Fife Local Policing Plan 2023-26

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## Chief Constable’s Foreword

This Local Police Plan provides a clear statement to our citizens and partners about our commitment to developing our service and addressing areas that are of particular importance in this area. Throughout my time as Chief Constable, Police Scotland has continually developed to ensure we provide effective policing now and in the future.

Our communities are now better served and protected from the threats of today and of tomorrow. I have great confidence that the Police Service of Scotland will continue to build upon the progress made and the stability which now exists in policing.

In our recent Joint Strategy for Policing (2023), *Policing for a Safe, Protected and Resilient Scotland,* we describe how Police Scotland has people and communities at the heart of its vision for a better society, and will continue to provide modern, visible and accessible policing to local communities, supplemented with new support services that adapt and respond to societal shifts.

Policing in Scotland is incredibly varied, and we recognise the differences and strengths of communities across the country. Our people are vital members of those communities and our trusted relationship with the public and communities we serve is fundamental to maintaining their confidence in us to protect them at their most vulnerable and to keep us all safe from existing and emerging threats and harms.

This plan has been developed with partners and the local public using evidence, insights and professional expertise. We are committed to listening and responding to all communities across Scotland, including those who do not often engage with policing.

We understand our shared responsibility to ensure that our services are trauma-informed and person-centred as outlined in the Scottish Government’s Vision for Justice. Across society, and in part exacerbated by the challenging economic circumstances we all face, vulnerability, mental ill-health and substance misuse continues to impact on both individuals and wider society and on policing. We recognise that ours is very often not the most appropriate service to best support peoples’ needs and we will work our public sector partners to address challenges and support community wellbeing.

I am extremely proud of the service that we provide to our communities from Fife Division and from the specialist and operational divisions that provide additional support to them. As colleagues deliver the priorities set out in this plan and respond to new developments, our commitment to keeping people safe and demonstrating our values of integrity, fairness, respect and to upholding human rights is unwavering.

Sir Iain Livingstone QPM  
Chief Constable

## Divisional Commander’s Foreword

As Divisional Commander for Fife, it gives me great pleasure to introduce our Local Policing Plan for 2023 – 2026. This plan will detail how we will address our policing priorities in Fife, these will be based on threat and risk whilst also delivering on what the public have raised as significant to them via the Your Police survey.

Our last Policing Plan highlighted some of the challenges that we faced and have now passed. Fife Division supported the national policing of European Championship football tournament, the United Nations Framework Convention on Climate Change 26th Conference of the Parties (COP26), the 150th Open Championship, hosted within our own division at St Andrews and the implementation of Operation Unicorn following the passing of Her Majesty Queen Elizabeth II. All of these events placed significant challenges on policing and many have taken place during the Coronavirus pandemic. We have adapted throughout to ensure that the people of Fife receive the service they expect. Fife Division continues to deliver exceptional performance across local policing. We have continued to have some of the highest detection rates in Scotland, notably when investigating sexual and violent crime. We have also observed significant reductions in reported housebreaking and anti-social behaviour.

Having spent the majority of my policing career working within Fife, I am exceptionally proud of the service that continues to be delivered by our police officers and police staff. The commitment that has been shown during the recent challenging years has been nothing short of exceptional. During the peak of the pandemic, our staff continued to attend at work and put themselves at risk. They showed remarkable courage, determination and flexibility to ensure that policing continued at the highest possible level.

Looking forward, there will continue to be challenges; the current cost of living crisis will undoubtedly require us to adapt the way we police. As people struggle financially, we can expect an increase in acquisitive crimes. Cyber-crime is an area where we have already witnessed an increased in reporting. Education of this crime type via social media and other mediums will provide preventative advice to the public and where crimes are committed, we have the support of national specialist divisions to assist us in identifying the person responsible.

We will continue to support those that are vulnerable within our communities. To enable this, we will work collaboratively with partners to ensure that individuals receive the support they require at the earliest opportunity.

Fife Division officers will continue to tackle substance misuse and the crimes associated with that. Officers dedicated to tackling this issue have had significant recent success with multi-million pound cannabis cultivations identified, investigated and dismantled. We are dedicated to tackling the serious and organised crime groups that manage these cultivations and bringing those responsible to justice.

Throughout the duration of this plan, we will look to improve our service and engage with our communities. We will seek to efficiently deploy resources and develop working practices that evolve to suit demand. Support from national division and working with partners will allow us to deliver a service that creates safe communities for the people of Fife and all who visit.

**Chief Superintendent Derek McEwan, Local Police Commander, Fife Division**

## Introduction

Fife Division serves the Fife Council Local Authority area. The division covers 1.325 sq.km between the Forth and Tay estuaries and is structured into three local commands of West, Central and East Fife.

