

Local Police Plan 2020 - 23



Our plan to improve the safety and wellbeing of people, places and communities in Glasgow

Glasgow City (Version 1.2)

Planning framework



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Foreword

The Chief Constable of Police Scotland has overall responsibility for policing in Scotland in accordance with the Police and Fire Reform (Scotland) Act 2012. As well as being responsible for providing the best possible police service to the people of Scotland, he must designate local policing commanders and ensure that adequate arrangements are in place for the policing of each local authority area.

As the Local Policing Commander for Greater Glasgow Division, I am delighted to introduce our Glasgow City Local Police Plan for 2020-2023. The plan outlines how we intend to deliver policing services over the next three years and highlights some fundamental outcomes we aim to achieve over that period.

Greater Glasgow is a truly unique policing area. The complexity and level of demand here for policing and indeed many other public services, far outstrips that in any other part of the country. Where this can sometimes be viewed as challenging, I am absolutely confident that working collaboratively with partners, we can deal positively with these demands whilst continuing to make the city a safer place to live, work and visit.

In formulating this plan it has been necessary to consider national issues, national strategic policing priorities and of course the concerns of our local communities. Additionally, wider responsibilities like supporting emergency resilience planning, in responding to threats to public safety, should not be understated. The Covid-19 pandemic is one such example which has significantly impacted on our communities and we

have worked hard with partners to continue to deliver the best public service possible.

The plan aims to strike the correct balance between these demands, however, fundamentally we are committed to being a responsive, flexible service focused on improving the safety and wellbeing of people, places and communities in Glasgow.

Of course we are not working in isolation. As members of the local Community Planning Partnership, our priorities are linked closely to the Local Outcome Improvement Plan, with a key focus on the delivery of our shared outcomes.

Whilst the plan covers the period from 2020-23, it will be reviewed regularly to ensure its continued relevance. This will allow us to identify and respond to emerging issues, identify and build upon good practice and ensure that our policing activity compliments local Community Planning.

I look forward to working closely with the people of Glasgow and with our partner agencies, to ensure that Police Scotland continues to deliver a locally focused service that helps to provide a better life for residents and visitors to the city.



Chief Superintendent Hazel Hendren

Divisional Commander, Greater Glasgow

Introduction

Greater Glasgow Division provides policing services across 215 square miles and serves approximately 830,000 people who live there. It encompasses widely contrasting communities from densely populated areas such as Craigton, Drumchapel and Easterhouse to the semi-rural villages of Eaglesham and Twechar. Serving three separate local authorities, this police plan relates to the Glasgow City area. East Renfrewshire and East Dunbartonshire benefit from their own respective local police plans.

Famed for its friendly people, Glasgow also features many popular landmarks and venues and in recent years the city has developed a burgeoning reputation for hosting international events. The Commonwealth Games, Champions League Final and European Championships have all graced the city in recent times and a multitude of iconic concert venues and sporting stadia have helped cement its reputation as a European cultural capital.

The EU's Cultural and Creative Cities Monitor recently named Glasgow as the top cultural and creative centre in the UK. The study ranked 190 cities in 30 European countries on various factors with Glasgow coming first for "openness, tolerance and trust" and "cultural participation and attractiveness."

While the city has become something of an events capital, it also enjoys thriving day-time and night-time economies attracting international businesses and visitors from afar.

Like many other large cities though, it does have pockets of deprivation and associated social challenges. This local policing plan aims to highlight these challenges and some of the steps we intend to take to deal with them.

As key partners in the Glasgow Community Planning Partnership, we share the vision of making Glasgow a world class city with thriving and resilient communities, where everyone can flourish and benefit from the city's success.



