



**POLICE
SCOTLAND**
Keeping people safe

Stirling

Local Policing Plan 2014-2017



Stirling

Local Policing Plan 2014-2017

Stirling Police Station
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- 2. Romanian** Dacă doriți aceste informații într-un alt format sau într-o altă limbă, vă rugăm să ne contactați pentru a discuta ce anume aveți nevoie.
- 3. Urdu** اگر آپ یہ معلومات کسی متبادل صورت یا زبان میں حاصل کرنا چاہتے ہوں تو برائے مہربانی اپنی ضروریات کے بارے میں بات چیت کرنے کے لیے ہم سے رابطہ کریں۔
- 4. Punjabi** ਜੇ ਤੁਹਾਨੂੰ ਇਹ ਜਾਣਕਾਰੀ ਕਿਸੇ ਹੋਰ ਰੂਪ ਜਾਂ ਭਾਸ਼ਾ ਵਿੱਚ ਚਾਹੀਦੀ ਹੋਵੇ - ਤਾਂ ਕਿਰਪਾ ਕਰਕੇ ਤੁਹਾਡੀਆਂ ਲੋੜਾਂ ਬਾਰੇ ਵਿਚਾਰ ਵਟਾਂਦਰਾ ਕਰਨ ਲਈ ਸਾਡੇ ਨਾਲ ਸੰਪਰਕ ਕਰੋ।
- 5. Hindi** 'यदि आप यह जानकारी किसी वैकल्पिक प्रारूप अथवा भाषा में प्राप्त करना चाहते हैं – कृपया अपनी आवश्यकताओं के बारे में विचार करने के लिए हमसे संपर्क करें'।
- 6. Czech** Máte-li zájem o tuto informaci v odlišném formátu nebo jazyce - kontaktujte nás, abychom projednali Vaše potřeby.
- 7. Arabic** إذا كنت تود الحصول على هذه المعلومات بشكل آخر أو بلغة أخرى فالرجاء الاتصال بنا لمناقشة احتياجاتك.
- 8. Kurdish** ئەگەر ئێم زانیاریەت بە شێوە یان زمانی تر دەویت، ئەوا تکایە پەڕوهندیمان پێوە بکە بۆ ئەوەی کە گفتووگۆ سەبارەت پێویستیەکانت بکەین.
- 9. Russian** Если вы хотите получить данную информацию в другом формате или на другом языке, пожалуйста, обращайтесь к нам, и мы обсудим ваши потребности.
- 10. Slovak** Keby ste chceli dostať tieto informácie v inom jazyku alebo v inom formáte, obráťte sa na nás s takou požiadavkou a my ju v závislosti od Vašich potrieb zväžíme.
- 11. Lithuanian** Jei Jums reikia šios informacijos kitu formatu arba kita kalba, prašome susisiekti su mumis bei aptarti Jūsų poreikius.
- 12. Chinese simplified** 如果您希望以其他的格式或语言获得这些信息，请联系我们以讨论您的需求。
- 13. Chinese traditional** 如果您希望以其他的格式或語言獲得這些資訊，請聯繫我們以討論您的需求。
- 14. Gaelic** Ma tha sibh ag iarraidh an fhiosrachaidh seo ann an riochd no cànan eile, nach cuir sibh fios thugainn gus ur cuid fheumalachdan a dheasbad.

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Appendix A – Community Consultation and Priorities

1. Introduction and purpose of plan

This plan sets out the local policing priorities and objectives for Stirling for 2014-2017 and is a statutory requirement of the Police and Fire Reform (Scotland) Act 2012.

The process of producing the plan takes account of the Scottish Government's overarching vision for public services, the Strategic Police Priorities set by Scottish Ministers, the Scottish Police Authority's Strategic Police Plan and the Chief Constable of Scotland's Annual Police Plan. (1)

The recognition of such influences is appropriate as local policing is now delivered within a national framework that allows local concerns to be addressed alongside a commitment to contribute to national demands.

The focus of the plan however is on responding to the needs and expectations of the communities in Stirling as identified in the local priorities. The plan will set out these priorities along with the outcomes we are trying to achieve and the approaches that we will take in doing so.

The Stirling Council area is home to around 90,000 people, 65% of whom are in the City of Stirling and its neighbouring settlements and 35% in the rural area.

On many measures, the area shows great diversity, mirroring Scotland as a whole. When considered as a single area, the statistics are generally very positive relative to Scotland as a whole. Parts of Stirling, Dunblane, Bridge of Allan and much of the rural area are some of the most affluent and successful communities in the country with high incomes, good health and excellent quality of life. In relatively close proximity, there are communities of concentrated deprivation where unemployment is very significant and health statistics are some of the poorest in the country.

Low level crime and antisocial behaviour are the major concerns relating to community safety in the Stirling area. The total number of crimes per head of population is lower than the Scottish average. The town centre is the focus for higher levels of antisocial behaviour linked to the night-time economy. Although the policing priorities identified in this plan reflect common issues across the council area, there are differences in the emphasis placed on issues by residents in communities across urban and rural areas of Stirling.

This local authority plan will therefore be supported by seven local community plans based on the electoral wards in Stirling. These plans will reflect community level priorities and respond directly to local needs and demands.

Although this is a three year plan, there will be ongoing reviews to ensure that the priorities remain valid and that emerging ones are recognised.

(1) Full versions of these documents can be found at:

Strategic Police Priorities – [www.Strategic Police Priorities](http://www.StrategicPolicePriorities)
SPA Strategic Police Plan - www.spa.police.uk
Annual Police Plan – www.scotland.police.uk

2. Foreword by

Chief Constable Sir Stephen House QPM

The first year of Police Scotland has seen significant change in many aspects of the organisation, however the delivery of locally-focused operational policing remains the bedrock of this service. I remain strongly committed to the principle that community-based policing, which responds to local need and demand, is crucial to delivering services that keep people safe and maintain public confidence.

One of the ways in which we can visibly demonstrate this commitment to local policing is by listening to communities and asking them to help shape our priorities. We have consulted widely across the council area with local people and other organisations to help identify our priorities. By combining the information we received through this consultation process with analysis of crime and other performance data we have established the priorities and objectives that are set out in this plan.

In developing this plan the Local Policing Team, led by the Local Commander, has worked closely with public, private and third sector organisations as well as directly with communities, because we recognise that partnership working is critical to making our communities safer. Importantly, this approach has also ensured that our planning process is aligned to the broader vision and supports the Single Outcome Agreement. This plan is therefore a commitment to working across agencies to deliver better outcomes for communities as well as setting out how policing will be delivered in this area.

I am pleased to say that we have achieved much in the first year of Police Scotland to tackle crime and prevent harm - reducing the number of people who have been the victims of violence and the number killed and injured on our roads as well as addressing other crucial priorities for communities. This plan sets out an agenda to build on that success by tackling the issues that will improve the safety and well being of communities across this local authority area.

Vic Emery, O.B.E Chair of the Scottish Police Authority

I passionately believe that the establishment of Police Scotland and the Scottish Police Authority has created significant opportunities to strengthen the effectiveness of policing. We want you the public to have a real say on local priorities and for policing to listen to that public voice. This plan is where that comes together. It sets out what your local priorities are – identified from what local people are saying is most important to them, and underpinned by local evidence and intelligence gathered by policing in this area.

