Local Police Plan 2017 - 20

Our commitment to the safety and wellbeing of the people and communities of Orkney

Working together, ensuring Orkney remains a safe and vibrant place to live and work

- community empowerment, inclusion and collaborative working
- partnership
- prevention and accountability
- shared outcomes

Our commitment to the safety and wellbeing of the people and communities of Orkney
1. Introduction

The Orkney Local Policing Plan sets out the local policing priorities and objectives for Orkney for 2017-2020 and is a statutory requirement of the Police and Fire Reform (Scotland) Act 2012.

This bespoke plan outlines how our services will be delivered in Orkney over the next three years and how we will continue to evolve and strive to achieve long-term sustainability towards our vision of ‘sustained excellence in service and protection’.

The publication of The Scottish Police Authority and Police Scotland ‘2026 Strategy’ outlines the long term strategic plan which will influence how we deliver policing services in Orkney over the next 10 years. The Strategy focuses on 5 key areas:

Protection  - Based on threat, harm and risk.
Prevention  - Tackling crime, inequality and enduring problems facing communities
Communities - Focus on localism, diversity and the virtual world.
Knowledge  - Informing the development of better services
Innovation  - Dynamic, adaptable and sustainable

The 2026 strategy is shaping the way we do our business, particularly exploring the changing demands that the Police Service face every day. In addition to this, the introduction of the Community Empowerment legislation is driving the future landscape across Community Planning Partnerships and we have a clearly defined role within this.

In Orkney and across Scotland, Policing now involves providing emergency and acute support to individuals and communities in a huge variety of crisis situations, accordingly, this Local Policing Plan has been designed to articulate our broad contribution to the Local Outcome Improvement Plan, in keeping with our commitment to tackling chronic and long term issues in partnership with local partners and communities.

In Orkney we have positive and meaningful relationships with our local partners (public agencies, third sector and key community groups); this is an area where we take great pride. This plan imbeds those relationships in the future of policing in the area and ensures that those relationships can continue to flourish.

The Orkney Local Policing Plan for 2017-2020 is a live document which will evolve to meet emerging threats and needs, and be subject to annual review.
2. How we identified our priorities

To identify the Orkney local policing priorities for 2017-2020 we have utilised a wide range of information, intelligence and consultation;

The consultation has included; “Your View Counts”- This is an online survey which was launched from the Police Scotland website and has been running since April 2016. The survey has improved our ability to ensure that everyone can have their say and has informed the policing service we provide throughout the year.

We have utilised the findings from the Locality Consultations completed by Voluntary Action Orkney which was compiled in February 2017. The consultation used the ‘Place Standard’ model to facilitate community engagement and to develop an understanding of issues and circumstances in each community.

In addition to the consultation process; we have considered the intelligence picture through our own local Strategic Assessment and the Tactical Tasking and Delivery processes to identify current and emerging Community Safety and Crime trends.

This plan also takes cognisance of the national priorities defined by the Scottish Government’s National Outcomes, Strategic Police Priorities and the Strategic Police Plan governed by the Scottish Police Authority (SPA) and the national Police Scotland Policing Plan.

“This approach ensures both a sound evidence base and public voice within our priorities. It allows us to deliver relevant, local services intended to not only prevent crime and disorder, but also to protect the most vulnerable members of our communities.”

Police Scotland Policing Plan 2017
3. Police Priorities and Outcomes

This Local Policing Plan has been created to support Orkney’s Local Outcome Improvement Plan along with local and national Policing priorities. It is critical that all three sets of priorities and outcomes are linked.

National Policing Priorities

Police Scotland has set National Priorities derived from Scottish Government, Scottish Police Authority and national consultation exercises. These priorities are:

- Violence, Disorder and Antisocial Behaviour
- Serious Organised Crime
- Counter Terrorism and Domestic Extremism
- Protecting People at Risk of Harm
- Road Safety and Road Crime
- Acquisitive Crime

Local Policing Priorities

In addition to the consultation carried out, Police in Orkney are continuing to constantly engage with our local communities by means of the ‘Your View Counts’ Survey, which is available online, in paper format and in easy-read, Polish and Gaelic. We also seek the views of our key partners including Community Councils, and we have utilised qualitative and quantitative data to create our 2017-2020 Strategic Assessment to identify the most important policing priorities for Orkney. The local priorities are continually evolving.