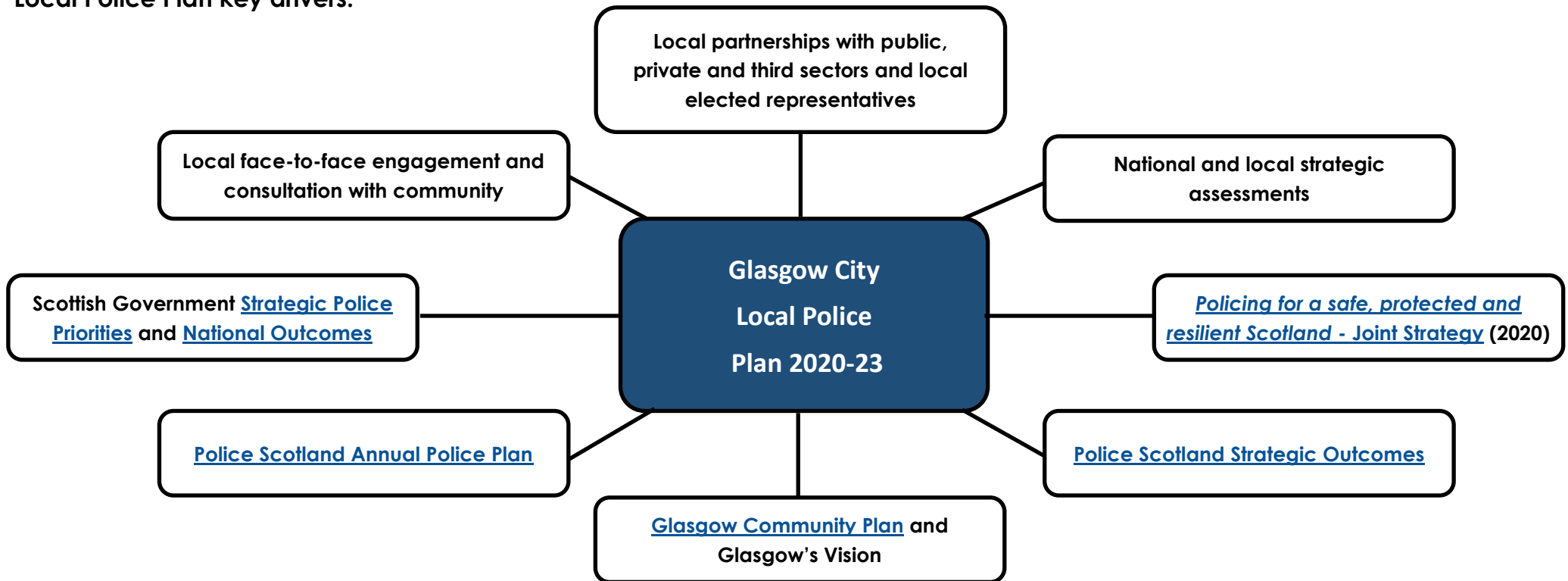
This Local Police Plan sets out the local policing priorities for Glasgow City for 2020-2023. The plan is a statutory requirement under the Police and Fire Reform (Scotland) Act 2012 and forms part of a broader planning process which takes account of the Scottish Government's vision for public services, the Police Scotland Annual Police Plan and *Policing for a safe, protected and resilient Scotland*, Police Scotland and the Scottish Police Authority's Joint Strategy for Policing.

It details local and national priorities identified as being significant to the communities of Glasgow and the way in which Greater Glasgow Division will respond in order to reduce the associated threat, risk and harm.

This plan is designed to deliver positive outcomes for the people of Glasgow. It is closely linked to the city-wide Glasgow Community Plan and the ten Locality Plans that detail more localised responses, in different parts of the city.

As a key partner in the Glasgow Community Planning Partnership, Police Scotland will work to deliver better, more joined up public services in the city.

Local Police Plan key drivers:



Glasgow Community Plan

Glasgow Community Planning Partnership's vision for Glasgow is to be a world class city with thriving and resilient communities where everyone can flourish and benefit from the city's success. 'The Glasgow Plan' outlines three key areas of focus:

- Economic Growth
- Resilient Communities
- A Fairer and more Equal Glasgow

The plan outlines focus and priority areas, how these were established, and what the vision and aim is for these areas. It also evidences the importance of partnership working. The plan can be accessed online — [Glasgow Community Plan](#).