We want you to be able to question, and judge, how well the police are performing against those priorities. So we will expect your local commander to report publicly and regularly on how they are achieving the priorities set in this plan, so you and your community can assess for yourselves how policing is working for you.

We want residents to be able to see how money invested in policing is being used and what results it brings, and to understand better how national and local policing decisions are made and why.

Scotland is a country with reducing levels of crime, and a strong bond of trust between the Police service and the Scottish public. Local partnerships, a focus on prevention and collaboration, and genuine accountability at both local and national level underpin that bond.

Working together to turn this plan into results, as professionals and members of the public, is about making this part of Scotland a place of greater safety – and a greater place to live.

Councillor Martin Earl, Convener, Stirling Public Safety Committee

Stirling Council welcomes our first three-year Local Policing Plan for 2014 – 2017 and we look forward to working with the Divisional and Area Commanders and local police managers to ensure these priorities are delivered. This plan has been shaped by our communities' priorities, with substantial input from those communities and the Council.

The Police are key members of Stirling's Community Planning Partnership and will play an important role in the delivery of Stirling's Single Outcome Agreement 2013 – 2023. Keeping our communities safe from crime is a fundamental priority for ourselves, the police and all the other partner organisations involved. We welcome the commitment to work in partnership that is evident throughout the plan. Reducing the inequalities that exist in Stirling's communities will be key to achieving all of our outcomes in the Single Outcome Agreement and effective joint working is an integral part of that process.

In May 2013 the Public Safety Committee took up its role in local governance and scrutiny of policing. Since then we have been working with Police Scotland to ensure the best outcomes for the people of Stirling. We have established a very positive working relationship. In monitoring delivery of the Police Plan, we will continue to work together to ensure delivery of effective, local Community based policing.

Chief Superintendent David Flynn, Local Police Commander

Local policing continues to be the focus of Police Scotland, and I am delighted to present the Local Policing Plan for Stirling. The priorities in this plan have been developed in consultation with local people and partner agencies, taking account of analysis of crimes and incidents and national policing priorities.

Sound partnerships, shared information and strong collaboration form the foundations of effective local policing. This can be seen in our local outcomes and priorities, which rely on joint working across partner organisations and geographic boundaries for their successful delivery.

By delivering effective local policing which meets the needs and expectations of local communities to a consistently high standard we will continue to maintain public confidence and satisfaction. We will target those who cause the most harm within our communities, and will protect those who are most vulnerable. We will take every

opportunity to reduce and prevent crime and disorder, and ensure that officers are in the right place at the right time and doing the right things.

The priorities and objectives outlined in this plan provide a clear focus for local policing, but retain enough flexibility to change to meet any new issues that might emerge over the life of the plan. I am confident that the plan demonstrates our commitment to meet the needs and expectations of the communities we serve in Stirling.

3. Priorities and Objectives

Developing the Policing Priorities

This part of the plan details policing priorities, our objectives and their outcomes and the approaches we have in delivering policing in Stirling. A later part of the plan shows how we intend to use our resources and work with partners. The principle of working with others is key to delivering this plan, and all aims and actions which we set out should be regarded as routinely including working with partners wherever possible.

We are committed to keeping people and communities safe. We will do so in places where they live, work and visit and will police in a way that means engaging with and working with the communities. This approach is in line with the fundamental policing principles detailed in the legislation that established Police Scotland.

The priorities set out here are based on what people in Stirling tell us are their main concerns. They reflect the wider policing priorities of reducing harm in communities, making them safer and reducing the fear of crime. They are the result of listening to the concerns of local communities identified through consultation and of analysing information about crimes and incidents which is held by the police and our partners.

This lets us tackle the problems which trouble people in Stirling, and also the type of harmful behaviour or activities which the public may not be so aware of. That behaviour or those activities often target people who are vulnerable for a number of reasons or who are harmed by people in positions of trust.

Reducing the polarity of wealth and opportunity in our area is a key challenge for the community planning partners, particularly now in times of both recession and welfare reform, and is a focus of the Stirling Single Outcome Agreement (SOA) 2013-23. The views of the public gathered by the community planning partners helped to inform the aims of the Single Outcome Agreement and planned outcomes.

We are partners to the agreement and this plan directly supports a number of those planned outcomes. All of the local priorities can be aligned to one or more of the outcomes. These are summarised below in respect of the policing contribution:

- Communities are well served, better connected and safe which means that
 - essential services are available locally
 - vulnerable people are less isolated
 - communities are involved in the planning and delivery of services
 - neighbourhoods experience less antisocial behaviour particularly from the impact of alcohol misuse
- Improved support for disadvantaged and vulnerable families and individuals which means
 - that services are focused on and tailored to the needs of disadvantaged and vulnerable individuals and families

- a reduction in risk to children from harm and neglect
- a reduction in risk to children from the effects of substance misuse and domestic violence

We also reflect these and other SOA outcomes in the approaches that we have to delivering policing.

- Reduced risk factors that lead to health and other inequalities which means
 - that there are higher levels of wellbeing
 - a reduction in the effects of substance misuse

These policing approaches include looking to:

- tackle the misuse of alcohol and its effects;
- achieve high levels of community confidence and satisfaction;
- engage regularly and closely with all parts of our communities;
- recognise the diversity of those communities and their needs and expectations;
- acknowledge inequalities that exist and contribute to their reduction;
- identify and protect people with particular vulnerabilities; and
- improve how we do things.

They should also support the stated intention in the Single Outcome Agreement that all outcomes will be progressed with a clear understanding that the inequality which exists within Stirling must be addressed.

When people in Stirling took part in consultation, they identified, in a survey carried out by community officers, local problems which they were aware of. However, in a separate on-line survey, people also pointed to issues which they felt the police should treat as priorities even where this was not seen as a particularly big local problem.

An example of this was assault and violent crime which was only considered a local problem by a small proportion of people, but which was identified by others in the community as a high priority for police action.

A similar response was received in respect of domestic abuse and theft by housebreaking. This perhaps reflects the desire of the communities for action to prevent crime before it becomes a problem.

Local priorities are based on the feedback from both types of survey and on other consultation undertaken, and on professional police judgement of what issues are likely to affect the wellbeing of people, communities and places in Stirling.

Protecting People and Places

People

While there is a consistent element in what we do of keeping all people safe, this priority focuses on those individuals who are vulnerable to harm because of their particular circumstances. That harm may take the form of physical, sexual or emotional abuse and neglect, and vulnerability may occur because of age, capacity or relationship with the offender.

One way in which we identify vulnerability is through the early sharing of information with partners such as the Safer Communities Team at Stirling Council. This is best illustrated by the work of the Stirling Safer Communities Joint Tasking and Coordinating Group. Although much of the focus at weekly meetings is on issues of antisocial behaviour, the opportunity is also taken to consider any action required in respect of protection of vulnerable individuals who have come to the notice of any of the partner agencies. Such issues can also be escalated to the monthly meeting of the Multi Agency Tasking and Coordinating Group (MATAC). Significant risks will also be considered through the processes of Multi Agency Risk Assessment Conference (MARAC).

A further practical example of working together to reduce vulnerability is the involvement of the Street Pastors in the night-time economy. They provide practical help to people as well as alerting police to people at risk. Their work includes participation in the Safebase initiative during the festive period, and the submission of reports about the risks to people identified through their work. One report highlighted the potential vulnerability of young females aged from 16 to 25, which then became an item for action for safer communities partners.

