
Local Police Plan 2020 - 23



**POLICE
SCOTLAND**
Keeping people safe

POILEAS ALBA

**Communities, People and Partnerships ... at the
Heart of the Highlands**

Highland

Planning Framework



The Chief Constable has responsibility for the policing of Scotland

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Foreword

Police Scotland's Annual Police Plan 2020/21 sets the direction for policing over the next year and central to our plan are strategic outcomes, which describe the impact and difference Police Scotland aims to make to the lives of people across the country.

Chief Constable Iain Livingstone's role is to set the priorities for policing that will allow us to do this, based on our ongoing assessment of threat and risk, and our knowledge and experience of policing in Scotland.

The Highland Local Policing Plan, complementing the National Police Plan, sets out the local policing priorities and objectives for the Highland area for 2020 - 2023 and is a statutory requirement of the Police and Fire Reform (Scotland) Act 2012.

This plan is based on consultation, feedback and broader analysis of crime and other supporting data. It outlines what our priorities will be and how our services will be delivered over the next three years.

The communities across the Highlands have unique challenges. Whilst the area remains one of the safest in the United Kingdom in terms of the overall levels of crime,

we are far from being immune from such occurrences and we experience similar issues to urban areas, but at a less concentrated level.

In Highland and across Scotland, policing now involves providing emergency and acute support to individuals, and indeed communities, in a huge variety of crisis situations ranging from vulnerabilities to resilience planning.

Accordingly this Highland Local Policing Plan has been designed to articulate our broad contribution to the Highland Outcome Improvement Plan, in keeping with our commitment to tackle challenging, chronic and long term issues while supporting resilience in partnership with our communities and other public and voluntary agencies.

The Highland Local Policing Plan for 2020-2023 is a live document which can evolve to meet emerging threat, risk and harm across our communities and will be subject to annual review to ensure validity.



George Macdonald
Chief Superintendent
Divisional Commander
Highland and Islands Division

Highland area profile

IAL

Highland area has a population of around 250,000

There are 23 police stations across the Highland area

91% of people who responded to our survey in Highland felt safe in their local area

Highland makes up 1/3 of the land mass of Scotland



Mobile connectivity is hugely beneficial given the vast geography of the Highlands

The Highlands have one of the longest road networks in the UK

Inverness is regarded as the capital of the Highlands and has a population of around 55,000

Road safety & addressing drugs misuse are the top 2 priorities for Highland communities

Our priorities

OFFICIAL



ROAD SAFETY AND ROAD CRIME

Collaborate to reduce casualties and crime on our roads



SERIOUS ORGANISED CRIME

Reduce the harm caused by serious organised crime including cyber related crime



ACQUISITIVE CRIME

Reduce crime through preventing offending and reducing re-offending



ANTISOCIAL BEHAVIOUR, VIOLENCE AND DISORDER

Engage with the public and communities to reduce and prevent crime



PROTECTING VULNERABLE PEOPLE

Support people considered vulnerable through working with partners



TERRORISM AND PUBLIC ORDER

Prevent, Pursue, Protect and Prepare through collaborative preparedness

CROSS CUTTING THEMES

CYBER CRIME

VULNERABILITY

OFFICIAL

Plan on a page – Highland



Our vision | Policing for a safe, protected and resilient Scotland
Our purpose | Improve the safety and wellbeing of people, places and communities in Scotland
Our values | Fairness | Integrity | Respect | Human Rights

Our local policing priorities

 **Antisocial Behaviour, violence and disorder**

 **Acquisitive crime**

 **Road safety and road crime**

 **Protecting Vulnerable People**

 **Serious organised crime**

 **Terrorism and Public Order**



Objectives

Engage with the public and communities to reduce and prevent crime

Reduce crime through preventing offending and reduce re-offending

Collaborate to reduce casualties and crime on our roads

Support People considered vulnerable through working with partners

Reduce the harm caused by Serious Organised Crime, including cyber

Prevent, Pursue, Protect and Prepare communities through collaborations



Strategic outcomes

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

The needs of local communities are addressed through effective service delivery

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

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

Police Scotland is sustainable, adaptable and prepared for future challenges

How we identified our priorities



Loch Clair, Torridon – A. MacLeod

To identify the Highland local policing priorities for 2020-2023 we have utilised a wide range of information, intelligence and processes including an extensive process of consultation, which include:

