

Our Ref: [REDACTED]

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HM Senior Coroner  
Inner West London Coroner's Court  
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[REDACTED]  
Director L&D  
Metropolitan Police Service  
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Email: [REDACTED]

Wednesday 3<sup>rd</sup> April 2024

Dear Professor Wilcox

I am the Director for Learning and Development in the Metropolitan Police Service ("MPS"). On behalf of the Commissioner of Police of the Metropolis, I write to provide the response to the matter of concern addressed to the MPS in your Report to Prevent Future Deaths dated 16<sup>th</sup> February 2024.

On behalf of the MPS, may I first of all express my sincere condolences to the family and friends of Mr Roberto Bottello, our thoughts and sympathies are very much with them.

The Coroner's "Matter of Concern"

The Prevention of Future Deaths report dated 16<sup>th</sup> February 2024 records:-

- "4. *That police officers may need reminding to use the phonetic alphabet and using the word for the month in a person's date of birth*".

MPS Response

**Training given to Recruit Police Officers in use of the phonetic alphabet**

All MPS officers complete a mandatory training package developed by the College of Policing (the professional body setting training standards for forces across England and Wales) called "Airwaves Radios". This is hosted on College Learn (the national online training platform for police officers and staff). Within the first three weeks of initial learning, recruit police officers are provided with a handout



regarding airwave etiquette (attached<sup>1</sup>), including use of the phonetic alphabet. Within every role play activity they conduct during the initial learning phase, recruits are expected to demonstrate competence in line with this handout where the scenario includes use of radio transmission. This includes use of the phonetic alphabet during simulated radio transmissions. Following the initial learning phase, recruits are deployed onto Street Duties teams working alongside a tutor constable for approximately 10 weeks. During this time they conduct further role plays which include use of the phonetic alphabet to practice use of the airwaves.

### **Embedding organisational learning within initial recruit learning programmes**

MPS Learning and Development undertake a learning needs analysis following any recommendations (for example, from external reports and inquiries) to understand if there is an organisational learning need and who the learner audience is. Where the learner audience is exclusively new recruits, the Centre for Initial Recruit Learning will address the learning need through an established Curriculum Design Authority. This will include an assessment of whether the learning need is being met through our current provision, or whether new or updated content is required. This will be assessed in the context of the National Police Curriculum set by the College of Policing.

With regards to the matter of concern set out within this Prevention of Future Death Report relating to use of the phonetic alphabet, the assessment is that this learning need is being met within our current provision for new recruits as outlined above. Where the learner audience is broader than just new recruits, wider MPS Learning and Development will work in partnership with the Centre for Initial Recruit Learning to agree an implementation approach and prioritisation of related activity.

Yours sincerely,

Director of Learning and Development

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<sup>1</sup> This document is being amended to emphasise the requirement to use the phonetic alphabet to conduct a name check (Example 3). This was presented as a minor change for immediate action, and implementation will be confirmed at the next Curriculum Design Authority Group next month.