Currently the local Policing priorities are:

- Protecting People at Risk of Harm
- Violence, Disorder and Antisocial Behaviour
- Road Safety & Road Crime
- Counter Terrorism and Domestic Extremism

Orkney’s Local Outcome Improvement Plan:

- **Positive Ageing** - *People in Orkney enjoy long and active lives.*
- **A Vibrant Economic Environment** - *Orkney has a vibrant economic environment.*
- **Healthy and Sustainable Communities** - *Orkney’s communities are healthy and sustainable.*
Outcome - Positive Ageing
*People in Orkney enjoy long and active lives.*

Police Scotland and our partners are working together to empower communities with skills, knowledge and confidence to be self-sufficient and to become stronger, safer and more resilient in themselves. Over the next three years Police Scotland in Orkney will support this outcome through the following activity:

**National & Local Priority - Protecting People at Risk of Harm**

Vulnerability is one of the most significant demands on Police resources not only in Orkney but across Scotland. We will work over the next 3 years to ensure that best practice is used to develop strategies and initiatives to prevent harm, investigate and target those who abuse, exploit and pose the greatest risk of harm.

**National Priority - Serious & Organised Crime**

Illegal activity in Orkney affects local and rural economies. Serious & Organised Crime comes in many forms but is about the exploitation of honest, law-abiding people, including the most vulnerable members of our communities. Over the next three years we will continue to target organised criminality through four strands: Divert, Deter, Detect and Disrupt. Reducing harm caused by Serious & Organised crime requires sustained efforts of organisations, communities and individuals working together; *Scotland’s Serious & Organised Crime Strategy* sets out visions and aims for Scotland.

**Local Priority - Prevention and Intervention**

Bogus Crime is a national priority under the heading of Serious & Organised Crime. We are pro-actively working to deter this type of crime in Orkney. The impact on victims means that many do not come forward due to embarrassment and/or fear, some do not realise that they have, in fact, been a victim. As a Division we continue to focus on those who may be affected by bogus/doorstep crime by undertaking national days of action, local and national campaigns and working with communities to raise awareness and prevent this type of crime.

**Local Priority - Enhanced Partnership Working**

*“The Christie Commission clearly outlines an objective of working effectively with other organisations to improve outcomes for the people of Scotland”* - Policing 2026. We are committed to improving long-term outcomes for individuals and communities in Orkney; as a statutory agency in the local Partnership Board we are working with our communities and our partners to deliver better outcomes through supporting, co-ordinating and integrating activities which best meet the needs of the community and are being delivered by the most appropriate organisation. We recognise that the vision of public participation is a shift from current thinking and methods, one which we, as an organisation need to embrace.
## Outcome - Positive Ageing

*People in Orkney enjoy long and active lives*

<table>
<thead>
<tr>
<th>Priority</th>
<th>Intention</th>
<th>Objectives</th>
</tr>
</thead>
</table>
| Protecting People at Risk of Harm | Protect People at Risk of Harm                                              | • Risk & Concern Hub- Build and develop the Risk and Concern Hub in line with national standards; Imbed the ‘Escalation Protocol’ Process (3 or more concerns in 30 days).  
• As members of the Orkney Adult Support & Protection Committee, work with partners to ensure an effective and appropriate governance structure.  
• With partners, address emerging issues through prevention and intervention |
| Serious & Organised Crime       | With partners, reduce the threat, risk and harm caused by Serious Organised Crime. | • We will promote a co-ordinated approach with the Local Authority, businesses and communities to reduce the risk posed by Serious & Organised Crime.  
• We will continue to disrupt and detect the activities of criminal groups through proactive policing activity to protect our communities from threat, risk and harm posed by Serious & Organised Crime. |
| Prevention & Intervention       | To improve outcomes for individuals and communities and reduce offending through prevention, early intervention and diversion. | • With partners, we will conduct joint operations to target criminal activity and prevent vulnerable people becoming victims in their own homes.  
• We will work with businesses including banks to prevent people and companies being the victim of scams (online/by telephone) and we will educate our communities on how to keep themselves and their families/friends safe from this type of criminal activity. |
| Enhanced Partnership Working    | By enabling and enhancing partnership working the Orkney area is stronger through collective responsibility. | • With the Orkney Partnership Board, develop the local Community Planning Delivery Groups ensuring that they are reflective of community needs and aspirations.  
• Develop and refresh the Third Party Reporting centres in Orkney.  
• With partners, pilot the ‘Keep Safe– I Am Me’ scheme in Orkney along with other preventative initiatives. |
Outcome - A Vibrant Economic Environment