- Police Scotland Strategic Assessment 2020/23 for the Highland and Islands Division which details threats that impact on policing at both divisional and local authority level.
- Community consultations.
- Community Planning Partnership- Highland Outcome Improvement Plan 2017-27 (see page 9)
- Police Scotland Annual Police Plan

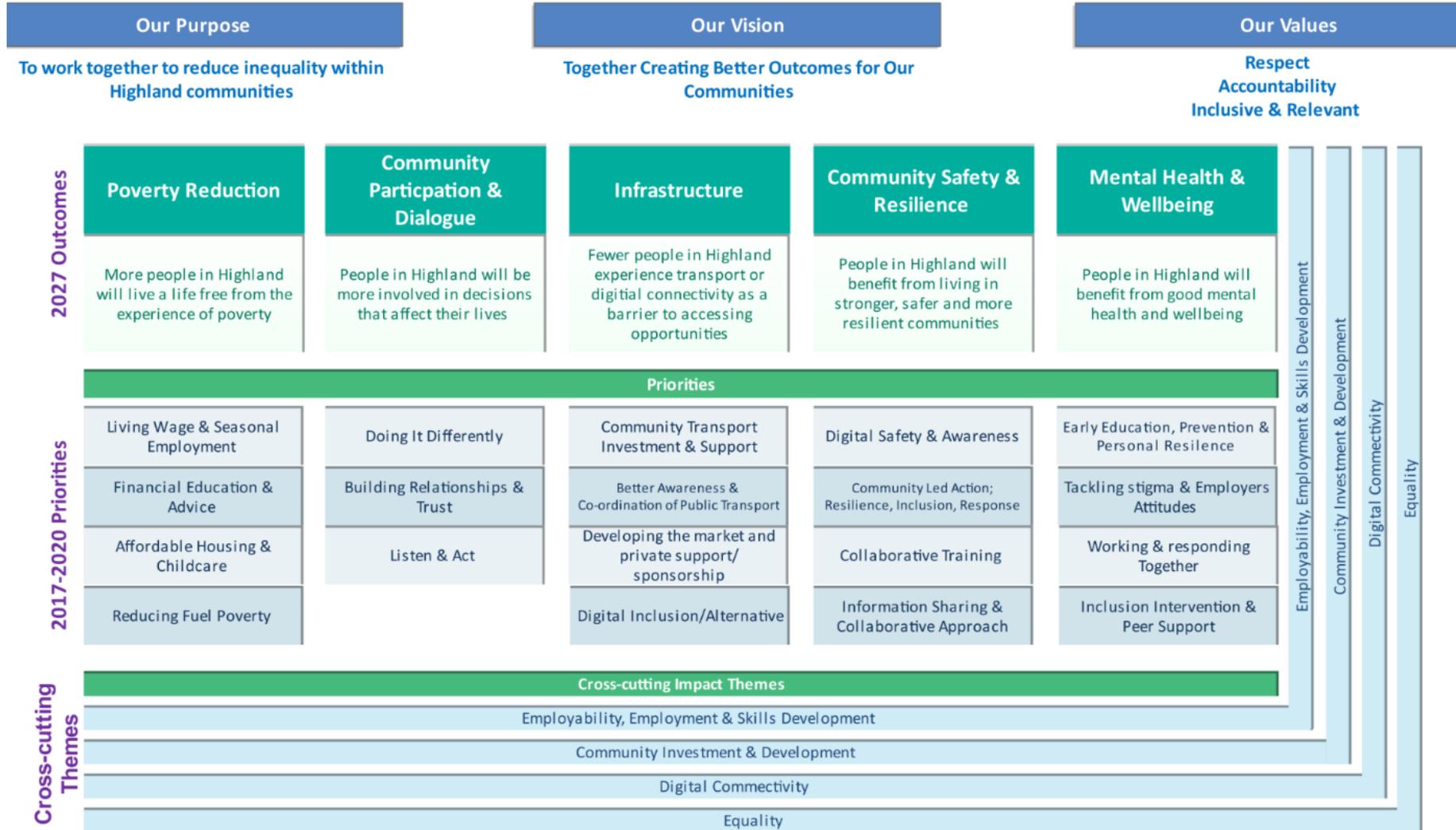
- Joint Strategy for Policing (2020)