The Multi Agency Assessment Screening Hub (MAASH) based at Larbert Police Office is held out as best practice in addressing vulnerability across a wide range of individuals. This model of working provides for the physical co-location of practitioners from across several agencies including police, social work and health. Such proximity and ease and effectiveness of communication allow early identification of issues highlighted in Vulnerable Person Reports, which leads to early and effective intervention and responses. Partnerships and agencies from many different areas have visited the MAASH to examine the approach employed and to potentially inform their own practices.

Child protection

There is a focus on protection for children, both in preventing them from becoming victims and in taking steps through early and effective intervention to stop them from becoming offenders. Oversight of structures and processes in respect of these elements is provided through partners' involvement in the Stirling Child Protection Committee. There is a dedicated police child protection unit which is co-located in police premises alongside partners from Social Work, Education and the National Health Service. This arrangement allows early joint discussion about prioritising work and delivering early and effective interventions.

An example of support for vulnerable individuals through joint working is in the area of corporate parenting which looks to protect the interests and development of looked-after children. The area commander for Stirling is the police representative on the Corporate Parenting Board and also contributes to partnership activities through the work of the Children & Young People's Task Group. The aim of this group is to deliver a joint, integrated Children's Services Plan which will include early prevention and intervention plans for children and young people, including those falling within the remit of corporate parenting.

Vulnerable adults

The priority of protecting people also extends to vulnerable adults in the community. The main responsibility for this lies with the Adult Safety and Protection Unit, but all staff have a role to play in identifying such vulnerability through the submission of Vulnerable Person Reports. There is a system for transmitting such reports to the Stirling Safer Communities Team, and vulnerable adults will feature in the monthly Multi Agency Tasking and Coordinating Group meetings. Work will also include referrals or signposting to other support agencies.

Hate crime

Hate crime is the term used to describe offences against those who may be targeted as victims because of some personal characteristic such as race, gender or disability. Action against this offence is supported nationally via the third party reporting portal within the Police Scotland website. This facility allows victims to report information to the police via another organisation or agency. A list of participating agencies and organisations in the Forth Valley area can be found by accessing the portal. [Third Party Reporting](#)

Coordination of partner activity is delivered under the Multi Agency Hate Response Strategy (MAHRS).

Domestic abuse

Domestic abuse has been recognised as a serious public protection issue in Stirling and receives special focus because of this. A dedicated Domestic Abuse Investigation Unit ensures the most problematic offenders and victims receive appropriate levels of intervention from trained staff. Moreover, any incident of domestic abuse receives comprehensive and thorough investigation by the officers attending with a focus on the safety and wellbeing of the victim. This will often involve directing victims to partner agencies which can offer a range of support and assistance, both in the short and long term. A Violence Against Women (VAW) group provides a lead on partnership action and response in respect of this problem and operates within the community safety partnership. The role of this group and the associated strategy are currently under review.

Major incidents and events

In addition to the risk to vulnerable individuals, personal and community safety can be affected by threats such as severe weather or other major incidents or by the consequences of events such as processions, rallies and other public events. Although

not currently seen as a significant issue by communities, we are aware of the harm that can arise in any of these situations and consider that planning and preparing for eventualities should be a priority in any policing plan. When we have to respond to a threat, we have the benefit of being able to call upon resources from across the whole of Police Scotland.

These arrangements, which include significant contributions from partner agencies, will be tested during 2014 by high profile national events such as the Armed Forces Day, the Bannockburn Day events and the Ryder Cup.

Terrorism

The same considerations and availability of resources apply to the threat from terrorist activities. We work with partners, communities and businesses to implement the government's strategy to tackle terrorism, which is known as CONTEST. This helps to reduce the risk from terrorism and allows people to go about their business in the area freely and with confidence.

What we aim to do:

- Identify vulnerable people to reduce the likelihood of them coming to harm;
- Stop children and young people becoming victims of crime or offenders and support the "Whole Systems Approach" to youth justice.
- Highlight the increased danger of becoming a victim through the excessive use of alcohol and other substances;
- Tell vulnerable people about different ways to improve personal safety
- Refer vulnerable people to the Scottish Fire and Rescue Service to ensure they receive a home fire safety check
- Make it easier for victims to report an incident
- Tackle the increasing use of the internet and other social media to target victims
- Detect offenders early to help prevent further harm
- Target and manage repeat offenders to stop them re-offending
- Continue to develop early intervention actions through the local Multi Agency Tasking and Coordinating Group process
- Provide immediate support to victims and signpost further support
- Plan and prepare with partners for identifiable major risks and threats.
- Implement the CONTEST counter terrorism strategy

What this should mean:

- Vulnerable people less likely to become victims
- Young offenders diverted from further involvement in crime
- Quicker identification of victims and potential victims and better support
- Less likelihood of offenders committing further crime
- Avoidance or reduction of harm to the community and environment
- Planned joint approach to reduce the risks from terrorist activity

How performance and success will be measured:

- Levels of associated crimes and incidents
- Detection rates for associated crimes and offences
- Diversion rates for young people
- Deployment of resources to support victims
- Strength of partnership arrangements and initiatives
- Frequency of planning meetings and exercises
- Access to Police Scotland resources

Actions to support this priority:

- Prioritised investigation of crimes against vulnerable persons
- Risk assessments to identify victims and repeat and high tariff offenders.
- Early identification and support of vulnerable persons
- Processes to support child protection principles in respect of victims and offenders.
- Support plan for vulnerable adults
- Use partner agencies and community advisors to identify the incidence and victims of hate crime
- Regular participation in planning process and exercises
- Using resources from across Police Scotland to respond to major events or incidents
- Allocate responsibility and accountability for delivery against priorities to an officer of superintendent rank

Places

Environment

The appearance and condition of the surroundings in which people live and work can have an impact on their quality of life and sense of wellbeing. This was seen in the priority that residents of Stirling placed on issues such as litter, fly tipping, graffiti and other vandalism. The last mentioned is the single largest category of crime committed in Stirling, although it has been falling steadily over the past few years.

An example of working together to deliver improvements is the Friars Street Problem Solving Partnership. Concerns were expressed by residents and retailers about a range of issues at this location. These included misuse of drugs and alcohol and associated antisocial behaviour which impacted on the environment and on the use of the location by residents, businesses and visitors. An action plan was devised that involved preventive, supportive and enforcement activities by the partnership members such as Police Scotland and the Stirling Safer Communities Team. This has led to a noticeable drop in incidents and complaints and resulted in a greater sense of satisfaction about the area among most of the people affected.

It is important that the police contribute to protecting the environment, although this will be a shared responsibility with Council Services and partners such as the Scottish Environment Protection Agency.

What we aim to do:

- Detect offenders who, in the main, come from the area where the crime is committed
- Work with partners to develop prevention strategies for offences
- Identify if locations where there are repeat offences need improvements to reduce opportunity of offending
- Deploy resources according to information and intelligence about offending.

What this should mean:

- Reduced levels of offending and harm to the environment
- Preventive measures designed to reduce the problem
- Improved quality of life for communities

How performance and success will be measured:

- Levels of associated crimes and incidents
- Detection rates for associated crimes and incidents
- Community opinion on impact on quality of life

Actions to support this priority:

- Increased staffing for the Community Investigation Unit
- Increased patrol and response capacity at peak times of offending
- Regular analysis of offending patterns to best direct the police response
- Continue to develop early intervention actions through the local Multi Agency Tasking and Coordinating Group process
- Allocate responsibility and accountability for delivery against priorities to an officer of superintendent rank

Dealing with Antisocial Behaviour

Antisocial Behaviour (ASB) can have an adverse effect on the quality of life of people who experience it on a regular basis. It can also cause undue levels of fear in communities because of the perception of general disorder associated with it.