Seven territorial command areas make up the three local command areas, each of which share their boundaries with the Fife Council Local Authority business areas.

The population of Fife is approximately 374,130 with the majority of people resident in a number of the large towns, including Cowdenbeath, Kirkcaldy, Glenrothes, Methil and the newly appointed City of Dunfermline.

There are a number of smaller towns and rural villages located across the three local command areas, with 8 operational Police stations. This includes Fife Division Headquarters in the town of Glenrothes.

Fifes Local Policing Plan (LPP) sets out the local policing priorities and objectives for Fife Division for the period of 2023-2026.

Section 47 of the Police and Fire Reform (Scotland) Act 2012 places a statutory requirement on each Local Police Commander to produce a policing plan for their Local Authority area.

The plan demonstrates Police Scotland’s commitment to delivering local, national and corporate outcomes.

The LPP is developed through the professional analysis of crime across the division, combined with feedback from stakeholders and members of our communities. Our priorities are also aligned to strategic police priorities set by the Scottish Government, the objectives contained within the Scottish Police Authority (SPA) plan and as defined in the Police Scotland’s Annual Police Plan

Fifes policing priorities also link directly with the local Community Planning Partnership priorities. The Local Outcomes Improvement plan in Fife, The Plan for Fife, which is a key element in the delivery of service reform at a local level sets a clear focus for Fife between 2017 and 2027 and now has a particular Recovery and Renewal following the Covid Pandemic.

Fife Division will continue to collaborate with community partners to develop new and innovative ways of working, applying strong accountability and governance in our objectives in order to truly deliver improved outcomes and a Safer Kingdom for our communities.

## National strategic alignment

Our strategic outcomes provide a clear route from the Scottish Government’s outcomes and priorities, including the Justice Strategy, through Police Scotland’s strategies, plans and performance reporting, enabling us to demonstrate alignment and clearly articulate our ambitions and progress as demonstrated below. In addition to the Annual Police Plan, Police Scotland’s thirteen local policing divisions produce Local Police Plans which reference distinct priorities, objectives, outcomes and performance measures. They link to wider community planning arrangements, with Local Outcome Improvement Plans taken into account in their development.

* Scottish Government National Outcomes/Strategic Priorities/Justice Vision
* SPA/Police Scotland Strategic Outcomes
* Long Term Policing Strategy: Policing for a Safe, Protected and Resilient Scotland
* Enabler strategies including People, Fleet, Estates, Public Contact and Engagement, Enabling Policing for the Future, Digital Data and ICT, Cyber, Environmental, Procurement, Violence against Women and Girls, Equality Diversity and Inclusion

These are underpinned by plans including the Strategic Workforce Plan, Annual

Police Plan, Local Police Plans, Local Outcome Improvement Plans, and

Financial Plans.

## Local policing delivery context

**Divisional Command structure**

Fife Division is led by a Chief Superintendent who holds the title of Local Police Commander, and who is supported by three Superintendents and seven Chief Inspectors. This collection of officers form the Fife Divisional Command team.

The responsibilities of the Divisional Command Team, is to:

* Deliver local policing,
* Ensure a visible, accessible and professional police service is provided in local communities in Fife.
* Drive accountability.

The Operational and Support Superintendents provide direction and guidance to five Chief Inspectors. Three of the Chief Inspectors perform the role of Local Area Commanders within the designated areas of West, Central and East Fife, whilst the fourth Chief Inspector is responsible for Divisional Coordination and the fifth leads on Partnerships.

The Detective Superintendent for the Division has responsibility for providing support and direction to two Detective Chief Inspectors who have responsibility and accountability for all crime and public protection matters.