All of these sources have provided critical information in identifying what is important to the diverse communities within Highland and as such we have structured our resources to meet these demands and deliver against the strategic outcomes.

“Effective Policing is not just about enforcement. It’s about working in and with our communities to identify and solve problems.”

Chief Constable- Iain Livingstone

Highland Outcome Improvement Plan 2017 - 2027 - Overview



Our priorities in detail



Road Safety and Road Crime remain a local priority in Highland. When fatal or serious collisions do occur, they have a significant impact on families and communities. As we see increased vehicle journeys on our roads through tourism, it is important to engender a positive attitude and response.

We will continue to target and enforce inappropriate driving and behaviour through the delivery of Operation CEDAR (Challenge, Educate, Detect and Reduce). This focuses on challenging driver behaviour through detection of

offences, linked to contributing factors of fatal and serious road collisions, with the ultimate aim of collectively reducing potential harm. With Partners we will focus on education and prevention.

We know that vulnerable road users account for 29% of road deaths in Scotland, in Highland we are committed to ensuring that all road users are encouraged to take responsibility for their own safety and to share our road space respectfully and responsibly.

Drug driving is a particular area of focus and specially trained officers in the Highlands are now able to carry out roadside screening in relation to drugs. This approach also enhances our commitment to tackling the wider issues around drug related harm in our communities.



Serious Organised Crime (SOC) takes numerous forms, many of which affect our communities in Highland. We are committed to pursuing those responsible for supplying controlled drugs throughout our area.

A particular area of focus is a tactic known as 'Cuckooing'; this is where experienced drug suppliers from elsewhere in UK travel to an area and utilise the homes of vulnerable individuals in order to supply controlled drugs through intimidation, violence or the promise of reward.

It is also recognised that the Highlands and Islands are targeted by organised crime groups from elsewhere in the UK who coordinate their activities from out with the area by use of technology and structured people networks. This tactic is known as 'County Lines'.

The Highland area is also experiencing an increase in the uptake and usage of cocaine and non-prescribed pharmaceutical drugs. We are firmly focused on prevention and rehabilitation and are committed to working with our key partners to support those with addiction and the associated vulnerabilities.

Other forms of serious organised crime include Human Trafficking and elements of Cyber Crime. We will ensure that our staff are equipped to deal with crimes of this nature should they occur and that we have ready access to national resources and expertise.



Acquisitive crime encompasses a wide range of crime types and accounts for a significant proportion of overall crime in the Highland area. The most common relate to online fraud activity and crimes committed by travelling criminals.

We will continue to work with businesses and communities to tackle this type of crime through implementing crime reduction strategies and participating in national campaigns.

Similar to other areas of Scotland,

the Highlands are experiencing an increase in online/phone fraud activity, where offenders target individuals and businesses purporting to be someone of trust and obtain funds through bank transfer and other such means. We will continue to work with businesses including financial institutions to prevent people and companies being the victim of scams and we will educate our communities on how to keep themselves safe from this type of criminal activity.

Travelling criminals are targeted through partnership and intelligence led operations which link with other areas of Scotland. Through pro-active approaches, utilising local and national resource including Rural Watch, we will work hard to make the area more resilient and hostile for such criminals who are targeting this area.