Alcohol

We know that the consumption of alcohol is often a contributory factor in such behaviour, as it is in other types of offences. This is confirmed by responses to our surveys in Stirling where people identified rowdy, drunken behaviour as one of the main causes of local concern, along with disturbances caused by young people.

General rowdiness associated with the effects of alcohol can be seen in noise and disorder in the streets and loud parties. Analysis of problem locations and persistent offenders allows us to target such disorder. This has led to a steady decrease in the number of calls from the public about antisocial behaviour that we receive. It does however remain an important local policing issue given the priority placed upon it by communities in Stirling. Tackling the misuse of alcohol will be a key approach for us.

This is reflected in the fact that the police Area Commander has the lead for the Single Outcome Agreement prevention and intervention area of alcohol misuse, particularly in relation to antisocial behaviour and offending. This involves close working with the Stirling Alcohol and Drugs Partnership and the provision of baseline data to the Stirling Safer Communities Joint Tasking and Coordinating Group. This allows early identification of antisocial behaviour crimes and incidents, who the offenders are and provides the opportunity to look at ways to reduce offending, in particular where this is linked to substance abuse.

Young people

While communities will always tolerate a certain amount of noise and disturbance associated with young people gathering together, people will become concerned where such behaviour becomes excessive on a regular basis. Equally, a group of young people can present as a threat to others, even when no such impact is intended and their actual behaviour does not warrant such a perception.

Young people at risk of harm are identified routinely through Vulnerable Person Reports. The weekly tasking and coordinating meeting allows early identification of offending patterns of individuals. The participation in the group of Youth Services, Barnardos and the Positive Changes Team (PCT) means that interventions can be targeted. Police Scotland and partners also work jointly through routes such as the Early Years Collaborative Group and the E-Safety Partnership to address antisocial behaviour of all types by young people.

School Based Officers can play an important role in establishing relationships with young people and providing guidance and support which seeks to educate young people about the impact of antisocial behaviour and their own social responsibilities. This role is being examined at a national level with a view to promoting a consistent approach. It is anticipated that guidance will be produced for local use which will acknowledge the contribution that such officers make in the school environment and assess how local discussion and negotiation can be used to provide a service across all of the secondary schools in a local authority area.

What we aim to do:

- Reduce the fear of crime associated with antisocial behaviour and disorder
- Improve people's perception of personal safety in their community

- Target known problem locations and repeat offenders
- Enforcement activities where necessary
- Ensure licensed premises are supplying alcohol in a responsible manner
- Highlight to young people how their behaviour can impact on others
- Consider what resources partners can bring to the problem

What this should mean:

- Continuing reduction in the incidence of antisocial behaviour
- Improved quality of life for communities
- Reduced fear of crime
- Increased sense of feeling safe in local neighbourhood
- Well regulated licensed premises.

How performance and success will be measured:

- Number of calls received about antisocial behaviour
- Number of incidents of disorder
- Level and type of policing activity for local licensed premises
- Prevalence of intervention/prevention initiatives

Actions to support this priority

- Analysis of crimes and incidents to target resources
- Focused activity by community teams to prevent incidents
- Involvement of partners to develop preventive measures
- Consultation to measure community confidence and satisfaction
- Close working relationships with licensed trade to promote the licensing objectives
- Continue to develop early intervention actions through the local Multi Agency Tasking and Coordinating Group process
- Deployment of a local authority liaison officer in the Stirling Safer Communities Team
- Allocate responsibility and accountability for delivery against priorities to an officer of superintendent rank

Violent Crime

Categories of violent crime include homicide, robbery, extortion and abduction along with both serious and minor assaults. All types of this crime have shown reductions. This is reflected in the fact that violence was not indicated as a major problem in any of the wards in Stirling by respondents to the Community Survey, carried out by community officers. Nevertheless, violence was also shown by respondents to the separate on-line survey as a priority for action by the police and is therefore included in the plan.

Violence of all kinds occurring in houses and other private places poses a particular problem in respect of prevention and police and partners are seeking ways to improve this situation

Tackling violence against women

Violence against women in all its forms is recognised as a significant problem across all communities and receives particular emphasis from police and partners. This emphasis will be maintained through the joint work of dedicated police units and key partner agencies.

Police rely heavily upon the skills and experience brought by diverse agencies to the arrangements for protecting and supporting victims. These arrangements involve groups such as Violence Against Women which reports to the Stirling Community Safety Partnership and provides a focus for the activities being undertaken.

Alcohol

We know that alcohol is a major contributory factor in the commission of assaults both in public places and in homes. Again we look to proper regulation of licensed premises as a means of reducing the likelihood of offences and have not encountered any major problems in respect of such premises in the Stirling area. We consider that this is down to our approach, which favours early identification and resolution of issues through effective interventions

We also monitor night-time crowds by means of officers in visible, pre-determined locations so that we can identify potential incidents and take action to stop any violence from developing.

What we aim to do:

- Work with partners to tackle violence against women
- Target known problem locations and repeat offenders
- Ensure licensed premises are supplying alcohol in a responsible manner
- Work with partners to tackle violence in houses and other private locations
- Ensure sufficient resources are available to police the night time economy
- Prevent the misuse of alcohol

What this should mean:

- Reduction in crimes of violence
- Safer night time economy
- More attractive and safer environment for residents and visitors
- Reduction in number of people suffering injuries as a result of violence

How performance and success will be measured:

- Levels of associated crimes and incidents
- Detection rates for associated crimes and incidents
- Level and type of activity in respect of licensed premises
- Community opinion on impact on quality of life

Actions to support this priority:

- Analysis of crimes and incidents to target resources to locations and offenders
- Increased patrol and response capacity at peak times for offending
- Work with partners to develop intervention strategies for violence in houses
- Close working relationships with licensed trade to promote the licensing objectives
- Continue to develop early intervention actions through the local Multi Agency Tasking and Coordinating Group process
- Allocate responsibility and accountability for delivery against priorities to an officer of superintendent rank

Disrupting Organised Crime

The activities of organised crime groups cause harm to communities across Scotland including in Stirling. Although these activities can include money laundering, fraud and human trafficking, it is the supply of drugs which has the greatest impact in this area. People tell us that misuse of drugs in communities remains a primary concern for them and identify action against crime groups as a priority for police.

Supply of drugs

Communities in Stirling have supported police action by providing information about who is dealing drugs in their area, and Community Teams often play the lead role in mounting operations against those individuals.

Preventing access to business

Local authorities and other partners have a role in preventing criminals from using legitimate contracts and businesses to launder criminal proceeds. There has been recent success in this area, with one organised crime group being prevented from involvement in the security business which could potentially have netted them about £2 million.