Policing in Glasgow City

Effective policing will support Glasgow's **economic growth** and infrastructure by helping create a safer city which is more attractive to businesses and people. Responding to what our communities want and need, will help make them feel safer.

Working closely with communities, businesses and individuals and making better use of existing resources will enable true partnership responses, not only to major and critical incidents, but to support ongoing work addressing longer-term underlying issues. Strengthening the resilience of individuals and businesses and reducing vulnerabilities, will help deliver **resilient communities**.



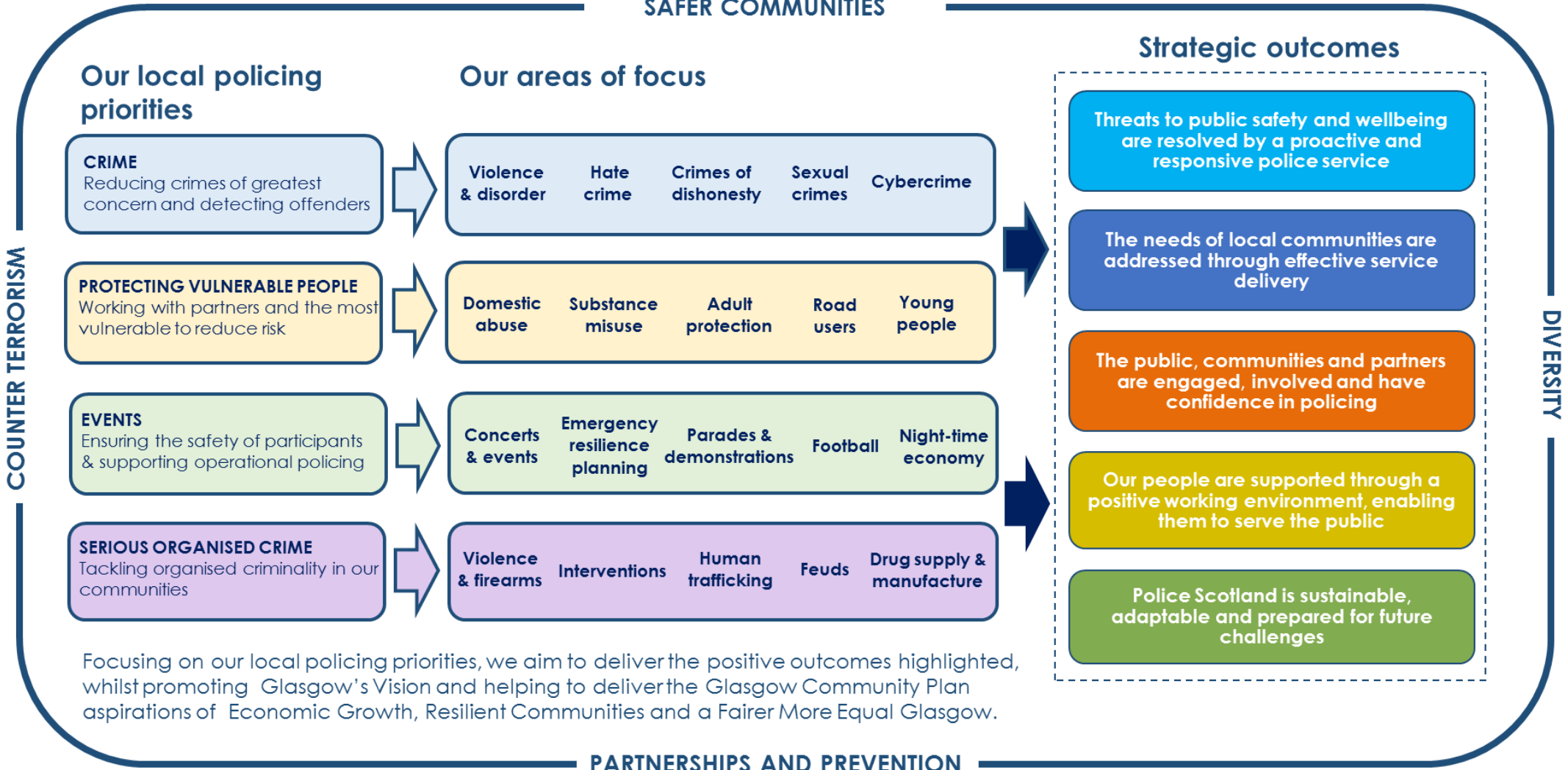
Greater Glasgow Division is committed to achieving and promoting a culture where people are treated with dignity and in line with our own core values of integrity, fairness, respect and human rights. Everyone has the right to be provided with equality of opportunity and Greater Glasgow Division will work to provide a service that takes into account the different needs and expectations of our diverse communities. We will also tackle criminal discrimination, to help create a **fairer and more equal Glasgow**.