Antisocial behaviour is a wide-ranging issue which encompasses many aspects of criminal and non-criminal behaviour. The term is used to describe a range of issues which cause distress to communities and make them feel unsafe. Issues include vandalism, noisy neighbours or environmental crime. Alcohol and associated behaviours continue to be a significant factor in disorder in the area. We will continue to work closely with the licensing industry to share best

practice and maintain robust licensing monitoring.

We will continue to work with partners to share information, support education, prevention, diversionary and enforcement measures linked to harmful alcohol and drug consumption. We will better understand the causes to reduce instances of antisocial behaviour, violence and disorder to enhance community safety across the area.

We recognise the strong sense of community identity and resilience across the Highlands. With partners, we seek to build on this to make all of our communities stronger, more agile and able to lead and take responsibility on local issues.



View from Struie Hill, Ardgay – M. Thain



Vulnerability is one of the most significant demands on Police resources not only in Highland but across Scotland. At a national level, the Risk and Concern Hub covering the Highland and Islands area is held in high regard and is a strong building block for better and more integrated cross sector working.

Early intervention and shared management of risk is key to protection from harm. We will continue to develop our processes around early and effective intervention in relation to young people, diverting them away from offending and supporting positive

future outcomes.

We will continue to underpin this process with GIRFEC (Getting It Right For Every Child) and the eight wellbeing indicators known as SHANARRI (Safe, Healthy, Achieving, Nurtured, Active, Respected, Responsible and Included). We take our responsibility as Corporate Parents seriously and recognise the need to better understand and support our care experienced young people.

The internet has led to an increase in cyber-related crime ranging from child abuse, fraud, sexual extortion and a gambit of other activities. We will continue to use best practice to develop strategies and initiatives to prevent harm, investigate and target those who abuse, exploit and pose the greatest risk of harm in our communities.



Counter Terrorism is a national priority and no community is immune from the impact of terrorism. With partners, we will continue to deliver the UK Contest Strategy utilising the Prevent, Prepare, Protect and Pursue model.

The Highland area has strategic sites and a vast coastline with numerous small ports. It is important that we develop watchful, knowledgeable

and resilient communities who can ultimately help prevent terrorism occurring through education, enforcement and vigilance. We will work with communities to increase understanding and awareness of how to recognise and report concerns to safeguard those who may be vulnerable.

Underpinning our approaches is our focus of keeping people safe and our values of fairness, integrity, respect and human rights.

We are committed to supporting the safe delivery of public events whether commercial, organised or public spirited, whilst protecting the rights and freedoms of others.



St Andrew's Cathedral, Inverness – A.Arnott

Our people

OFFICIAL

We commit to Empower, Enable & Develop our people.

Maintain focus on mental health in the workplace.

Work with Community Planning Partners to promote mental health.

Recognise talent and support learning and development.

Our People



Local Police Care UK investment of £125K to support Mental Health & Wellbeing.

Promote a culture shift around mental health stigma and discrimination.

Support local and national campaigns which promote a positive workplace.

Ensure that managers and staff are equipped to support wellbeing.

Local policing arrangements

We aim to deliver policing that is visible, accessible and responsive to the needs of the people of the Highland area. We recognise the unique geography of the Highland area 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.

Highland has three Command Areas within the Highland and Islands Division of Police Scotland:

- **North Highland** covering Caithness, Sutherland, Easter Ross and Ross and Cromarty.
- **South Highland** covering Lochaber, Skye & Lochalsh, Badenoch, Strathspey and Nairn.
- **Inverness** covering Inverness, Culloden & Ardersier and Aird & Loch Ness.

Each have their 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 valued members 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.

Performance, accountability & 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.

We are committed to providing an annual report for strategic scrutiny to the Highland Council who have considered and approved this Policing Plan. Local arrangements

for scrutiny will continue at Area Committee level. Local Area Commanders and/or their deputies, will represent Police Scotland in their respective areas at the ten local Area Committees. Reports will be submitted on a bi-annual basis alternating with Scottish Fire and Rescue Service.