## Multi-coloured graphic with the Police Scotland logo of a thistle and crown in the top left corner. At the top of the page Police Scotland's visions is stated as Policing for a safe, protected and resilient Scotland. Police Scotland's purpose is described as to improve the safety and wellbeing of people places and communities in Scotland. Police Scotland's values are described as fairness, integrity, respect, and human rights. Underneath this information is a blue dark blue banner with the text 'Strategic Police Priorities' in white writing thereon. These strategic police priorities are listed in white underneath the banner in blue writing on a white background and are crime and security, confidence, sustainability, partnerships, people, and evidence. Underneath this text is another dark blue banner with 'Priorities for Policing' in white writing thereon. These priorities are listed below in dark blue lettering on a white background and are - protecting vulnerable people, tackling crime in the digital age, working with communities, support for operational policing. Beneath these priorities for policing are a series of outcomes and these outcomes' associated objectives. This text is in white font and is overlaid on five different colours as follows: Sky blue - Outcome: Threats to public safety and wellbeing are resolved by a proactive and responsive police service. Objectives: Keep people safe in the physical and digital world, design services jointly to tackle complex public safety and wellbeing challenges, support policing through proactive prevention. Dark blue - Outcome: The needs of local communities are addressed through effective service delviery. Objectives: Understand our communities and deliver the right mix of services to meet their needs, support our communities through a blend of local and national expertise, support the changing nature of communities. Orange - Objective: The public, communities and partners are engaged, involved and have confidence in policing. Objectives: Embed the ethical and privacy consideration that are integral to policing and protection into every aspect of the service, protect the public and promote wellbeing across Scotland by providing services that are relevant accessible and effective, work with local groups and public third and private sector organisations to support our communities. Yellow - Outcome: Our people are supported through a positive working environment, enabling them to serve the public. Objectives: prioritise wellbeing and keep our people safe, well equipped and protected, support our people to be confident leaders, innovative, active contributors and influencers, support our people to identify with and demonstrate Police Scotland values and have a strong sense of belonging. Green - Outcome: Police Scotland is sustainable, adaptable and prepared for future challenges. Objectives: use innovative approaches to accelerate our capacity and capability for effective service delivery, commit to making a positive impact through outstanding environmental sustainability, support operational policing through the appropriate digital tools and delivery of best value. Underneath these outcomes and objectives there is the text 'Performance and implementation' in white on a dark blue background. Underneath this is the text 'evidence based policing' in black text on a light grey banner.Police Scotland’s strategic objectives

## Our Local Priorities

**Drug Dealing and Drug Misuse**

The supply and use of drugs continues to have a significant impact in Fife with multiple associated harms; most significantly drug related deaths which have seen a 5% increase from the previous year, this being the largest number ever recorded.

Problem drug use is proportionately higher in Scotland compared to the rest of Europe, with factors such as increasing availability and an aging demographic contributing to the rising number of drug related deaths.

The continued drug related death volume has prompted the Scottish governments pledge to invest an extra £250 million over the next 5 years to improve recovery and addiction services. It has also introduced a Naloxone initiative, which involves training emergency services as well as members of the public to use the overdose reversal drugs.

In 2019 a Drugs Death Taskforce was created which consists of a panel of experts whose remit is to improve health by preventing and reducing drug use, harm and related deaths. As such Fife division should be prepared to respond to specific taskforce recommendations and legislative changes. This requires continued collaboration with partners across the criminal justice system, local government and third sector.

It is recognised that drug supply and use is closely linked to other forms of criminality particularly acquisitive crime, violence and antisocial behaviour.

Consequently preventative and disruption activity that results in positive outcomes in this key area will reduce the victims of associated crimes.

Serious and organised crime (SOC) continues to be a significant threat across Scotland and locally within Fife. The ability to disrupt Serious Organised Crime (SOC) is dependent on Police expertise, time and resources required to monitor and identify such criminality, current legislative opportunities and co-operation from partner agencies. A team has been established in Fife to tackle SOC activity, with capacity to develop intelligence and operations, and respond rapidly to any emerging threats. There has been a number of significant recoveries to date, including several large cannabis cultivations – one of which is assessed to have a potential street value of over £1 million, and another of over £3 million.

It is apparent that local knowledge of SOC / SOCGs relates mainly to drugs supply; the understanding of the community regarding ancillary offences, such as human trafficking, sexual exploitation, cybercrime, fraud and money laundering, continues to be limited, and consequently, the ability to accurately assess the risk at local level remains challenging.

Education is essential to help identify and prevent those being exploited within our communities. Training and awareness events between police and partners assists in understanding how to identify the indicators of such crimes, and how to report concerns.

**Violence and Antisocial Behaviour**

Serious violence and homicide has been identified as one of Police Scotland’s six “very high” operational priorities and remains a priority focus both nationally and for local policing in Fife.

Levels of overall violence in Fife have remained below average in the last five years.  There has been a reduced number of serious assaults and attempted murders, however the levels of common assaults have risen to a six year high.

This increase is driven by rises in public space minor assaults and assaults on emergency workers aligning with the lifting of Covid restrictions and the recovery of the night-time economy.

Despite a drop in detection rates for violent crimes versus the previous year, crime detections in Fife continue to be amongst the highest in Scotland for 2021/2022. The high level of performance has continued despite the significant demands on policing through COVID 19 and COP26 where world leaders, climate experts, business leaders and citizens met in Glasgow for the Conference of the Parties 26 – UN Climate Change Conference.

Anti-Social behaviour incidents in Fife continue to show strong reductions where 2021/22 recorded a drop across all types of anti-social behaviour incidents compared to the 5 year average and a drop on 2020/21 when pandemic restrictions were in place.

