

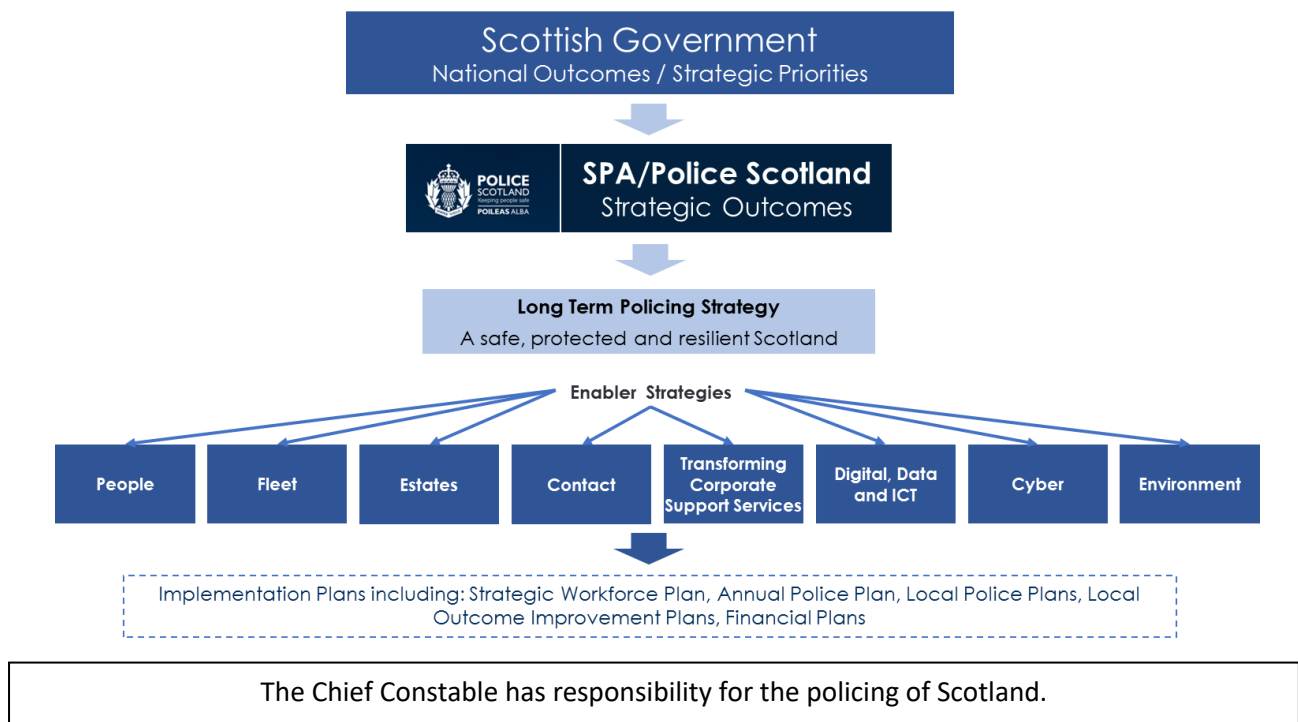
Local Police Plan 2020 - 23



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

Fife

Planning framework



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Foreword

As Divisional Commander for Fife, it gives me great pleasure to introduce our Local Policing Plan for 2020 – 2023.

The Chief Constable sets national priorities for policing across the whole of Scotland. As with our local priorities, these are based on an ongoing assessment of threat and risk, whilst also delivering on what the public have raised as most significant to them. Within the national priorities for Scotland there is a clear focus on positive outcomes, with activity planned to support and improve operational delivery.

Policing has been my life and I have spent the majority of my policing career within Fife. This has given me the advantage of knowing the policing challenges that we have faced in the past and enables me to better prepare for the challenges that lie ahead, for policing in Scotland and locally within Fife.

The transition period as the United Kingdom exits the European Union is ongoing, and future significant events include four Euro 2020 football matches to be played at Hampden Park, the United Nations Framework Convention on Climate Change 26th Conference of the Parties (COP26) in November 2020, and the hosting of the 150th Open Golf Championship in St Andrews in July 2021, to name a few.

These will call upon all of our skills and resources to ensure that we provide the best possible service to our communities, whilst representing all that is good about policing in Scotland on an international stage.

In recent years, local and divisional developments in Fife have driven improvements in our approach and support for our communities, our officers and our staff.