*Orkney has a vibrant economic environment*

It is critical to support growth and ensure that the economic environment in Orkney is safeguarded, maintained and protected. The transport and digital agenda in Orkney is of great importance to communities in terms of access to services, employment and sustainability. Over the next three years Police Scotland in Orkney will support this outcome through the following activity:

**National & Local Priority - Protecting People at Risk of Harm**

Cyber enabled communities are a priority for creating a strong, resilient infrastructure in Orkney. Increased use of the internet has led to a rise in cyber-related crime ranging from Child Abuse, Sexual Extortion to Fraud and the development of online marketplaces for illegal goods, particularly controlled drugs. It is important that we work to safeguard the cyber community within Orkney and prevent victims of cyber related crime.

**National Priority & Local Priority - Road Safety & Road Crime**

Road Safety and Road Crime remains a local priority in Orkney. Whilst the overall number of people killed and seriously injured on Orkney’s roads has reduced over the past three years, when fatal or serious collisions do occur they have a significant impact on families and communities. We will continue to target and enforce inappropriate driving behaviour whilst working alongside our partners and participating in initiatives to educate and promote positive outcomes.

**National & Local Priority - Counter Terrorism**

The threat from terrorism is a national priority. Orkney has strategic sites and a number of small ports. It is important that we protect our communities from Terrorism and Domestic Extremism and ensure that we have watchful, knowledgeable and resilient communities who can prevent Terrorism occurring through education, enforcement and vigilance. We work closely with Orkney Islands Council and other partners to deliver the four strands of the CONTEST Strategy; Protect, Prevent, Prepare and Pursue, as laid down by the Counter Terrorism and Security Act 2015.

**Local Priority - Enhanced Partnership Working**

Partnership working is an essential element in ensuring that Orkney has a strong and robust infrastructure. Within the local Partnership Board we are working together with our partners to promote growth and regeneration in Orkney. Beyond the Partnership Board we are successfully working with Industry Partners through ongoing schemes and development initiatives. This will continue over the next three years.
# Outcome- A Vibrant Economic Environment

*Orkney has a vibrant economic environment*

<table>
<thead>
<tr>
<th>Priority</th>
<th>Intention</th>
<th>Objectives</th>
</tr>
</thead>
<tbody>
<tr>
<td>Protecting People at Risk of Harm</td>
<td>Protect People at Risk of Harm</td>
<td>• With partners, we will focus on safeguarding communities in Orkney and prevent victims of cyber-related crime.</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• With partners, we will develop a co-ordinated Orkney Action Plan for Child Internet Safety/Digital Safety and Digital Citizenship.</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• We will refresh our School Liaison work and ensure that officers are engaged with local schools and young people.</td>
</tr>
<tr>
<td>Road Safety &amp; Road Crime</td>
<td>With partners, enhance Road Safety across Orkney.</td>
<td>With partners, we will deliver the Orkney Road Safety Strategy which focuses on:</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Education at the road side and elsewhere including the 'Safe Drive, Stay Alive' programme;</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Engineering;</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Enforcement through the detection of offences linked to contributing factors of Fatal and Serious Road Collisions;</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Encouragement; and</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Evaluation; all as a means to collectively reducing potential harm.</td>
</tr>
<tr>
<td>Counter Terrorism &amp; Domestic Extremism</td>
<td>Support the delivery of the CONTEST strategy to reduce the threat posed by</td>
<td>• Effective Multi-agency planning in respect of Counter Terrorism is taking place.</td>
</tr>
<tr>
<td></td>
<td>terrorism and domestic extremism.</td>
<td>• Develop our ability to respond effectively to any terrorist attack (with a specific focus on emerging high-risk threats, and specialist capabilities).</td>
</tr>
<tr>
<td>Enhanced Partnership Working</td>
<td>By enabling and enhancing partnership working Orkney is stronger through</td>
<td>• With partners, continue to develop preventative initiative schemes such as Pub Watch.</td>
</tr>
<tr>
<td></td>
<td>collective responsibility.</td>
<td>• With The Orkney Partnership, work to develop an effective and streamlined governance structure.</td>
</tr>
</tbody>
</table>
Outcome- Healthy & Sustainable Communities