The development of intelligence assists with the deployment of resources for targeted prevention and enforcement activity and provides community reassurance.

Engagement will continue with schools, colleges and youth groups raising awareness and providing education and diversionary projects to divert youths becoming involved in crime.

2020/21 saw an increase in both overall and recorded hate incidents.  This increase looks set to continue in 2022/2023.

Fife Division have recently implemented a Hate Crime core group with key stakeholders, which will meet quarterly. This allows stakeholders to assess current trends and discuss prevention activities.

**Acquisitive Crime and Dishonesty**

Acquisitive Crime continues to be a priority for Local Policing in Fife. Many forms of acquisitive crime have been below average in volume in recent years; reductions are noted in housebreaking, vehicle crime as well as common theft versus a 5 year average.  That being said, an increase in fraud has offset some of these gains and contributed to a 78.1% increase in fraud related crime versus the 5 year average.

Fraud continues to grow with the methods ever evolving, enabled by technological advances.  At a national level fraud has been identified as a high priority and presents a significant challenge locally and nationally both in terms of prevention and detection.

The introduction of banking protocols has hindered bogus workmen type offences, banks are aware of the methods utilised by bogus workmen and online fraudsters and are using preventative measures. Similarly campaigns utilise modern technology to disseminate and provide preventative advice.

Within 2020/21 in Fife there has been a significant reduction in Housebreaking volume.  This has been a year where lockdowns have occurred and more individuals have been working from home.  It is felt that this is a significant contributory factor to the reduction in this sort of crime. It should be noted that some of these housebreakings for Fife and neighbouring divisions concerns a group of travelling criminals who would often commit housebreakings and high value vehicle thefts by stealing the true key.

By sharing intelligence and best practice across divisional boundaries and with specialist departments, it ensures management oversight of key issues and emerging crime trends, allowing us to provide a collaborative response to prevent and investigate this area of criminality.

**Protecting people**

As well as being a national priority, the protection of vulnerable people is a primary focus for the day to day policing within Fife. Fife’s Public Protection Unit is made up of a number of departments, and includes child abuse investigation teams (recent and non-recent), a divisional rape investigation unit, a domestic abuse investigation unit and a sex offender prevention unit. All of these departments have dedicated specialist resources that have an improved capability to investigate an extremely difficult area of criminality, which presents significant risk of harm to our communities.

Child concerns are reviewed daily at Inter-agency Referral Discussions (IRD’s), where relevant information is shared, ensuring appropriate risk management and decision making occurs between Police, Health, Social Work and Education.

All domestic related incidents are reviewed by our Divisional Risk and Concern Hub, with entries to the Vulnerable Persons Database (VPD) allowing appropriate assessment of any threat, risk and/or harm.

There continues to be an ongoing process of maintaining review and management of registered sex offenders via Multi- Agency Public Protection Arrangements (MAPPA).

All high risk domestic cases are escalated in a monthly basis and managed through a Multi – agency Risk Assessment Conference. Following identification of high risk domestic cases and notable prison releases, we aim to achieve perpetrator focussed tasking across services through Multi- agency tasking and co-ordination (MATAC).

Through the Disclosure Scheme for Domestic Abuse Scotland (DSDAS) we can share information about a partners abusive past with a potential victim. Using the Power to tell we can respond to requests from potential victims or their family/friends about their new or prospective partners to forewarn them regarding any abusive past.

A Detective Inspector post has been created to incorporate Policy and Partnership working within the Public Protection Unit. The role will initially focus primarily on the area of Child Protection given the scale of process change in that area, specifically the implementation of the National Guidance for Child Protection in Scotland 2021 and introduction of an eIRD system. The role will also include management oversight of the implementation of the Scottish Child Interview Model in Fife. There is scope for the role to develop in time to encompass a wider Public Protection remit.

**Road Safety**

Overall the strategic picture for road safety and road crime has not altered significantly in recent years. As such, the long standing themes and key risk areas remain as a core focus for the proactive work and prevention, education and enforcement.

In Fife we continue to work alongside key partners to make our roads safer and to reduce road casualties, by influencing driver and road user behaviour and targeting contributory factors to road collisions.

We will continue to develop targeted local preventative campaigns and promote national safety campaigns , such as;

* Vulnerable Road Users Campaign
* National Motorcycle Safety Campaign
* Summer Safety Campaign
* BRAKE National Road Safety Week.
* Get ready for winter campaign
* Festive Safety Campaign
* Summer and Winter Drink/Drug Drive Campaigns.

We will also have continued engagement with schools providing consistent messaging and publicity of interactive initiatives , such as;

* Safe Drive Stay alive Roadshows
* New Driver Improvement Scheme
* Drivewise
* Bikeability

To assist us in targeting road crime, we will continue to gather intelligence by encouraging member of the public to report persons driving whilst impaired or without the correct documentation.