What we aim to do:

- Continue to target local drug dealers
- Work with colleagues and partners to disrupt organised crime locally and nationally and to arrest those involved in it.
- Train partner agency staff to recognise high levels of unexplained wealth
- Deprive criminals of cash and assets obtained from crime
- Prevent access of crime groups to legitimate businesses
- Help those misusing drugs to recover

What this should mean:

- Reductions in the supply of drugs locally
- Safer communities experiencing less harm
- Support for vulnerable people affected by drugs misuse
- Reduced capacity for crime groups to conduct criminal business

How performance and success will be measured:

- Levels of associated crimes and incidents
- Detection rates for associated crimes and incidents
- Number of arrests of crime group members
- Community opinion on impact on quality of life
- Impact on criminal funds
- Level of activity in signposting drug users to support organisations

Actions to support this priority:

- Analysis of intelligence to target offenders
- Joint operations with partners to apply differing sanction to criminals
- National and regional resources used to support operations
- Seizure of criminals' cash and assets
- Use intelligence to prevent criminals obtaining public contracts
- Scrutinize all licensing applications to identify any links to crime groups
- Disrupt the use of the road network by crime groups
- Allocate responsibility and accountability for delivery against priorities to an officer of superintendent rank

Crimes of Dishonesty

This type of crime includes frauds, thefts and housebreakings and is likely to affect all communities to some extent. There has been a steady fall in the overall numbers of such crimes which may explain why it was not identified as a significant problem in most communities in the community consultation questionnaire. In contrast, some types of dishonesty were highlighted as a priority for police action in the separate on-line survey.

This is understandable given the very personal impact of such crimes. In 2014 a dedicated Community Investigations Unit will be established in Stirling comprising a sergeant and six constables. Its main remit will be the investigation of crimes of dishonesty.

Housebreaking

Theft by housebreaking was identified in the web survey as a priority for action. There is a financial loss to housebreaking but also a sense of intrusion which can create a

disproportionate effect on the feeling of safety in communities. National and regional resources from Police Scotland have been deployed to combat travelling criminals particularly through the use of Automatic Number Plate Recognition and focused motor bike patrols. This led in 2013 to the identification of one organised crime group whose activities were curtailed, and to the submission of valuable intelligence to the Scottish Intelligence Database (SID) to support further prevention initiatives.

Road checks

Vehicles are often used in the commission of crimes of dishonesty and strategic road checks are a means of preventing and detecting crime.

What we aim to do:

- Use analysis of intelligence to target prolific housebreakers
- Help people to reduce the risk of becoming victims of crimes of dishonesty
- Make it more difficult for travelling criminals to commit crime
- Make it more difficult for criminals to dispose of property
- Encourage people to report suspicious activity in their neighbourhood

What this should mean:

- Reductions in crimes of dishonesty
- Safer communities
- Protection for more vulnerable people, particularly the elderly
- Greater disruption of criminal activity

How performance and success will be measured:

- Levels of crimes of dishonesty
- Detection rates
- Level of preventive activity

Actions to support this priority:

- Provide warnings about known scams and localised spates of crime.
- Disrupt the use of the road network by criminals
- Increased staffing in Community Investigation Unit
- Targeted and focused operations
- Allocate responsibility and accountability for delivery against priorities to an officer of superintendent rank

Making Roads Safer

Almost everyone in Stirling makes use of its roads network to some extent. It is therefore no surprise that people saw traffic-related issues both as a local problem and as a priority for police action. These issues ranged from dangerous driving and speeding to antisocial driving and parking problems. A monthly tactical report is produced for the Divisional Road Policing Unit, which identifies current problems and makes recommendations for action. This is shared with the Stirling Safer Communities Team and the local Fire and Rescue Service.

Speeding was identified as a significant problem across most communities in Stirling and remains a focus for activity, with the number of people charged with the offence in 2013/14 increasing compared with both the previous year and the five year average.

Parking also featured strongly as a problem in the community survey, and we will continue to take appropriate action in relation to road safety concerns about speeding or parking issues.

Reducing casualties

A reduction in the number of people killed and injured on our roads is a policing priority both nationally and in Stirling. We try to achieve this along with our partners through a mixed approach of education, encouragement, engineering and enforcement.

School Based Officers take on a responsibility for road safety matters in their schools, whilst community officers have primary school children accompany them on hand-held radar duties. Drivers who are stopped are spoken to by the children who deliver a prepared statement about the impact of speeding. This is seen as an effective means of educating both the children and the drivers about road safety.

A good example of partners promoting road safety is the “Safe Drive, Stay Alive” initiative aimed at young people in the 16-17 years age group at local schools. The Fire and Rescue Service, Police and Education promote this hard-hitting message about the dangers of inappropriate driving and the potentially life-changing outcomes. It includes messages from families who have lost a son or daughter in a road collision and from young drivers still suffering the physical consequences of car crashes.

There has been a steady drop in the number of casualties resulting from road collisions over the past ten years. We use regular analysis of collision data to identify problem locations and vulnerable road users and take action based on the findings. So, for example, data might show the A9 can as a road at particular risk which leads to increased targeted patrols and speed monitoring.

Causal factors

Collisions can occur for a number of reasons, with excessive speed for current circumstances and forms of distraction being the most common causes. Our focus therefore is on speeding and other offences such as misuse of mobile phones.

Travelling criminals

Criminals use the roads network to travel to and through areas to commit crime. This creates an adverse impact on the safety of communities in those areas, and another aspect of making our roads safer is to disrupt that kind of activity. We use intelligence and road patrols and checks to do this. The same techniques can be applied to deter activities linked to the threat of terrorism.

What we aim to do:

- Influence and promote responsible road user behaviour
- Reduce the number of persons injured on our roads
- Warn people about the dangers of irresponsible use of vehicles
- Promote engineering improvements to make roads safer
- Ensure vehicles travelling in Stirling are roadworthy
- Reduce antisocial use of our roads
- Enhance reassurance by patrolling our roads
- Reduce the commission of road traffic offences
- Positively impact on the use of the road by criminals
- Support anti-terrorism strategies

What this should mean:

- Safer road travel in Stirling for everyone
- Fewer road collisions and casualties
- Reduction in nuisance and disturbance from antisocial use of vehicles
- Long term reduction in road traffic offences
- Less criminal activity in Stirling
- Reduction in risk from potential terrorist activities.

How performance and success will be measured:

- Road collision and injury statistics
- Level of selected road traffic offences
- Level of targeted road policing operations

Actions to support this priority:

- Listen to local communities about road safety concerns
- Identify problem locations using road collision data and analysis
- Take appropriate action in relation to road safety concerns about speeding and parking issues
- Target repeat offenders particularly disqualified drivers and drink drivers
- Carry out regular high profile road policing operations
- Work with partners to provide engineering solutions for safer roads

- Use Automatic Number Plate Recognition to identify offences and offenders
- Work with partners to educate road users about road safety
- Use road checks and visible patrols to reduce risks and increase safety on roads and disrupt criminal activity
- Road safety included in Multi-agency Tasking and Coordinating meetings
- Continue to support the “Safe Drive, Stay Alive” campaign
- Allocate responsibility and accountability for delivery against priorities to an officer of superintendent rank

4. How we identified our priorities

We have identified the priorities and objectives detailed within this plan from analysis of a number of sources both locally and nationally as well as through consultation with partners, communities and members of the public. Much of this consultation was carried out in preparing the initial, interim local policing plan and more recent consultation has provided the opportunity for stakeholders to refresh their views on priorities and identify any new issues.

The Scottish Policing Assessment sets out the priorities for Police Scotland to the year 2015. It is a key document for the police in the continuous process of meeting future policing challenges and ensuring that the service the police provide to the communities of Scotland is of a high standard.