Our approach to collaborative work with partners continues to pay dividends and has resulted in improvements that benefit the people of Fife. The number of missing people reported from health establishments and care establishments is reducing and we have driven improvements in ensuring that vulnerable people in crisis receive the correct support from the correct organisation at an earlier stage. This has been recognised nationally as best practice; however, we know that more can still be done.

We have also implemented Local Service Delivery Hubs, which has removed a significant proportion of non-emergency calls from front line response teams. This has allowed a better response and service for our communities when requiring immediate Police attendance, and has reduced demand on my officers in an effort to improve their

wellbeing and working environment.

With the introduction of a new Contact Assessment Model (CAM) in the spring of 2020, I fully anticipate further improvements in this area.

Fife Division has delivered exceptional performance across so many aspects of local policing in recent years. The quality of service and personal commitment shown by Fife officers is something that I am immensely proud of and despite facing many challenges and competing demands, we remain flexible, creative and compassionate in our response.

We have maintained some of the highest detection rates in Scotland for violent crime, sexual crime, and theft by housebreaking; however, during 2019 we also saw a reduction in the number of reported incidents related to violence, sexual crime and dishonesties and this is down to the hard work of all Police Officers and Staff within Fife Division.

Significant success can be achieved when all the partner

agencies pull together and commit to solving a problem. For example in Levenmouth, an innovative and collaborative approach to anti-social behaviour and dangerous use of off road bikes was subject of much praise and markedly improved the quality of life for residents there.

We will continue to look for and find ways to improve our service and improve engagement within our communities, whilst reducing the demand upon all officers and staff at the front end.

We will develop our approach to local policing in a manner that addresses the needs of our communities and in a way that is equipped to deal with the policing needs of the 21st century.

This plan will remain flexible and will adapt to the changing needs of our communities over the next three years, delivering a service that generates confidence in policing and one that creates a safer Fife for us all.



Chief Superintendent Derek McEwan
Fife Divisional Commander

Fife divisional profile

Fife Division serves the Fife Council Local Authority area. The division covers 1,325 sq.km between the Forth and Tay estuaries and is structured into three local commands of West, Central and East Fife.

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

The population of Fife is approximately 371,910, with the majority of people resident in a number of the large towns, including Dunfermline, Cowdenbeath, Kirkcaldy, Glenrothes and Methil.

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

Fife's Local Policing Plan (LPP) sets out the local policing priorities and objectives for Fife Division for the period of 2020-2023.

Section 47 of the Police and Fire Reform (Scotland) Act 2012 places a statutory requirement on each Local Police Commander to

produce a policing plan for their Local Authority area.

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

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

Fife's policing priorities also link directly with local Community Planning Partnership priorities. The Local Outcome Improvement Plan in Fife, *Plan for Fife*, which is a key element in the delivery of service reform at a local level sets a clear focus for Fife between 2017 and 2027.

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

Divisional command structure

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

The responsibilities of the Divisional Command Team, is to:

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

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

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

Local area command

Local Area Commanders are responsible for ensuring the effective and efficient delivery of local policing services.

Each Local Area Commander has particular responsibility and accountability for:

- Local operational management.
- Response and community policing.
- Performance management.
- Daily management of local personnel.
- Local accountability and scrutiny.
- Local partnership activity.

The Local Area Commanders also have a designated deputy in each area, an officer at the rank of

Inspector. In addition to supporting the Local Area Commander, the Inspector has specific responsibility within their local area for community engagement and partnership working.

Fife Local Area Commander's and their deputies are based within each of the local territorial command areas.

The Detective Chief Inspectors have particular responsibility and accountability for:

- Managing performance and ensuring effective investigation of all crime across the division.
- Leading, directing and co-ordinating the investigation of all serious crimes within the division.

- Investigation of deaths which are assessed as suspicious or unexplained.

Divisional priorities and objectives

Fife Division's priorities are established to address local concerns and to link into the priorities for policing established in *Policing for a safe, resilient and protected Scotland*, the Joint Strategy for Policing (2020).

Those priorities for policing, also set out in Police Scotland's Annual Police Plan are as follows;

- Protecting vulnerable people.
- Tackling crime in the digital age.
- Working with communities.
- Support for operational policing.

The overarching theme being to provide the best service to a changing Scotland and to improve the safety and wellbeing of our communities across the country. In order to understand the needs and concerns at a more local level, we have and will continue to engage and consult with the people of Fife, ensuring that we deliver on expectations and with a service that enables us to create

safer communities throughout the Kingdom.