Glasgow's vision

We will fully support **Glasgow's vision** to make real, radical and sustainable change to our city.

Adopting an inclusive whole systems approach with partners, we aim to help identify issues, design solutions and deliver transformation. This will involve a series of pathfinders in four critical areas: poverty, skills, health and justice.

SAFER COMMUNITIES



Focusing on our local policing priorities, we aim to deliver the positive outcomes highlighted, whilst promoting Glasgow's Vision and helping to deliver the Glasgow Community Plan aspirations of Economic Growth, Resilient Communities and a Fairer More Equal Glasgow.

Local policing priority:

CRIME

Our focus is on reducing crimes that cause greatest concern and on detecting those responsible.

Violence and disorder : We will ensure our officers and partners are effectively deployed as part of the Multi-agency Tasking & Coordinating (MATAC) approach in priority locations. We will exploit investigative opportunities to bring offenders to justice. We will proactively manage known violent offenders in the community and we will make appropriate use of legislation and other more immediate options e.g. Fixed Penalty Notices.

Hate crime : We will deliver our ambitious Equality Action Plan in line with Police Scotland's Equality Outcomes. We will identify vulnerable communities and will provide appropriate advice, guidance and support. We will refer victims to appropriate support agencies and partners.

Crimes of dishonesty : We will identify crime patterns in relation to robbery, housebreaking and other acquisitive crimes. We will deploy specialist officers to ensure a knowledge of offences and offenders is developed and every effort is made to prevent crime by target hardening, raising awareness and engaging known offenders.

Sexual crimes : We will work closely with partners to encourage victims to report offences. We will utilise specially trained staff to engage with victims, to ensure all available support is provided and a dedicated unit will oversee the management of offenders in the community.

Cybercrime : We will adapt to improve our response to cybercrime investigations. Key areas of focus include online child sexual exploitation, cyber bullying and sophisticated organised cyber frauds.



Local policing priority:

PROTECTING VULNERABLE PEOPLE

Our focus is on working with partners and the most vulnerable to reduce risk.

Domestic abuse : We will continue to work closely with partners to encourage victims of domestic abuse to come forward and ensure they are fully supported. We will robustly target serial perpetrators of domestic abuse to ensure they are brought to justice and we will exploit legislation to reduce the vulnerability of victims or potential victims.

Substance misuse : We will progress priority work streams as part of a public health led approach within the Alcohol and Drug Partnership in line with Police Scotland's Drug Strategy. We will further develop effective approaches to assertive outreach and diversion such as the Positive Outcomes Project. We will provide methodical Senior Investigating Officer led investigations where deaths have occurred.