The Assessment draws on information and intelligence provided from across all policing functions and other law enforcement agencies as well as information from key partner agencies including the Scottish Government, Local Authorities and the public. It is through this assessment that risk in relation to crime and disorder is prioritised.

At the more local level, the Forth Valley Divisional Strategic Assessment provides an overview of the nature of crime and emerging trends within the area and informs local priorities and objectives. It draws on a range of information including previous crime statistics and an environmental assessment of emerging threats. The Assessment shows that all three local authority areas have generally similar crime and community profiles, but that the weight of concern about specific issues may differ between different communities.

Links to Community Planning

This plan has also been prepared within the context of the work of the Stirling Community Planning Partnership and of the Single Outcome Agreement for 2013-2023, which includes local policing priorities for Stirling which support the Agreement. These are influenced by information and viewpoints from partner agencies and organisations.

Underlying this plan are the key principles of community planning namely; prevention and early intervention; integration of public services around the whole systems approach; and transparency, accountability and innovation in our approaches to policing.

Stirling’s Single Outcome Agreement 2013-2023 sets out the partners’ vision for securing long term outcomes for our communities. The Single Outcome Agreement outcomes to which this police plan directly contributes are:

- Communities are well served, better connected and safe
- Improved support for disadvantaged and vulnerable families and individuals

In addition to the contribution arising directly from implementation of the priorities in the plan, there are also indirect contributions to other outcomes. These come about through the application of some of the approaches to policing mentioned earlier. The outcome on which they impact is:

- Reduced risk factors that lead to health and other inequalities

The Stirling Community Safety Partnership meets twice a year to assess progress against its aims. A new Safer Communities Strategic Assessment will be delivered in 2014 which will reflect the strategic vision of the partners. The process of preparing this assessment has helped to identify the priorities within this plan.

Consultation to inform the Plan

At a local level we carry out consultation with communities on local issues on an ongoing basis through our Police and Communities Together (PACT) approach which identifies month by month what local issues are impacting in each area. The information from this consultation has helped inform the priorities together with more formal consultation carried out jointly with partners through citizen surveys.

These local views have been supplemented by the results from the Police Scotland Public Consultation Survey which gathered the views of people in the seven wards of Stirling local authority area about what they saw as big local problems. The weight which they applied to issues on which their views were sought helped to define the priorities for policing in the area.

An online survey was also run which was advertised on the Council website and on its internal systems to encourage staff to provide their views. Police officers and staff in Forth Valley Division were also given the opportunity to complete the survey, which covered similar issues to the public consultation survey, but focused on asking people about their priorities for police action in order to complement the questions in the Public Consultation Survey. The results from both of these surveys are shown at Appendix A.

Consultation was undertaken with community planning partners along with representatives from the voluntary sector. Community Councils are at the heart of local engagement and their contribution is most welcome. We also sought the views of local and national elected members who represent the Stirling area and who are able to provide current and local information about community concerns.

Ongoing consultation

We recognise that effective and fair policing is about reflecting the needs and expectations of individuals and local communities. Survey results show that different communities have differing expectations and contrasting experiences of the service provided by the police. Our aim is to ensure that we listen to communities and that our service to all is fair and consistent, keeping those who are most vulnerable safe and enhancing their quality of life. This will be accomplished by regular engagement through the process known as Police and Communities Together (PACT), along with annual community surveys.

5. Local Policing Arrangements

Our focus is on keeping people safe. We aim to deliver policing that is visible, accessible and responsive to what people want and need in communities across the area.

Stirling is one of three local authorities, along with Falkirk and Clackmannanshire, which receives local policing services from the Forth Valley Division of Police Scotland. These services encompass functions such as response and community policing in the area commands, and roads policing and local crime investigation across the division. There are specialist units for the protection of vulnerable individuals and for the investigation of rape and domestic abuse. These are supplemented and complemented by other regional and national services, which provide support in a number of ways. These include:

Regional resources

Specialist Crime Division: Major Investigation Teams, Forensic Gateways, E – Crime, Financial Investigations, Serious and Organised Crime Units, Counter Terrorism Units, Offender Management, Border Policing Command, Technical Support Unit and Interventions.

Operational Support: Event and Emergency Planning, VIP Planning, Armed Policing Training, Road Policing Management & Policy, Armed Policing, Dogs, Trunk Roads Policing Group and Operational Support Units.

Custody: Regional Custody Teams.

Contact, Command and Control: Area Control Rooms and Service Centres

National resources

Specialist Crime Division: National Intelligence Bureau, Homicide Governance and Review, Prison Intelligence Unit, Human Trafficking Unit, National Rape Investigation, National Rape Review, Fugitive Unit and Scottish Protected Persons Unit, International Unit, HOLMES, Safer Communities Citizen Focus, Preventions and Interventions, and Strategic Partnerships.

Operational Support: Scottish Police Information and Coordination Centre, Intelligence, Specialist Operations Training, Air Support, Dive/Marine Unit, Football Co-ordination Unit, Mounted Unit, Mountain Rescue, Motorcycle Unit.

Custody: Area Command and Support.

Contact, Command and Control: Incident Management and Service Overview.

There are also various departments at regional and national level supplying support services such as finance, human resources, estates, information technology, corporate services and media and communications.

Local policing

The Local Police Commander in Forth Valley Division is Chief Superintendent David Flynn who has ultimate responsibility for the policing of three Area Commands that correspond to the three local authority areas that include Stirling.

The Area Commander for Stirling is Chief Inspector Russell Penman who is based at Stirling Police Office and is supported by three Community Inspectors located in Stirling, Dunblane and Callander.

The majority of calls from the public for attendance by police are dealt with by officers from Response Policing. There are 5 groups of such officers working a shift pattern which provides policing cover for communities across Stirling on a 24 hour a day basis. There is supervisory cover for each group provided by officers of inspector and sergeant rank.

The response teams deal generally with high priority calls which require immediate attendance and calls where attendance within a short period of time from the call being received is likely to help resolve the issue reported.

There are also Community Policing Teams based across the seven electoral wards in Stirling to tackle local problems and issues, with Community Sergeants co-ordinating their work. These officers focus on engaging with people in communities to gain an understanding of local concerns and develop local plans i.e. ward plans, to address them. Ward Plans deal with policing priorities specific to each ward and neighbourhood. They have also informed the content of this local policing plan as many issues are common to several wards.

Community Officers will not only deal with priorities in the ward plan but will also look to resolve any other issues which arise in their communities, and will attend the less urgent calls for service where immediate or quick attendance is not a requirement. They will often seek assistance from partner agencies to provide the most suitable solution to community problems. Community officers working together will create a shared team approach to ward commitments and will provide a consistent and structured approach to issues that affect that area. While the initial point of contact may continue to be an officer who has become known in a local community, other members of the team will pick up work relating to that community in that officer's absence.

Similarly, while that officer will continue to attend community meetings in line with their availability, there will also be a shared ownership of meeting commitments to ensure personal police representation as often as possible. A standard report covering local issues will also be submitted to every community council meeting to ensure that such updates are available as a minimum level of service when officers are unavailable.

The Ward Plans and details of Community Officers can be found on the Police Scotland website at [Your Community](#) which takes you to the area command and then to local wards.