Information has been obtained through direct engagement and

community consultation, which has included, but was not limited to;

- Community and Area Committee Engagement Meetings.
- Direct consultation with victims of crime in the local community.
- Consultation with Local Elected Members.
- Engagement with our partners and local businesses.

An online public survey, designed to allow our communities to highlight their concerns and help shape the service that we will provide locally over the next three years, ran from 12 November 2019 to 31 December 2019.

During this period, responses were received from across the division, capturing feedback from all multi-member wards.

In addition we also made reference to the following internal and external document sources to assist us in identifying our local policing priorities;

- Police Scotland Strategic Assessment 2020-23.
- Fife Local Outcome Improvement Plan – *Plan for Fife*.

The *Plan for Fife* is founded on four themed priorities:

- Opportunities for all.
- Thriving places.
- Inclusive growth.
- Community-led services.

The Community Safety Partnership is made up of partner agencies across statutory and voluntary sectors. With aims to deliver on the community safety element of 'Thriving Places', we will continue to work alongside our partners with the intention of tackling offending and reducing anti-social behaviour.

Other relevant political, economic, social, technological,

environmental, legislative and organisational issues were also taken into consideration.

These considerations will be reviewed throughout the upcoming three years, with consideration of our current estate and where we can make improvements in respect of co-location with partners, improving engagement and reducing our carbon footprint. Any future considerations will be appropriately balanced against policing needs.

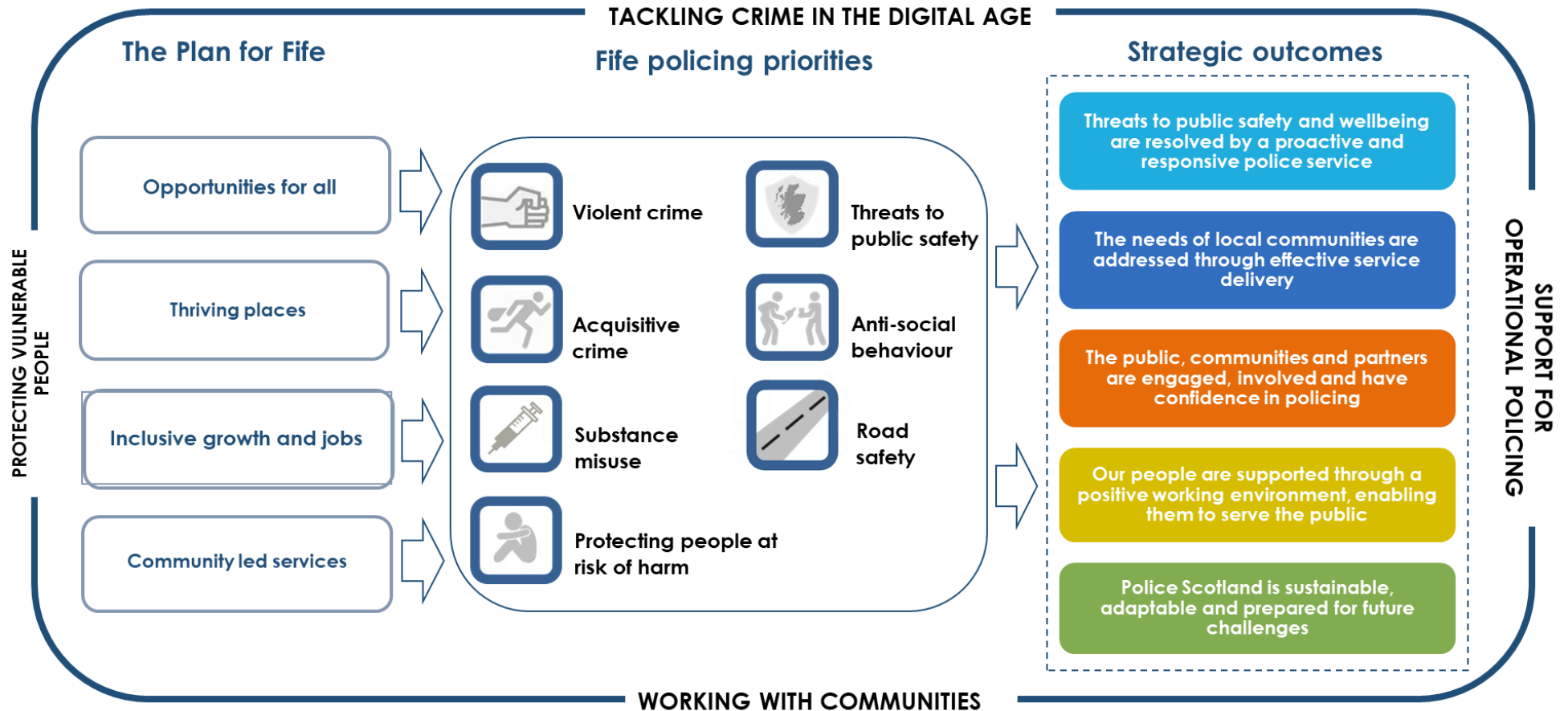
The cumulative information from all of the above consultation activity resulted in the following priorities, which we will aim to deliver at a local and national level;