Adult protection : We will ensure a multi-agency approach to adult protection, to ensure vulnerable people are protected and supported. We will use all legislation available to enable us to better protect vulnerable people from abuse. Some examples of vulnerable people include those whom are reported missing, elderly members of the community and those suffering from poor mental health.

Road users : We will utilise intelligence and analytical products to identify prominent crash locations and repeat offenders. We will robustly enforce legislation to bring perpetrators to justice and utilise media platforms to educate the public. We will undertake planned activity to reduce the vulnerability of specific road users.

Young people : We will ensure a multi-agency approach to child protection, to ensure our vulnerable young people are protected and supported. Police Scotland Youth Volunteers will continue to provide positive opportunities for young people. Campus officers will continue to maximise awareness raising opportunities on matters which may affect our young people. Prevention work continues with vulnerable young people to divert them from crime and provide alternatives, working in partnership with statutory and third party agencies e.g. One Glasgow.



Local policing priority:

EVENTS

Our focus is on ensuring the safety of participants, spectators and the wider community as well as supporting operational policing.

Concerts and events: We will, through our risk assessment and event categorisation process, provide a proportionate policing response to support event organisers to maintain public safety at concerts and events. We will build sustainable positive relationships with partners, event organisers and local residents to consider and minimise the impact of events on local communities. We will work with partners to plan and deliver safe and secure international events, notably Euro 2021 and the United Nations Framework Convention on Climate Change, Conference of Parties (COP26.) In future years we will support the delivery of other similarly significant events.

Emergency resilience planning: Working to support Regional Resilience Partnerships we will plan for and respond to existing and emerging threats to public safety arising from emergencies. Recent challenges have included severe weather, flooding, travel disruption, fuel shortages and animal diseases. The emerging Covid-19 pandemic has the potential to impact significantly on all first responders and we will work in partnership to deliver the best public service possible.

Parades and demonstrations: We will work with partners and engage positively with stakeholders in order to deliver a proportionate and sustainable response to the policing of parades and demonstrations.

Football: Through our risk assessment and match categorisation process, we will continue to provide a proportionate policing response to support event organisers to maintain public safety at football events. This will enable us to consider the impact of such events on communities, ensuring that sufficient officers remain on the front-line during football events.

Night-time economy: We will work with partners, including the local authority and licensed traders, to create a safer environment in which residents and visitors can enjoy the vibrant night-time economy. We will use analytical techniques to direct our patrols and activity and focus on problematic individuals, premises and locations. We will also promote safety through proactive public communications and engagement, reducing opportunities for crime to occur.



Local policing priority:

SERIOUS ORGANISED CRIME

Our focus is on tackling organised criminality in our communities.

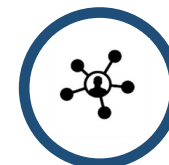
Violence and firearms : We will provide a consistent and robust response to serious violent crime by effectively deploying resources to detect offenders and provide reassurance to our communities. Our dedicated specialist officers will develop intelligence opportunities and proactively manage the threat posed from the criminal use of firearms.

Interventions : We will continue to develop collaborative working with partners to disrupt and disable organised crime groups by targeting their wealth, assets and businesses. We will continue to identify emerging threats to local communities and reduce the risk from terrorism by delivering the counter-terrorist Contest Strategy.

Human trafficking : We will develop a dedicated team to tackle Human Trafficking. The team will work closely with partners and will target those responsible for organising or directing Human Trafficking, whilst ensuring victims are fully supported and protected.

Feuds : We will maximise any disruption and investigative opportunities to bring those responsible to justice. We will robustly target and manage criminal groups and individuals involved in feuds by proactively disrupting their criminal activities. Our Organised Crime Disruption Unit will drive intelligence-led operations to detect offenders and mitigate the risk they pose to our local communities.

Drug supply and manufacture : We will continue to gather intelligence and enforce legislation to arrest those involved in the supply of controlled drugs. We will target those responsible for the manufacture and distribution of controlled drugs to reduce their availability and prevent harm in our communities. Efforts in this regard have been redoubled in response to a tragic rise in drug related deaths and national and local drug strategies will be implemented to tackle this issue.



