

Dec James

Urban Street Gangs and Slang Expert Witness

Professional Summary

An experienced Urban Street Gangs and Slang expert witness with a background in operational policing and academic study of gang-related crime. I offer comprehensive expertise in the interpretation and analysis of gang culture, street slang, and related criminal behaviour. My career spanned over a decade with the Metropolitan Police Service, involving frontline policing, intelligence development, and proactive gang investigations.

Education

MSc Policing, Policy, and Leadership (Merit)

University of Portsmouth – 2018

Dissertation: *Victim-Perpetrator Nexus in County Lines in the Context of Modern Slavery*

LL.B. Law (First-Class Honours)

De Montfort University – 2014

Dissertation: *Human Rights Implications of Injunctions to Prevent Gang-Related Violence*

Professional Experience

Metropolitan Police Service (2011–2023)

Special Constable, Police Constable, Detective Constable

- **Emergency Response Policing Team (2011–2015):** Responded to incidents in the gang-affected London Borough of Brent, including firearms discharges and stabbings. Gained frontline experience with gang-related violence and criminality.
- **Operation Equinox (2015–2016):** Conducted high-visibility and plainclothes patrols targeting violent and acquisitive crime in gang hotspots.
- **Brent Crime Squad (2016–2017):** Conducted surveillance-led investigations into gang-related drug supply and firearm offences.
- **Brent Gangs Unit (2017–2019):** Targeted Trident Gangs Matrix nominals, engaged with gang members to divert them from high-harm lifestyles, and analysed gang tensions and rivalries, including analysis and monitoring of social media and music videos.
- **Trident Central Gangs Unit (2019):** Focused on disrupting the highest-harm gang-related criminality pan-London.
- **Operation Orochi (2019–2022):** Investigated County Lines operations and EncroChat encrypted-messages cases involving extensive slang translation.

- **Youth Integrated Offender Management (2023):** Supported diversion of at-risk young offenders.

Project Insight Coordinator (2022-2023)

- Managed expert witness referrals for Urban Street Gangs and Slang cases within the Metropolitan Police Service.
- Ensured compliance with CPR Part 19 and maintained evidence quality control.

Expert Witness Experience

- Since 2017, regularly assisted law enforcement and courts with transcription, translation, and interpretation of slang and the assessment of material for gang-related characteristics
- Selected as a Trusted Flagger for YouTube under Operation Domain to assess and request removal of gang-related music videos.
- Co-ordinated the MPS Project Insight cadre of Urban Street Gangs and Slang expert witnesses. Involved taking receipt of internal and external referrals, appointing expert witnesses, managing peer review and quality control processes.
- Delivered reports and gave courtroom evidence under expert witness protocols.

Training and Professional Development

- **Project Insight Expert Witness Course (2022):** Delivered by StraTac Logical Limited and the MPS. Covered expert witness protocols, gang characteristics, and courtroom skills.
- **Open-Source Investigation Training (2018):** Training in capturing online material at Police Scotland College.

Skills and Expertise

- Transcription, translation and interpretation of slang language from a range of material including music, messages, prison call recordings, etc.
- Assessment of material for gang-related characteristics.
- Knowledge of the methodologies, offending, structure, recruitment, social media use and other activities of Urban Street Gangs.
- Advanced operational experience and academic research on County Lines drug trafficking, the nexus to gang-related offending and Modern Slavery.