- Violent crime.
- Acquisitive crime.
- Anti-social behaviour.
- Substance misuse.
- Road safety.
- Protecting people at risk of harm.
- Threats to public safety.



Plan on a page - Fife

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



How we will deliver on activities to support our local priorities.

Fife Division's Local Policing Priorities aim to target the needs of all residents and visitors, creating a safer community within Fife.



Violent crime

The prevention, investigation and detection of all forms of violence remains a primary focus for Police Scotland, at both a national level and locally within Fife.

Serious violence and homicide has been identified as one of Police Scotland's six very high operational priorities in the Police Scotland Strategic Assessment 2020-23 and remains a priority focus for local policing in Fife Division.

Levels of overall violence in Fife has reduced over the last five years and a reduced number of common assaults, serious assaults and attempted murders has occurred during 2019/20.

Operation Path remains the overarching divisional strategy in respect of reducing violent crime at a local level, with a focus on prevention and enforcement.

Anti-social behaviour, disorder and alcohol influence have been found to be strongly associated with crimes of violence. In response, regular visits are conducted at licensed premises and increased high visibility patrols are carried out in areas that are considered susceptible to violent and anti-social incidents.

Detection rates in Fife remain amongst the highest in Scotland in respect of violence related criminality, however preventative tactics and innovative solutions will continue to be utilised to minimise the number of violent acts occurring within the division.

Analytical work is also completed to proactively manage violence related curfew bail checks and warrants.

National campaigns have been adapted in Scotland, with an aim of raising awareness to the consequences that violence can have on the lives of both the victim and the attacker.

During such campaigns, there is focus on the part that alcohol can play in altering a person's behaviour and we will continue to encourage people to think about

their actions before choosing to commit an act of violence.

By taking a collaborative approach with our partners and together providing consistent targeted messaging to members of the public, we aim to reduce the number of violent incidents that occur and provide the correct support to those who are subjected to violent crime.



Acquisitive crime

Acquisitive crime encompasses crimes such as;

- Theft.
- Housebreaking.
- Shoplifting.
- Fraud; and,
- Reset.

Acquisitive crime remains a local priority within Fife and Operation Principle remains the division's response to tackling all crimes of dishonesty, with a number of strategies in place.

Due to this area of criminality being a broad ranging issue, it presents widespread challenges for Local Policing.

Despite this, the detection rate for acquisitive crime in Fife is at its

highest level since 2013/14 and also amongst the highest in Scotland.

At a national level, fraud has been identified as a high operational priority in the Police Scotland Strategic Assessment 2020-23, as it presents a significant challenge both locally and nationally in terms of prevention and detection.

Fife communities continue to report a high volume of fraud, including; credit/debit card frauds, online shopping frauds, bogus workman type offences, as well as phishing (internet/email scams which appear to come from a genuine source), vishing (via telephone), smishing (via text message) and twishing (via social media).

Regular collaboration with partners assists in raising awareness of online frauds/scams and providing prevention and security advice to the public.

Although shopliftings have reduced during 2019/20, this crime type continues to be problematic in terms of volume and demand.

Our response has involved the introduction of prevention teams and we will continue to develop local area action plans and increase engagement with shop premises in order to conduct surveys, enhance resilience and provide relevant security advice.

Throughout 2019/20, Fife and neighbouring divisions across

central Scotland have been targeted by travelling criminals who have committed housebreakings and other linked offences.

Despite this, the number of reported housebreakings in Fife has showed reduction on long term trends and detection rates have been high.