We will also ensure internal circulation of all current/ relevant intelligence, to assist with targeted action against prolific road traffic offenders and to maintain focus at areas deemed vulnerable to reckless or inappropriate driving.

The table outlines the following information relating to our local Policing Priorities, Our Objectives and Strategic Outcomes

Our Local Policing Priorities and Objectives are as follows:

Drug dealing and Drug misuse, our objective is to work with the NHS and Local Authority to reduce the impact of drugs, Tackle drug supply and misuse and Tackle serious and organised crime. 

Violence and Antisocial behaviour, our objective to work with third party reporting centres to support those affected by hate crime, work with community safety partners to tackle antisocial behaviour and ensure robust actionis taken relating to violent offences. 

Acquisitiive crime and dishonesty, our objectives to work with local and national partners to prevent and minimise the impact of fraud adn online scams.  Through prevention and effective investigation tackle residential housebreaking and acquisitive crime.

Protecting people our objective is, to work with partners to protect vulnerable people, support Multi-agency Public Protection Arrangement (MAPPA) manage offenders, tackle domestic abuse by proactively targeting abuse offenders. 

Road Safety our objective is, Positively influence road driver behaviour to reduce road traffic collisions, injuries adn fatalities on our roads. Make fife roads safer by targeting unsafe and uninsured vehicles ann drivers.  Work jointly with partners to tackle unintentional harm. 

The strategic outcomes are as follows:

Threats to publice safety and wellbeing are resolved by a proactive and responsive police service. 

The needs of local communities are addressed through effective service delivery. 

The public, communities and partners are engaged, involved and have confidence in policing. 

Our people are supported through a positive working environment enabling them to serve the public. 

Police Scotland is sustainable, adaptable and prepared for future challenges. 


## Local objectives and activity

**Drug dealing and drugs misuse**

Activity: Work with NHS and Local Authority partners to reduce the impact of drug misuse.

Key milestones:

* Develop a delivery plan with the Fife Alcohol and Drugs Partnership to support those most effected by drug misuse.
* Support partners to develop improved care pathways to best support people with problem drug misuse.
* Deliver local policing initiatives to tackle those dealing drugs and exploiting those with vulnerabilities.

Update expected: Y1 Q1, Q3, Y2 Q1 Q3, Y3 Q1 Q3

Performance measures and insights:

* How effective is Fife Division in supporting those effected by problem drug use?
* How effective are the care pathways in supporting people with problem drug use?

Activity: Continue to improve local action plans to disrupt the supply of drugs.

Key milestones:

* Interrogate local and national databases to form detailed intelligence profiles.
* Deliver targeted days of action to tackle key offenders in the supply of drugs
* Deliver local policing initiatives to tackle those dealing drugs and exploiting those with vulnerabilities.

Update expected: Y1 Q1, Q3, Y2 Q1 Q3, Y3 Q1 Q3

Performance measures and insights:

* How do drug death figures compare from the previous year?
* What work has been undertaken to tackle offenders?

Activity: Support the roll out of the national Naloxone project

Key milestones:

* Ensure division wide cover of naloxone trained officers
* Support ongoing training and awareness of the project
* Raise the profile and awareness of divisional naloxone trained officers

Update expected: Y1 Q1, Q3, Y2 Q1 Q3, Y3 Q1 Q3

Performance measures and insights:

* The number of naloxone trained officers increased?
* How many times has naloxone been used since the beginning of the programme?

Activity: Work with proactive teams to respond to any emerging threats

Key milestones:

* Develop detailed intelligence profiles to better inform local disruption tactics and target any emerging threats
* Identify vulnerable victims and offer support and advice to reduce reoccurrence

Update expected: Y1 Q1, Q3, Y2 Q1 Q3, Y3 Q1 Q3

Performance measures and insights:

* Have we reduced the number of repeat victims?
* Do we have increased officer awareness of national and emerging threats?

**Violence and Anti-social behaviour**

Activity: Work with new and established third party reporting centres to support the reporting of hate crime

Key milestones:

* Maintain regular contact with third party reporting centres
* Deliver additional training and awareness sessions on any new legislative changes improved care pathways to best support people with problem drug misuse.
* Monitor crime trends and focus work with aligned organisations

Update expected: Y1 Q1, Q3, Y2 Q1 Q3, Y3 Q1 Q3

Performance measures and insights:

* Feedback from Third Party Reporting Centres
* Continue with the Hate crime core group to highlight any issues or trends that may be occurring throughout the division.