Additional Forth Valley Division resources

There are local crime investigation teams which operate across the division and generally deal with more serious crime or a series of crimes where some link is apparent. In addition there are Community Investigation Units which focus more on crimes which impact on community safety and wellbeing.

The Divisional Road Policing unit operates across the Forth Valley and provides routine and targeted patrol and operations within Stirling.

As highlighted above, communities in Stirling now have access to a wide range of specialist functions within Police Scotland which are there to ensure that an equitable and flexible policing service can be provided across Scotland. Indeed some of these units such as major crime inquiry and public order teams are located in police offices in Forth Valley.

Local Policing Model

The foundation of the policing approach in Stirling is local policing with its focus on the safety of people and communities. We deploy the resources available to us help achieve those outcomes. A new deployment model is being introduced in the early part of 2014 which is intended to support the implementation of the Local Policing Plan. The model has been designed by senior managers in Forth Valley Division to meet the specific challenges of delivering policing services in this area. Officers and staff who deliver those services were involved in the consultation about how resources could be best used.

Although levels of performance have been high, one of our approaches is to continually improve how we do things. Such improvements are intended to ensure that our services meet the needs and expectations of communities, and also to provide staff with a good work/life balance. The first element helps us to meet our responsibilities in contributing to the objectives of the Stirling Single Outcome Agreement; whilst the second helps create a workplace where people feel valued and are encouraged to maximise their potential, to ensure the most efficient and effective service is delivered.

The main features of the deployment model are:

- to increase the number of community officers from just over a quarter to almost a half of the total number of response and community officers.
- to maintain the special and specific role of the community officers in the remote rural locations of Killin, Lochearnhead and Crianlarich.
- to match resources more closely to call and service demand profiles
- to introduce a shift pattern for community officers with enough flexibility to undertake community responsibilities and to help meet calls for assistance from the public
- to supplement staffing levels in the Community Investigation Units and other specialist units to reduce the investigative burden on front line officers
- to maintain the high levels of performance and public satisfaction
- to have the right people in the right place at the right time doing the right things

Contribution to Single Outcome Agreement outcomes

Effective local policing is based upon sound partnerships, shared information and strong collaboration. The same is true of effective community planning and there are many different parties who can contribute to these – communities, local authorities and partner agencies and organizations. Whether from the public, private or voluntary sector partnership working is the key to achieving local outcomes for local communities.

It was mentioned earlier in the plan that we have some approaches to policing which run through most of what we do and how we do it. These are not headlined as priorities in the plan but rather provide threads of activity to help address the issues faced by communities. These approaches are intended to reflect the community planning outcomes to which we contribute and this connection is shown below:

SOA OUTCOME	OUR POLICING APPROACH
Communities are well served, better connected and safe	Tackle the misuse of alcohol and its effects on the safety of communities; Identify and protect people with particular vulnerabilities; Achieve high levels of community confidence and satisfaction; Improve how we do things by reviewing our contribution to communities and community planning and implementing improvements when necessary.
Improved support for disadvantaged and vulnerable families and individuals	Identify and protect people with particular vulnerabilities.
Reduced risk factors that lead to health and other inequalities	Tackle the misuse of alcohol and its effects on the safety of communities; Recognise the diversity of communities and their needs and expectations; Acknowledge inequalities that exist and contribute to their reduction in delivering our policing service

6. National Outcomes

The table below illustrates how local policing priorities contribute to the Single Outcome Agreement for Stirling, and how both of these elements of community planning link to the Scottish Government's National Outcomes.

SINGLE OUTCOME AGREEMENT (SOA)		LOCAL PRIORITIES (LP)
(A) Communities are well served, better connected and safe		(1) Protecting People and Places; (2) Dealing with Antisocial Behaviour ; (3) Tackling Violence; (4) Disrupting organised crime; (5) Crimes of Dishonesty; (6) Making Roads Safer;
(B) Improved support for disadvantaged and vulnerable families and individuals		(1) Protecting People and Places; (3) Tackling Violence; (4) Disrupting organised crime;
LINKS TO NATIONAL OUTCOMES		
SINGLE OUTCOME AGREEMENT		LOCAL PRIORITIES
(B)	Our young people are successful learners, confident individuals, effective contributors and responsible citizens	(2);
(A); (B)	We have improved the life chances for children, young people and families at risk	(1); (3); (4).
(A)	We live our lives safe from crime, disorder and danger	(1); (2); (3); (4); (5); (6).
(A)	We have strong, resilient and supportive communities where people take responsibility for their own actions and how they affect others	(1); (2); (3); (4); (5); (6).
(A)	We value and enjoy our built and natural environment and protect it and enhance it for future generations	(1); (2).

7. Performance and Accountability

The priorities in the plan are supported by a local performance framework which attaches performance indicators to each priority. Current performance is compared against short and long term trends if applicable and against any standards we are trying to achieve. The framework also allows reporting on progress against any actions which we are undertaking in order to achieve the planned outcomes of each priority.

This approach will help Stirling Council and local police managers to measure progress and monitor activities, and to discuss key areas where resources should be focused. It should also encourage a greater understanding by elected members of the nature and level of police resourcing; and the need for considered and effective management of those resources to respond both to community needs and expectations and to wider policing issues.

The Public Safety Committee undertakes scrutiny of policing in the Stirling Council area. Members approved the performance framework, which has been in use since 1 April 2013. This means that councillors on this Committee receive police reports in a format to which they have become accustomed. We will, nevertheless, review the performance framework as part of the introduction of the new local policing plan.

The minutes of Public Safety Committee meetings, including the performance document, are published on Stirling Council's website.

The concerns and priorities at an even more local level are described in plans for individual Wards. These plans also contain descriptions of the activities that are planned to address the issues over a six-month period, at the end of which the plans will be updated with information about how we have performed. This should give communities a clear view of what we have been doing, how well we have been doing it and what we intend to do next. The plans are available on the Community Policing section of the Police Scotland website at [Your Community](#)

The information available on the performance framework and from police management systems also helps local officers and managers to provide updates to representative bodies such as Community Councils and Tenants Associations. Requests for additional information to that supplied routinely will always receive a response.

Local media regularly carry articles about policing activity and successes, and attend meetings of the Public Safety Committee. This provides an additional method of sharing information about police performance with the public.

More extensive use of social media to direct people to information about policing performance will be an area targeted for improvement over the life of this plan.

8. Local Scrutiny and Engagement

In Stirling, the council body which scrutinises police performance is the Public Safety Committee. In relation to policing services, the role of the committee is to monitor the performance of the Police Service of Scotland against agreed outcomes, standards and targets as they relate to Stirling. The Committee's remit covers the contribution of policing to the achievement of the Single Outcome agreement for Stirling which confirms the close connection already identified between policing priorities and national and local outcome agreements

The Committee does not confine its challenge to the information supplied to it but also seeks additional reports from local commanders in line with its scrutiny role.

Outwith the formal scrutiny structure, local managers encourage elected members to contact them personally about local policing issues and service delivery. This approach is complemented by attendance of local officers at Community Council meetings and other local community forums to provide information and to answer questions.

Policing in Forth Valley has long had a strong community focus with engagement being done through the model of Police and Community Together (PACT). These principles will be carried forward into this policing plan with the aim of making engagement a continuous process. This will allow us to keep local priorities under review and to see what is and is not working in addressing them. There is also a place for formal consultation which will be developed as reviews of the local policing plan and ward plans are undertaken.

