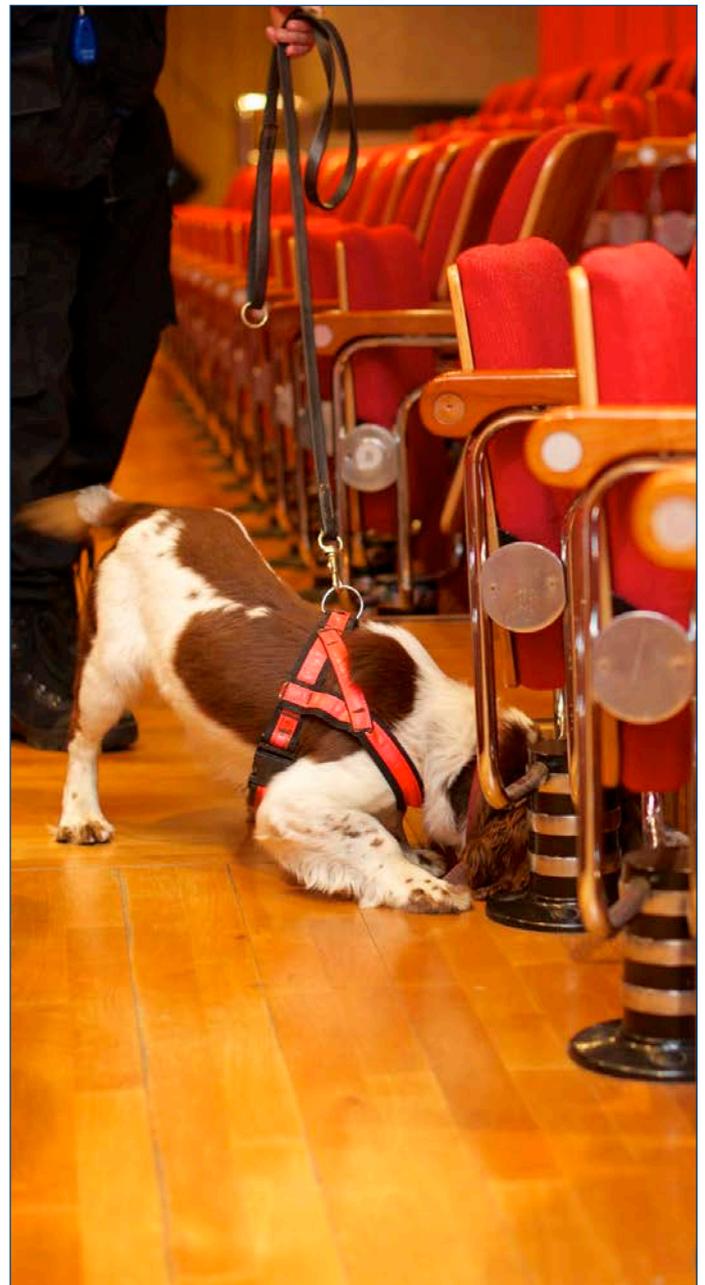


PROTECT & PREPARE - keeping communities and crowded places safe

The office of the National Co-ordinator for Protect and Prepare works closely with the CT Policing network to deliver protective security advice and awareness across the UK. Using teams of specialist officers and staff, this is co-ordinated through the National Counter Terrorism Security Office (NaCTSO). There is also a strong working relationship with a number of government departments and agencies.

Close relationships are actively maintained with the private sector and other stakeholders to ensure that there is thorough consultation on protective security policy, practice and operational activity across all police force areas.

Additionally, the International Protect and Prepare Unit is a collaborative UK government and CT Policing team. Its focus is to work with overseas partners to reduce the risk of terrorist attacks to British tourists abroad.





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AN INTRODUCTION TO COUNTER TERRORISM POLICING SOUTH EAST



Investigations

Our investigations team leads terrorism investigations across the south east, as well as a number of the higher risk or complex terrorism investigations in the south west region. Our investigations often involve national and international elements.

The team provides expertise across all aspects of counter terrorist investigations, including providing specialist advice to force colleagues on potential terrorism offences, preparation for pre-planned arrests, spontaneous arrest processes, forensic management, financial investigations, custody procedures, interview strategies, surveillance, seizure and viewing of computers, CCTV and other electronic media.

Intelligence

The Intelligence Management Unit (IMU) at CTPSE is staffed by a mix of police officers and staff - all experts in their field. The unit is the intelligence hub for the south east region.

The intelligence capability comes under the Pursue strand of the CONTEST strategy. Our team is committed to keeping communities safe by employing professional, experienced and dedicated staff to provide an effective and forward-thinking response to the current threat picture.

The Research and Analysis Team sits within this capability and produces high quality research and analytical products to support all areas of CTPSE business, including Intelligence, Prevent and Investigations.

Borders Policing

Officers from the Borders Policing Team are stationed at every major sea and airport in the UK. In the South East, officers cover all transport disciplines - air, maritime and international rail. The team supports the fight against terrorism by gathering intelligence and reporting on individuals and freight entering and leaving the country to identify potential threats to national security.

South East Region Prison Intelligence Team (SERPIT)

SERPIT provides a single point of contact between law enforcement agencies and Her Majesty's Prison and Probation Service (HMPPS) in relation to organised crime and terrorism within prisons, secure NHS establishments, young offenders' institutions and immigration detention centres.

Dedicated Source Unit (DSU)

The DSU manages Covert Human Intelligence Sources (CHIS). The team operates across the region and forms part of the national DSU network, working with partner agencies to provide intelligence, including within the prison estates.