Activity: Work with community safety partnership to deliver shared outcomes to tackle antisocial behaviour

Key milestones:

* Engage and share information to identify individuals at early stages
* Monitor repeat trends and crime to better target resources
* Devise and deliver campaigns and initiatives to increase awareness and education
* Work in conjunction with Fife Licensing Board

Update expected: Y1 Q1, Q3, Y2 Q1 Q3, Y3 Q1 Q3

Performance measures and insights:

* Feedback from community partnership/local authorities
* Trends relating to antisocial behaviour

Activity: Ensure robust action is taken relating to all violent offences. Officers to use available legislation to proactively tackle offenders

Key milestones:

* Make proportionate use of stop and search to tackle weapons offences
* Ensure repeat offenders are highlighted in officer briefings and tasks are acted upon timeously
* Monitor crime trends and focus work with aligned organisations
* Continue to tackle domestic abuse

Update expected: Y1 Q1, Q3, Y2 Q1 Q3, Y3 Q1 Q3

Performance measures and insights:

* Proportionate use on stop and search
* Trends relating to crimes of violence

**Acquisitive Crime and Dishonesty**

Activity: Work with local and national partners to prevent and minimise the impact of Fraud and online scams

Key milestones:

* Collaborate with HMRC, Trading Standards in raising awareness of online fraud/scams and providing prevention and security advice
* Collaborate with Local authority to protect vulnerable and elderly victims of fraud to educate them on cybercrime trends as a method of prevention
* Monitor any new trends to ensure early dissemination to partners of emerging threats

Update expected: Y1 Q1, Q3, Y2 Q1 Q3, Y3 Q1 Q3

* Performance measures and insights: How effective are Police Scotland at communicating intelligence with partners?
* Trends relating to fraud
* Do we have positive relationships with our vulnerable communities?

Activity: Through prevention and effective investigation tackle residential housebreaking and acquisitive crime

Key milestones:

* Utilise our Community Safety Officers to develop and disseminate guidance to assist residents in keeping their homes safe
* Work with Community Safety Partnership to divert offenders from criminal activity
* Facilitate high-visibility patrolling in higher risk areas to deter and disrupt offenders

Update expected: Y1 Q1, Q3, Y2 Q1 Q3, Y3 Q1 Q3

Performance measures and insights

* Has housebreaking to residential properties decreased in the division?
* What is the decrease in repeat offenders committing new acquisitive crimes?

**Protecting People**

Activity: Work with partners to Protect Vulnerable Persons

Key milestones:

* Utilising our risk and concern processes within the Concern Hub to ensure wellbeing concerns are identified, assessed and escalated at the earliest opportunity
* Working with the Scottish Appropriate Adult Network to support our engagement and investigation of crimes affecting those who have difficulty in communicating.
* Investing in training so that our officers are equipped to recognise and respond appropriately to individuals who are experiencing mental health problems

Update expected: Y1 Q1, Q3, Y2 Q1 Q3, Y3 Q1 Q3

Performance measures and insights:

* How effective are the processes in place to ensuring that Vulnerable persons receive the correct support
* How effective is divisional collaboration with partners at supporting Vulnerable persons
* Feedback from partners about service users experience with Police

Activity: Ensure robust action is taken relating to domestic crimes and support this affected by it.

Key milestones:

* Ensure repeat offenders are identified and action taken
* Work in partnership to support victims of domestic abuse and identify opportunities for early intervention
* Work with the Fife Violence Against Women Partnership to raise awareness and encourage reporting

Update expected: Y1 Q1, Q3, Y2 Q1 Q3, Y3 Q1 Q3

Performance measures and insights:

* Effectiveness of partnership support and intervention to victims
* Trends relating to domestic abuse

Activity: Ensure Violent and sexual offenders are timeously risk assessed and robustly managed jointly by Police and Criminal Justice Partners

Key milestones:

* Support Multi-Agency Public Protection Arrangements (MAPPA) in managing violent and sexual offenders
* Utilising our SOPU (Sex Offender Prevention Unit) Officers and Criminal Justice Partners effectively manage risk and reduce re-offending.

Update expected: Y1 Q1, Q3, Y2 Q1 Q3, Y3 Q1 Q3

Performance measures and insights:

* Are the partnership arrangements effective and in line with statutory requirements?
* Trends relating to sexual crime

**Road Safety**

Activity: Positively influence driver behaviour to reduce road traffic collisions and complaints about the antisocial use of vehicles

Key milestones:

* Facilitate high-visibility patrolling in higher risk areas alongside Roads Policing officers
* Increase the use and vary location of speed checks with both officer hand held devices and camera enforcement vehicles
* Ensure road safety and education is encouraged when dealing with new drivers

Update expected: Y1 Q1, Q3, Y2 Q1 Q3, Y3 Q1 Q3

Performance measures and insights:

* Have road traffic collisions decreased?
* Have deaths from road traffic collisions decreased?
* Have complaints about the antisocial use of vehicles decreased?