Although the Local Policing Plan covers a period of three years, it will be reviewed annually to ensure that the priorities are still valid and to assess if additional priorities have emerged. Ward Plans, which are published each April, will be reviewed on a six monthly cycle and an additional, supporting document will be produced in November each year. This enables local managers to report on progress against the local priorities over that period and to highlight future activity planned for the following six months. This cycle of review, report and plan will be maintained to provide a continuing focus on community concerns.

Social media offers an expanding means of community engagement and has been used both as a method of circulating community information and of seeking people's views.

Groups of people sharing characteristics such as common faith or nationality or sexual orientation have strong representation through the community advisers operating in Forth Valley. These individuals not only provide a voice for the needs of different communities and groups but also act as in an advisory capacity in respect of the potential impact of policing plans, initiatives, operations and responses.

A wide representation of interests is also seen at the monthly Tasking & Coordinating Group meeting, including in respect of young people. The process allows direct access to and engagement with various elements of the community, which is regularly and routinely supported by activities under the Police and Community Together (PACT) process. This uses the local experience and contacts of community officers to gain an appreciation of the concerns and expectations within communities.

9. Equalities

The public sector equality duty under the Equality Act 2010 covers the following protected characteristics: age, disability, gender, gender reassignment, pregnancy and maternity, race, religion or belief and sexual orientation (marriage and civil partnerships in relation to discrimination only).

We have a strong commitment to the three elements of the duty to:

- eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Act;
- advance equality of opportunity between people who share a relevant protected characteristic and those who do not; and
- foster good relations between people who share a protected characteristic and those who do not.

Survey results show that different communities have differing expectations and contrasting experiences of the service provided by the police. In addressing this, we will adopt an ethical approach based upon the core values of Integrity, Fairness and Respect and a commitment to human rights. The same principles will be applied in the decisions we make in delivering a policing service in Stirling.

Police Scotland's equality and diversity outcomes have been developed in consultation with equality organisations and staff associations with representation from and across all protected groups to identify priority areas of business. As they are evidenced based, they will allow us to focus on specific areas for improvement and identify where we want to be as a service provider and employer. These outcomes are:

- People better recognise Hate Crimes and incidents and feel confident reporting them.
- Individuals within and across protected groups feel safe and secure in their local community.
- Victims of gender-based violence are safer and are confident that the police are responsive to their needs.
- People from and across protected groups are meaningfully engaged by us, and their views contribute to service improvements.
- Everyone in Scotland is able to contact the police when they require our assistance, and this experience is positive.
- We have a workforce that is reflective of our communities, to increase trust and confidence in the police.
- We have a workplace where people feel valued and encouraged to maximise their potential to ensure the most efficient and effective service is delivered

We value the diversity of our communities and will continue to improve our processes and functions to ensure that we fully support, and do not impact adversely on, minority groups and individuals. In particular, we will strengthen community engagement and develop enhanced links with 'hard to reach' and vulnerable communities through means such as our independent community advisers who advise on the effect of our policies and service delivery on minority groups in the community.

10. Local Contact Details

Contact details – Stirling Police Station, Randolphfield, St. Ninian's Road, Stirling FK8 2HD

Telephone number - Single Non Emergency Number 101

E-mail - For all non-emergency issues or enquiries relating to Police business, you can contact us via: ForthValleyDCU@scotland.pnn.police.uk

This group email address is provided for you to discuss non-urgent local policing issues. **It should not be used to report a crime or incident.**

For information about your local Community Policing Team and other services that Police Scotland provides, please refer to the Force website at: www.scotland.police.uk

We are here to help

We will continue to keep in touch with you to keep you updated on the ongoing work being carried out to tackle the issues that are affecting life for you in Stirling.

- If you have any concerns or issues you wish to discuss, contact your local Community Policing Team.
- 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 in an emergency on 18000 or non emergency on 18001 101.

If you have any questions about the content of this Local Policing Plan or require any further information please contact the Performance Support Unit on 101 or e-mail to ForthValleyDCU@scotland.pnn.police.uk

APPENDIX A - COMMUNITY CONSULTATION AND PRIORITIES

The community consultation survey carried out by community officers captured responses from 541 people across Stirling, with about 75 persons being questioned in each of the 7 wards. This was proportionate in terms of comparative population to the other two local authorities in Forth Valley Division.

The top five problems identified for Stirling as a whole from this survey were speeding, parking, youths causing annoyance; littering and antisocial behaviour (ASB). These can be related directly to priorities contained in the local policing plan – making roads safer, dealing with antisocial behaviour and protecting people and places.

A web survey was also available to record people's priorities for police action as opposed to identification of local problems. There was not as large a response to this questionnaire, with a total of 264 individuals submitting responses.

Although some of the issues identified as problems were also identified as priority actions (antisocial behaviour (ASB), drugs, housebreaking), others which had not featured as significant problems were given high priority as issues on which police should focus – violence/assaults, dangerous driving, and serious organised crime. All of these priority actions are also reflected in the policing plan priorities.

The table below shows how issues identified as problems or priority actions at ward level are covered by the priorities in the policing plan.

Ward Problem	Ward Priority Action	Policing Plan Priority
Speeding		Making Roads Safer
Parking		Making Roads Safer
Antisocial driving		Making Roads Safer
	Dangerous driving	Making Roads Safer
Youths causing annoyance		Dealing with ASB
Antisocial behaviour (ASB)	Antisocial behaviour (ASB)	Dealing with ASB
Littering/fly tipping		Protecting People & Places
Vandalism		Protecting People & Places
	Violence/assaults	Violent Crime
Drugs supply/misuse	Drugs supply/misuse	Serious Organised Crime
	Serious organised crime	Serious Organised Crime
Housebreaking	Housebreaking	Crimes of Dishonesty

By ward, the top five problems and priority actions were:

Ward 1 - Trossachs & Teith:

Problems – speeding; littering/fly tipping; parking; ASB; antisocial driving

Actions – violence; drugs; dangerous driving; housebreaking; ASB

Ward 2 - Forth & Endrick:

Problems – speeding; parking; littering/fly tipping; housebreaking; bogus callers

Actions – violence; housebreaking; dangerous driving; ASB; serious organised crime

Ward 3 - Dunblane & Bridge of Allan:

Problems – parking, speeding, littering/fly tipping; ASB; youths causing annoyance

Actions – violence; ASB; housebreaking; drugs; dangerous driving

Ward 4 - Castle:

Problems – youths causing annoyance; drugs; ASB; vandalism; littering/fly tipping

Actions – violence; drugs; ASB; housebreaking; dangerous driving

Ward 5 - Stirling West:

Problems – littering/fly tipping; speeding; youths causing annoyance; drugs; ASB

Actions – violence; ASB; drugs; housebreaking; dangerous driving

Ward 6 - Stirling East:

Problems – youths causing annoyance; speeding; littering/fly tipping; drugs; bogus callers

Actions – violence; ASB; drugs; housebreaking; serious organised crime

Ward 7 - Bannockburn:

Problems - youths causing annoyance; parking; ASB; drugs; vandalism

Actions – ASB; drugs; violence; housebreaking; dangerous driving

These results helped shape the priorities in the plan along with the outcome of other consultation through community groups and representatives and partner organisations and with elected members. Analysis of crime and incident data was also used as evidence as was the local knowledge and experience of police managers and staff.