Local policing delivery

Police Scotland's purpose is to improve the safety and wellbeing of people, places and communities in Scotland, focusing on Keeping People Safe in line with our values of Integrity, Fairness and Respect.

This police plan relates to the Glasgow City Local Authority and, together with East Dunbartonshire and East Renfrewshire, these areas are covered by Greater Glasgow Policing Division.

Greater Glasgow Division is led by a Local Policing Commander (Chief Superintendent) who is supported by six Superintendents. This command team is supported by nine Area Commanders, and their respective teams, who are responsible for delivering the Local Police Plans in their geographical areas.

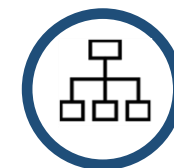
In Glasgow City, policing services are provided across seven Local Area Commands, each led by a dedicated Chief Inspector. Community Policing Team officers, who tackle ongoing concerns and more protracted community issues, and Local Policing Team officers, who respond to community information and provide preventative and reassurance policing, are deployed in all of these areas enabling officers to develop sound local knowledge, whilst being accessible to all.

Dedicated specialist investigation teams provide support within the division and a real benefit of being a national service, is that we have access to significant national resources. The international reputation enjoyed by Glasgow and its propensity to attract high profile events and on occasion, challenging demonstrations, means that these national resources have and will continue to be utilised effectively.

The Area Commands are supported by two Detective Superintendents and four Detective Chief Inspectors who lead specialist teams investigating serious crime, public protection and serious organised crime groups. They also work with dedicated Detective Inspectors in their respective areas.

The Division also benefits from a number of School Campus Officers who service both secondary and primary schools where they provide safety advice, deal with criminal matters that arise within the school environment and work closely with partners providing early and effective intervention.

A Local Authority Liaison Officer is embedded in the City Chambers and works with the Local Authority to deliver Community Planning Priorities.



Scrutiny arrangements

The Police and Fire Reform (Scotland) Act 2012 provides a framework for local scrutiny and engagement arrangements between Police, Fire and Rescue Service and the Local Authority.

The current format has been in place since April 2013 and will continue with quarterly meetings where the Local Policing Commander supported by the Area Commanders presents a report to the Local Authority outlining police performance measured against the Local Police Plan.

This provides opportunities for locally elected members to examine and hold police to account in relation to the delivery of local policing services.

In Glasgow, scrutiny is provided by the Safe Glasgow Partnership, which holds regular quarterly meetings to review current issues affecting policing, the progress made towards achieving the outcomes highlighted in the Local Police Plan and how partners can jointly support the plan.



Equality and diversity

Our work is underpinned by our commitment to equality and diversity in our interactions with the public we serve as well as our own staff.

Across Police Scotland we are committed to developing and promoting best practice in the advancement of our Equality Outcomes.

In Glasgow, we are committed to a policing style which meets the differing needs of the communities we serve and 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.

This plan was subject to an Equalities and Human Rights Impact Assessment (EqHRIA) In compliance with the Scottish Public Sector Equality Duty, a summary of EqHRIA result has been published alongside this document on our website.

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**

In Glasgow, we are continually working to ensure that these values and the code are understood by all our officers and staff and are preserved in all of our decisions and actions.

Local contact details

Police Scotland
Greater Glasgow Division Headquarters
50 Stewart Street
Glasgow
G4 0HY

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 555111**.

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.

For more detailed information on how to contact your Local Policing Team please refer to the 'Your Community' section of our website at:

<http://www.scotland.police.uk/your-community/>

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.

You can also follow us on the following social media sites:



[@http://www.twitter.com/GreaterGlasgPol](http://www.twitter.com/GreaterGlasgPol)



[@Greater Glasgow Police Division](https://www.facebook.com/GreaterGlasgowPoliceDivision)