Orkney’s Communities are healthy and sustainable.

Across Scotland, the most common marker on the police vulnerable person’s database is mental health (last year 57,000 mental health entries were recorded on the database). The Mental Health Strategy for 2017-2027 sets out its vision for a Scotland where wellbeing flourishes and there is parity of mental and physical health. Over the next three years Police Scotland in Orkney will support this outcome through the following activity:

National & Local Priority- Violence, Disorder and Antisocial Behaviour

Alcohol continues to be a significant factor in violent crime in Orkney. We will continue to maintain robust licensing procedures and focus on licensed premises inspections and also work with partners to reduce the harm caused by private space violence. Domestic Abuse incidents remain at a significant level across the area, with an upward trend in reporting over the last 6 years. This will remain a priority for the Area Command; we will continue to work with partners to give victims improved outcomes and confidence to report.

National & Local Priority- Protecting People at Risk of Harm

The process of Early and Effective Intervention in relation to young people ensures that appropriate information is shared with our partners to look at how to help the child/young person move away from offending and keep them safe. This process is underpinned by GIRFEC (Getting It Right For Every Child) and the eight wellbeing indicators commonly known as SHANARRI (Safe, Healthy, Achieving, Nurtured, Active, Respected, Responsible and Included). Intervention in this way and diversion from a path of offending assist in giving the child/young person the best start in life and supports positive future outcomes for young people in Orkney.

National Priority- Serious & Organised Crime

Alcohol and Drug Misuse is a cross cutting issue in Orkney and has a clear link with the mental wellbeing of individuals living in our communities. The effect of substance misuse is evident, to varying degrees, across Orkney. Throughout the duration of this plan we are committed to working with communities to reduce harm caused by Drugs and Alcohol. Substance misuse will continue to be a persistent and challenging issue for communities and we recognise the need to remain agile and responsive to new trends and sources.

Local Priority- Good Mental Health Employer

In Orkney we are working hard to empower our workforce to be the best they can be and realise their full potential and career aspirations. This only happens when we value our staff and work hard to support a meaningful wellbeing agenda. The nature of the role means that our staff are often exposed to traumatic incidents and therefore our support and response to these incidents is crucial to ensuring that staff remain mentally fit and healthy at work and providing the best possible service to our communities.
<table>
<thead>
<tr>
<th>Priority</th>
<th>Intention</th>
<th>Objectives</th>
</tr>
</thead>
</table>
| **Violence, Disorder & Antisocial Behaviour** | With partners, better understand the causes to prevent and reduce instances of Antisocial behaviour, Violence and Disorder to enhance community safety across Orkney. | • Work with partners to share information, support Education, Prevention, Diversionary and Enforcement Measures linked to harmful alcohol consumption.  
  • Maintain robust procedures around licensed premises.  
  • With partners develop the work of the Antisocial Behaviour Investigation Team.  
  • Support victims of violent crime by working with partners to improve service provision and prevent repeat victimisation. |
| **Protecting People at Risk of Harm**  | Protect people at risk of harm.                                           | • With partners and as corporate parents we will improve life outcomes for care experienced young people.  
  • With partners, deliver Orkney’s Children’s Services Strategic Plan.  
  • With partners develop a supportive custody referral process. |
| **Serious & Organised Crime**          | With partners, reduce the threat, risk and harm caused by Serious Organised Crime. | • We will support the delivery of the Orkney Alcohol and Drug Partnership Strategy and we will direct those who are drug and/or alcohol dependent towards recovery through prevention, treatment, and support services.  
  • With partners in Orkney Drugs Dog Charity and Alcohol and Drugs Partnership secure and maintain a local based drugs dog asset. |
| **Good Mental Health Employer**        | We genuinely value our officers and staff and are investing in their wellbeing. | • Introduction of Wellbeing Champions in the Division  
  • Line Managers given appropriate training to support staff in terms of wellbeing.  
  • TRIM - Trauma Risk Management, which offers support for individuals who experience trauma, is fully imbedded within the Division.  
  • Support Mechanisms through Employee Assistance and Occupational Health is open and available to all staff and officers. |
4. Local Policing Arrangements