Activity: Make Fife roads safer by targeting unsafe and uninsured vehicles and drivers

Key milestones:

* Support national road safety campaigns and work alongside agencies to promote days of action.
* Ensure vehicles are thoroughly checked for road worthiness
* Ensure MOT Certificate and insurance is valid on all vehicles stopped
* Ensure officers are fully trained to spot poorly maintained vehicles

Update expected: Y1 Q1, Q3, Y2 Q1 Q3, Y3 Q1 Q3

Performance measures and insights:

* Have the number of vehicles seized increased?
* Have the number of MOT Offences increased?
* Has high-visibility patrolling influenced driver behaviour?

Activity: Police work jointly with Fife community safety partnership on shared outcomes to tackle unintentional harm and public health and wellbeing and road safety

Key milestones:

* Work with schools and youth groups to highlight road safety
* Ensure roads and crossings are well maintained and fully functioning
* Monitor trends to ensure local speed limits and crossings are fit for purpose and location.

Update expected: Y1 Q1, Q3, Y2 Q1 Q3, Y3 Q1 Q3

Performance measures and insights:

* Have the number of pedestrian collisions reduced?
* Has joint working with partners been effectively delivered?

**Our people are supported through a proactive working environment, enabling them to service the public**

Activity: Protect, support staffs health and wellbeing

Key milestones:

* Promote the availability of wellbeing supports to benefit colleagues and encourage the use of wellbeing initiatives
* Ensure staff are aware of current wellbeing champions and supporters
* Support under represented officers through participation in the Divisional Advisory Panel

Update expected: Y1 Q1, Q3, Y2 Q1 Q3, Y3 Q1 Q3

Performance measures and insights:

* Continue to use the intranet to ensure that staff are aware of the support and tools available to them.
* Continue to support the use, and promote continued development of wellbeing initiatives
* Continue to encourage participation within the advisory panel to influence EDI decisions

Activity: Support our people in their continual career development

* Overview of progress and benefits for our people
* Continue to offer development opportunities to staff.
* Support the roll out of MyCareer and recognise the contributions made by staff.

Update expected: Y1 Q1, Q3, Y2 Q1 Q3, Y3 Q1 Q3

Performance measures and insights:

* Feedback from staff as to how well are we supporting our people?
* How effective has Fife Division been with workforce development?
* Continue to monitor officer recruitment and retention of underrepresented groups.

Governance and performance

The Police and Fire Reform (Scotland) Act 2012 enforces a legislative requirement upon police Scotland for each local commander to prepare and submit a local police plan to the relevant Local Authority for approval. This plan fulfils this obligation. This legislation also includes a framework for oversight and requires Local Authorities to have suitable scrutiny arrangements in place for the Police. Fife Council has therefore determined that the most appropriate arena for reporting on the Fife Division Policing Plan is the Environment and Protective Services (E&PS) Committee. Performance reports will be compiled and submitted to the E&PS Committee for their information and scrutiny. Fife’s Divisional Commander will provide a verbal update to committee members at scheduled meetings. This local scrutiny is the formal route for Elected Members to influence Police services in Fife and to retain and enhance partnership working between the Local Authority, other partners and Fife Division.

In addition, the partnership Plan for Fife sets out the key outcomes that Fife Council and partners (including Fife Division) are seeking to achieve for Fife. Fife Division are represented on the Fife Partnership Board which comprises Key Community Safety Partners and oversees the delivery of the Plan for Fife. The Scottish Police Authority (SPA) is the body with overall formal responsibility for scrutiny and holding Police Scotland to account for delivery of the priorities set out in the National Policing Plan. Fife Division’s performance against the national priorities is monitored centrally by the National Analysis and Performance Unit, who compile a wide variety of analytical products to support operational policing activity at tactical and strategic levels. Informed by this national monitoring, internal monthly Tasking and Delivery meetings, chaired by the Divisional Commander and attended by the Command Team, Local Area Commanders and Crime Managers, enable examination of local performance, trends and emerging issues, which in turn coordinate policing priorities and delivery across the division.

The local Tasking and Delivery process is informed by analysis of crime, incident and intelligence data and also serves to identify any cross border issues or those of heightened risk in order that policing can be co-ordinated with neighbouring divisions and so that national resources can be moved to Fife Division should this be required.

In addition to formal scrutiny and performance monitoring, we will also continue to measure our success through local community engagement. This feedback will assist in developing policing arrangements at divisional and local levels.

In support of all the above, on a daily basis, local and divisional oversight, review and tasking meetings are held to coordinate our response to incidents that have occurred over the previous 24 hours, thus ensuring the most appropriate delivery of a local policing service that is intended to keep Fife safe.