Prevent

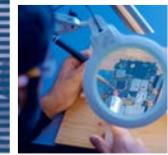
The Prevent team has officers and staff based within the five forces in the region. This team is responsible for Prevent Case Management, targeted community engagement, partnership support, disruption of extremism and provide support to CT investigations.



**COUNTER
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AN INTRODUCTION TO COUNTER TERRORISM POLICING SOUTH EAST (CONTINUED)



Protect and prepare

The Protect and Prepare capability has a broad, diverse and challenging portfolio that ranges from protective security arrangements, to the ongoing development of plans for the police response to terrorism incidents.

This capability is made up of a number of different roles, include Counter Terrorism Security Advisors (CTSA), who provide information, advice and support to business and the wider community in relation to protective security

They also work with trade organisations and professional bodies to ensure this advice is incorporated into general crime prevention advice and guidance.

The Prepare element focuses on work on mitigating the impact of a terrorist attack if it cannot be stopped. This team ensures we can respond to and recover effectively from a wide range of terrorist incidents and emergencies.



Business support

Due to the sensitivities and regional nature of Counter Terrorism Policing (CTP), the unit has its own dedicated business support function, encompassing: finance, HR, change and corporate communications.

These teams play a vital role and work alongside many of the other capabilities to support operational activity.

The Communications Team works as part of a national network of CTP communicators and promotes the work of the unit to stakeholders including partners, regional forces, the wider public and beyond. The team also manages all the internal communications demands of a busy and complex specialist policing unit.





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ROLE PROFILES



Role profile one

**Maria (police officer)
Field Intelligence Officer**

Job summary

I have been in my role for three years now.

I am involved in operations across the south east region, and proactively developing intelligence.

I work with local police forces and external agencies to share information and intelligence, and managing individuals that pose a Counter Terrorism risk.

Best bits

As a Field Intelligence Officer you get to proactively gather intelligence from communities to enhance the overall picture and managing individuals together with partner agencies who pose a risk.

The best bits include being involved in spontaneous, critical and major CT incidents. For example, the Duke and Duchess of Sussex's Wedding, President Trump's UK visits, and the Salisbury incident.

What would you say to other people interested in joining CTPSE?

I have been a police officer for 18 years and have done various roles, including intelligence and investigations. Before I joined I was a little worried that CTPSE would be too far out of my comfort zone, however I was wrong. The world of CTPSE is extremely interesting, challenging and different to anything I have experienced before. It is a steep learning curve but one that reaps great rewards. There are many exciting opportunities available and I would encourage anyone to dip their toe in to see what is available.

Role profile two

**Kate (police officer)
Prison Intelligence Officer**

Job summary

I have been in the role for 10 years now. Our role is chiefly to work alongside partner agencies to identify and disrupt extremism and organised criminality within prisons.

We work to ensure that extremism reported within HMPS establishments is appropriately investigated, working closely with the Prison Prevent Lead to build the bigger picture on extremism and radicalisation in prisons.

We also manage and distribute intelligence to enhance prosecutions, disruptions and interventions and work closely with colleagues in CTPSE/SEROCU who are monitoring organised crime group (OCG) nominals in prisons.

Best bits

No two days are the same. It's always interesting to see what people in prison can still manage to get up to! A lot of my work is within a wider team, and we do lots of teamwork and inter-agency working.

What would you say to other people interested in joining CTPSE?

Working in a regional role is really interesting – seeing how crime/terrorism can have such an impact on different parts of the country/region is a real eye opener.

There are also great opportunities for inter-agency working and helping to bring best practice from one part of the region into another.



COUNTER TERRORISM POLICING

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ROLE PROFILES AND NEXT STEPS



Role profile three

**Ben (police staff)
Prevent Officer**

Job summary

I have been in my role for four years. The role is varied and involves working with many different organisations and with people from all walks of life.

We work closely with sectors such as education, probation, mental health and social services and liaise with staff at all levels. A typical day could include meeting a young person at school who has been referred to Prevent, attending a multiagency case meeting, conducting enquiries with partners or writing an assessment report.

We also work with wider police such as missing persons, safeguarding or VISOR and liaise with colleagues within the CT network at a regional and national level. Delivering briefings and community engagement are other aspects to the role.

Best bits

The best bits are the opportunity to work with a wide range of people and organisations and those moments when you feel that you have made a difference through your work. Also training courses which enhance your knowledge and skills.

What would you say to other people interested in joining CTPSE?

If you are interested in joining our team please don't hesitate to get in touch, you are welcome to spend some time with us to learn more about the role and decide if it is for you.

Next steps

Consider an attachment with us whatever stage you are at with your career and experience. You don't need to wait to come to join us, we consider requests for attachments regardless of length of service.

Think flexibly about how you could get to know our work and our teams: if you can spare an hour or two here and there then we can find something to fit with your schedule and demands. You will be assigned a SPOC during the attachment process, who will help you learn more about the unit, and longer attachments can potentially then be arranged, subject to vetting.

If you are interested in pursuing an attachment at CTPSE please get in touch. All attachments need a sponsor to act as their point of contact to help draw up a plan for your attachment in line with your area of interest. If you have a contact speak with them first, but if you don't know anyone please contact the regional HR team and let us know what areas you are interested in - we will help you link with an appropriate contact.

You can contact our HR team via email - SEHR@ThamesValley.pnn.police.uk

Or if you would like a more informal conversation, you can contact our Diversity Team via email - CTPSE&SEROCUdiversity@thamesvalley.pnn.police.uk

Vacancies

For candidates currently working within the south east region, vacancies can be found on the TVP job shop or via the regional HR team.

All our externally advertised vacancies can also be found on the TVP careers page. tvpcareers.co.uk

For further information, please contact our South East Recruitment team via email - RecruitmentSE@ThamesValley.pnn.police.uk



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