We aim to deliver policing that is visible, accessible and responsive to the needs of the people of Orkney. We recognise the unique geography of the Orkney Islands and we will continue to work with partners to be accessible and engaged within all our local communities.

The Divisional Commander is supported by four Superintendents who have Operational, Criminal Investigation, Partnership and Support functions.

Orkney has its own dedicated Local Area Commander (Chief Inspector) who is responsible for day to day policing.

The local Criminal Investigation Department work alongside the national Specialist Crime Division to deal with the most serious and complex crime.

In addition to the local Policing resource; there are numerous specialist resources which provide local support, these include: Specialist Crime Division, Custody Division, Operational Support Division (Armed Policing, Specialist Operations and Road Policing), Licensing and Violence Reduction Unit, Emergency, Event and Resilience Planning, Criminal Justice Division, Border Policing, Contact, Command and Control Division and Corporate Communications.

Special Constables are a valued member of our team and we are continually seeking to enhance the numbers in this area.

Effective policing within our diverse environments can be challenging, however, our supportive collaborations with partners both within the Community Planning arena and the wider community are a huge asset in overcoming challenges.
5. Performance, Accountability and Scrutiny

To support this plan, Police Scotland have a National Performance Framework. This allows the organisation to measure progress, monitor activity, identify areas where resources should be deployed and demonstrate how we are meeting our intentions and objectives.

In Orkney the scrutiny of local Policing is undertaken by the Police and Fire Sub-Committee. The committee is responsible for monitoring the policing performance against the agreed Local Policing Plan and holding the Local Policing Commander to account against the plan.

The Committee meets five times a year and the Local Area Commander will provide progress reports against the Policing Plan and any other relevant information to enable the committee to perform its Scrutiny role.

The minutes of the committee meetings and the submitted reports can be viewed on the Orkney Islands Council website.

The Local Police Inspector or their deputies, will continue to engage with elected members, communities, community councils and other key stakeholders.
6. Equalities

Successful organisations recognise and value difference. Diversity enriches organisations and gives them potential to be more creative and dynamic. Whether it is exploring new forms of community engagement to identify people’s needs, or considering how to get the best from our staff through flexible working conditions, equality and diversity issues are at the core of our business.

Police Scotland- Equality and Diversity Outcomes 2017/21

The Equality Act 2010 sets out an equality duty on ‘public authorities’ that requires us, both as an employer and as a service provider, to have due regard to the need to:

- Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Act;
- Advance Equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it; and
- Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

All our work is underpinned by our commitment to equality and diversity, both in our dealings with the public we serve as well as our own staff. We recognise that effective and fair policing is about reflecting the needs and expectations of individuals and local communities.

Police Scotland’s Equality Outcomes for 2017-2021 are:

Outcome 1: Victims, witnesses and partner agencies feel more confident in reporting hate incidents through a variety of methods.

Outcome 2: All incidents involving harassment of people based on their protected characteristics are recorded and subject to a holistic assessment of wellbeing concerns and needs: to influence wider multi-agency investigation, intervention and support tailored to individual needs, and to prevent repeat victimisation.

Outcome 3: Victims of gender-based violence/abuse are safer and are confident that the police are responsive to their needs.

Outcome 4: People from and across protected groups are meaningfully engaged with us and their views contribute to service improvements.

Outcome 5: Everyone accesses services, communication and information from Police Scotland in ways or methods that best suit their needs.

Outcome 6: We have a workforce that is more reflective of the communities we serve.

Outcome 7: We have a workplace where officers and staff feel valued and respected and their needs met appropriately.