

# Highland local policing plan



# What is a local policing plan?



Police Scotland has 13 local police divisions or areas covering all parts of Scotland.

A local policing plan is made by each local policing division.



The plan says:

- what their **objectives** are – what they want to achieve
- what their **priorities** are – their most important work



The plans are for 2023 to 2026 and will make people's lives better.



Policing plans say what work will be done to:

- deal with the things local people are worried about
- find out who has committed a crime – broken the law
- stop crime from happening





- make sure people are safer and feel confident that the police will take action



- people can see police officers working in their local community

Each plan has what communities think is the most important work they want local police to do.

When we use the word **communities** in this plan we mean both:



- people who live in the local area
- people who are part of a group like a religious group or different age groups

The law says that local police plans must be made.



They can be a plan for one area or a joint plan covering more than one council area.

Each plan is made by the **local policing commander** who is responsible for the police service in their area.



The plan is agreed by police in the local area and checked and agreed by local **councillors**.

A **councillor** is a person who is elected to the local council to represent their own local community.

Local officers then work with other local and national groups to make the work in the plan happen.

Senior police officers report to local **scrutiny boards** to tell them if work in the plan is going well.



A **scrutiny board** is a group of local councillors that look carefully at the work in the plan.

They ask questions and make sure that the police are doing the work in the local plan.

## **Police Scotland's vision – what we want to see happen:**



Policing for a safe and protected and Scotland.

## Police Scotland's purpose – why we want to do this work:



To improve the safety and **wellbeing** of people, places and communities

**Wellbeing** means feeling comfortable, healthy and happy.

## Police Scotland's values - the things we believe are important in the way we work:



- **fairness** - making sure that no-one is treated better or worse than anyone else
- **integrity** – being honest
- **respect** - treating someone else with kindness and fairness
- **human rights** - the basic rights and freedoms that belong to every person in the world

## Strategic priorities – what the Scottish Government has said are most important for police work in Scotland



- crime and security
- **confidence** – knowing that you can rely on a person or service



- **sustainability** – work that will last for a long time and is good for the environment

- people and **partnerships** – working together with other people and organisations



- **evidence** - information that could be provided to a court to see if someone is guilty or not guilty of a crime

## Priorities for policing - what Police Scotland has said is the most important work to keep people safe



- protecting **vulnerable** people – people who are at risk of harm or who cannot look after themselves



- working with communities

- tackling online crime



- support for **operational policing** – using all the tools and powers that the police use to tackle crime and to stop it



An **outcome** is what we want to happen.

The next part of this document shows Police Scotland outcomes followed by the work that will make them happen.

## Outcome

The police service is **proactive** and **responsive** when there are threats to public safety and wellbeing.



A **proactive service** is one that tries to control situations and stop problems from happening, rather than just reacting to situations.



A **responsive service** is one that gives people what they need as quickly as possible.

### The work we will do to make this happen:



- keep people safe both in real life and online



- design services with other organisations to deal with difficult work on public safety and wellbeing



- work in a **preventative** way - to try to stop problems from happening or stop things from getting worse

## Outcome

Each local area has a good police service that meets the community's needs



### The work we will do to make this happen:

- understand our communities and deliver the right mix of services to meet their needs



- support our communities using a mixture of local and national **expertise**

**Expertise** means knowing a lot about something.



- support how communities change and need different things



## Outcome

The different groups that work with the police – like the public, communities and organisations – work together with us and feel confident in us



### The work we will do to make this happen:

- make sure all parts of the police service work in an **ethical** way, and keep information safe and secure



**Ethical** means following the rules about what is right and wrong - for example treating people the way you would like to be treated.



- protect the public and help with wellbeing across Scotland by giving services that:
  - are what people need and want
  - are **accessible** - can be easily reached and used by as many people as possible
  - work well



- work with local organisations and groups to support our communities

## Outcome

Our staff have a positive working environment that supports them to do their job well

### The work we will do to make this happen:



- keep our staff safe and protected, look after their wellbeing, and make sure they have the right equipment

- support our staff to:



- be confident leaders
- be **innovative** – come up with new and different ways of working
- be involved in make decisions and changes
- have a strong sense of belonging



- believe in the values of Police Scotland and show them in the way they work

## Outcome

Police Scotland works in ways that are good for the environment, can change if needed and is prepared for future **challenges** - things that could be difficult.



### The work we will do to make this happen:

- use innovative ways of working to give the best service



- work in ways that are good for the environment and will work well into the future



- use online ways of working when this is the right thing to do



- give services that are good value for money

# Highland Local Policing Plan 2023 to 2026

## Our work is based on:



- public health – protecting and improving the health of people and their communities



- partnerships – working with other people and organisations



- **prevention and early intervention** - services that try to stop problems from happening or stop things from getting worse



- being **person-centred** - listening to what a person wants and needs and having them at the centre of decisions that are made about them

## Our priorities – the work we think is most important:

### Priority: Road safety and road crime



We will work with other organisations to have less injuries, deaths and crime on our roads

### Priority: Serious and organised crime



**Serious and organised crime** are crimes that are planned and done by people or groups, often working across different countries

It can include crimes like:

- child sexual abuse
- illegal drugs and firearms
- keeping someone as a slave



We will work to have less harm caused by serious and organised crime including online crime.

## Priority: Anti-social behaviour, violence and disorder



We will work with the public and communities to reduce and prevent crime.

**Anti-social behaviour** makes someone feel worried or frightened.

It can include things like:

- people being drunk in public spaces
- people breaking things
- spraying paint on other people's things
- dropping litter
- noisy neighbours



## Priority: Crimes where something is taken without permission and crimes when someone is not honest



These are crimes like shoplifting, stealing from houses and other buildings, robbery, theft and **fraud**.

**Fraud** is when someone pretends to be someone else to steal money.

We will work to stop this kind of crime and to have less criminals that commit these crimes more than once.

## Priority: Protecting vulnerable people



We will work with partner organisations to support **vulnerable** people.

A **vulnerable** person is someone at risk of harm or who cannot look after themselves.

## Priority: Terrorism and public order



**Terrorism** is an action or threat of violence to make people frightened and put their life at risk.



**Public order** means making sure the public are safe when people are meeting in large groups, like a rally or a march.

We will work with communities to:



- make sure they know how to protect themselves
- know what to do if these crimes happen
- stop this kind of crime from happening
- find the criminals that are committing these crimes



We will do this work while supporting the delivery of Highland's Local Outcome Improvement Plan.

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