## **Equality, Diversity and Inclusion**

Police Scotland promotes equality and diversity, both externally and internally, striving to exceed the requirements of the Scottish Public Sector Equality Duty.

Across Police Scotland we are committed to developing and promoting best practice in the advancement of our Equality Outcomes. In order to support this requirement, we embedded equality, diversity and human rights in all of our strategies, plans and performance framework. Equality and Human Rights Impact Assessments (EqHRIA) are used to ensure that policy and practices proactively consider the potential impact on equality and human rights. We will ensure that all of the strategic plans and activities relating to the delivery are assessed to a high standard using relevant evidence in a systematic and structured way.

The work within Fife Division is underpinned by our commitment to ensure equality and inclusion when interacting with the public we serve. Fife Division forms part of a Senior Equalities Group comprising of key stakeholders and partners, shaping EDI strategy across Fife though understanding at all levels of decision making and service provision.

Fife Division is dedicated to promoting equality within our own workforce. We realise that every police officer, special constable and member of police staff is responsible for delivering a fair and professional service, promoting equality for all. We protect our officers with Divisional process and practice ensuring they are safeguarded when subject to hate crimes. The establishment of an internal advisory panel allows critical issues and EDI matters to be discussed and recommendations shared to ensure best practise is upheld.

**Ethics and values**

A code of ethics was introduced in 2013 with the creation of Police Scotland and provides guiding principles that define how we perform our duties. The code of ethics sets out the standards we expect of all our employees and the standards that the public can expect to ensure we provide a professional service to all. Encompassing the values of the service and our commitment to human rights, the code is designed to help us provide positive outcomes and improve the safety and wellbeing of people, places and communities in Scotland. Police Scotland’s values are;

* Integrity.
* Fairness.
* Respect.
* Human Rights.

Fife Division is continually working to ensure that these value and the code are understood by all our officers and staff are central to all of our decision and actions.

We are committed to developing and promoting best practice in the delivery of our Equality outcomes. These can be found along with our commitment and duties to equality, diversity & inclusion at: [Police Scotland Equality and Diversity](https://www.scotland.police.uk/about-us/equality-and-diversity/).

This plan will be subject to an Equalities and Human Rights Impact Assessment (EqHRIA) in compliance with the Scottish Public Sector Equality Duty in its final iteration in 2023. Separate EqHRIAs were undertaken for the activities described in this plan as required.

**Engaging with us**

Local Police Commander  
Police Scotland – Fife Divisional Headquarters   
Detroit Road   
Glenrothes   
Fife  
KY6 2RJ

For more detailed information on how to contact your Local Policing Team please refer to our website at www.scotland.police.uk or through our social media platforms below.

We will continue to keep in touch with you to keep you updated on the ongoing work being done to tackle the issues that are affecting life for you and your community.

Dial 999 for an emergency that requires urgent police attention.

For non-emergency contact, call 101, the single non-emergency number.

If you have information about crime in your area and wish to provide it anonymously, call CRIMESTOPPERS on 0800 555 111.

Service users who are deaf or have a hearing impairment can contact Police Scotland via TextRelay on 18001 101 for non-emergency, or 18000 in an emergency.

Meaningful and effective engagement involves genuine dialogue, respect, integrity, transparency and accountability. It provides an opportunity for people to shape our services and influence decisions made. Insight from effective engagement helps identify practical solutions and determine changes required to meet the needs of the communities we serve.

Police Scotland is committed to continuous improvement in all that we do. If you have something to tell us about our service, please contact us at: [Contact us](https://www.scotland.police.uk/contact-us/)

Further information about our wider engagement can be found in our consultation and engagement hub at: [Consultation Hub](https://consult.scotland.police.uk/)

Police Scotland has a number of active social media channels that provide a range of information and insight into policing, both nationally and in your local area. A full list of our social media accounts can be found on our website. Our local channels can be found at:

Twitter: @FifePolice @KirkcaldyPolice @GlenrothesPol @NorthFifePol @LevenmouthPol @DunfermlinePol @CowdenbeathPol @SWFifePolice

Facebook: https:/www.facebook.com/FifePoliceDivision/

Please note that our social media channels are not monitored 24/7 and should not be used for reporting crime. Please dial 999 in an emergency, and 101 in a non-emergency situation.

Inclusive and accessible engagement

We aim to embed accessibility and inclusivity into our services to make them work for everyone.

This Local Police Plan can be made available in various alternative formats. For more information, please contact us via our online form: [Contact us](https://www.scotland.police.uk/contact-us/).

Deaf, deafened, hard of hearing or speech-impaired callers can contact us via Text Relay on 18001