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



Sanna, Kilchoan – A. Arnott

Equality, diversity and human rights

Police Scotland promotes equality and diversity, both externally and internally, striving to exceed the requirements of the Scottish Public Sector Equality Duty. Across Police Scotland we are committed to developing and promoting best practice in the advancement of our Equality Outcomes. In order to support this requirement, we embed equality, diversity and human rights in all of our strategies,

plans and performance framework. Equality and Human Rights Impact Assessment (EqHRIA) is used to help us to ensure that policy and practices proactively consider the potential impact on equality and human rights. We will ensure that all of strategic plans and activities relating to delivery are assessed to a high standard using relevant evidence in a systematic and structured way.

Local contact details

We are here to help

Dial 999 for an emergency that requires urgent police attention.

For non-emergency contact call the 24- hour non-emergency contact centre on 101.

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

If you have any concerns or issues you wish to discuss, you can contact your local Community Policing Team by phoning 101.

For more detailed information about your local community policing team and other services that Police Scotland provides, please visit our website at www.scotland.police.uk

If you would like this information in an alternative format or language, please phone us on 101 to discuss your needs.

Service users who are deaf or have a hearing impairment can contact Police Scotland via Next Generation Text (NGT) on 18001, 101 for non-emergency, or 18000 in an emergency.

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



<https://twitter.com/northernpolice>



<https://en-gb.facebook.com/HighlandislandsPoliceDivision/>

***See next page for more local contact details**

North Area Command

North Highland Area Commander – Chief Inspector Jamie Wilson

Caithness Area Inspector - Inspector Alasdair Goskirk

Easter Ross, Tain & Sutherland Inspector - Inspector James Rice

Black Isle, Dingwall & Wester Ross - Inspector Kevin Macleod

Inverness Area Command

Inverness Area Commander – Chief Inspector Mairi MacInnes

Inverness Area Inspector – Inspector Alastair Garrow

South Area Command

South Highland Area Commander (interim) – Chief Inspector Ian Graham

Skye, Raasay & Lochalsh Inspector – Inspector Lynda Allan

Lochaber Inspector – Inspector Isla Campbell

Nairn, Badenoch & Strathspey Inspector – Inspector Vincent Tough

Stations

North

Alness Police Station

Obsdale Road
Alness IV17 0TU

Dingwall Police Station

Bridaig Avenue
Dingwall, IV15 9QH

Gairloch Service Point

Gairloch, IV21 2BP

Golspie Service Point

Golspie KW10 6TQ

Lochinver Police Station

Lochinver, IV27 4XF

Muir of Ord Police Station

Muir of Ord, IV6 7SX

Rhichonich Police Station

Rhichonich, IV27 4RN

Tain Police Station

Victoria Road
Tain IV19 1AU

Tongue Police Station

Tongue IV27 4XF

Ullapool Police Station

Argyle Street
Ullapool IV26 2UB

Wick Police Station

Wick, KW1 5LB

Inverness

Burnett Road Police Station

Burnett Road
Inverness IV1 1RL

Fort Augustus Police Station

Fort William Road
Fort Augustus PH32 4BH

South

Aviemore Police Station

Grampian Road
Aviemore PH22 1RH

Dunvegan Police Station

Dunvegan
Isle of Skye IV55 8WA

Fort William Police Station

Blar Mhor
Fort William PH33 7GA

South cont.

Glencoe Police Station

Tyndrum Road
Glencoe
Lochaber PH49 4HP

Kyle Police Station

Main Street
Kyle IV40 8BY

Lochcarron Police Station

High Street
Lochcarron IV54 8YE

Mallaig Police Station

Harbour Road
Mallaig PH41 4QS

Nairn Police Station

King Street
Nairn IV12 4BQ

Portree Police Station

Somerled Square
Portree
Isle of Skye IV51 9EH

Strontian Police Station

Strontian PH36 4BB