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



Anti-social behaviour

Anti-social behaviour incidents in fife have shown strong reductions in recent years, and during 2019/20 there has been further sizable reductions across all the local command areas of Fife.

Linked crimes related to anti-social behaviour and disorder have also reduced over the last five years.

This decrease can be attributed to a reduction in crimes associated with disorder (threatening and abusive behaviour, breach of the

peace, stalking), as well as vandalism, crimes relating to drunkenness and minor assaults.

Despite reductions in anti-social behaviour related criminality, such incidents continue to have an impact on our local communities.

This has resulted in it continuing to be a priority for Fife Division.

Anti-social behaviour continues to occur in greatest volume in terms of public nuisance and disturbance

incidents, mainly associated with public spaces, whilst private space incidents are mostly linked to noise complaints and neighbour disputes.

These often present significant challenges as a result of them relating to repeat offenders or complaints specific to problematic locations.

The local delivery of Operation Prevail has served to target key risk factors in anti-social behaviour through a multi-agency approach. Fife Division officers and staff continue to target resources to address key issues and community concerns.

In recognising the part that alcohol can play in this area of criminality, there is on-going engagement with

off sales premises where the aim is to prevent underage alcohol purchases, proxy sales and alcohol thefts.

Sharing of information with partnership agencies regarding locations and specific individuals of concern also allows us to deliver the best possible service, based upon the relevant circumstances and needs.

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

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



Substance misuse

Drugs supply/drugs harm has been identified as one of Police Scotland's six very high operational priorities in the Police Scotland Strategic Assessment 2020-23 and remains a priority focus for local policing in Fife, under Operation Prospect.

It is recognised that drug supply and drug use is closely linked to other forms of criminality,

particularly acquisitive crime, violence and anti-social behaviour.

Consequently, preventative and disruption activity that results in positive outcomes under Operation Prospect, will also reduce victims of associated crimes.

The supply and use of drugs continues to have significant impact in Fife with multiple harms associated; most significantly, drug related deaths.

Another significant aspect is the associated link between drug use and distribution with Serious and Organised Crime (SOC).

In addition, there is consideration of travelling criminals or SOC groups from other parts of Scotland and the UK who travel to Fife to target some of the more vulnerable in our communities.

Our divisional intelligence officers monitor all drug related intelligence in order to co-ordinate activity that will assist in tackling substance misuse across the division, and daily enforcement and scheduled days of action targets known suppliers and key associates.

To assist with prevention, we will continue to work with our partners in an attempt to address and target drug related crime.

This includes, but is not limited to;

- Sharing information on current drug crime trends and identifying vulnerable members of the public, enabling us to provide support at an earlier stage or use appropriate intervention tactics.
- Providing support and input at multi-agency drug death awareness events.
- Engaging with schools, colleges and The University of St Andrews, allowing us to provide education on the dangers of controlled drugs.
- Implementing diversionary projects to assist in diverting young people from becoming involved in substance misuse or associated criminality.
- Encouraging communities to report drug related activity directly to the Police or through Crimestoppers.



Road safety

Road Casualties are recognised nationally as a high operational priority within the Police Scotland Strategic Assessment 2020-23.

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

focus for proactive work around prevention, education and enforcement.

Our divisional response under Operation Paramount is to continue to work alongside key partners to make Fife's roads safer and to reduce road casualties, by influencing driver and road user

behaviour and targeting identified contributory factors to road traffic collisions.

Currently, the top risk groups/factors identified both locally and nationally include;

- Speed.
- Motorcyclists.
- Pre-drivers.
- Young drivers.
- Older drivers.
- Cyclists.
- Pedestrians.

Tackling road casualties and road crime remains a force wide priority and within Fife, we will maintain oversight of road casualty and road crime in consultation with partners through the Road Casualty Reduction Group (RCRG) and internally through the Road Casualty and Road Crime Reduction Group (RCRCRG).

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

- Vulnerable Road Users Campaign.
- National Motorcycle Safety Campaign.
- Summer Safety Campaign.
- BRAKE National Road Safety Week.
- Get Ready for Winter Campaign.
- Festive Safety Campaign.
- Summer and Winter Drink/Drug Drive Campaigns.

We will also have continued engagement with schools, providing consistent messaging

and publicity of interactive initiatives, such as;

- Safe Drive Stay Alive Roadshows.
- New Driver Improvement Scheme.
- Drivewise.
- Bikeability.

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

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

By way of a future consideration, demographic projections from the National Records of Scotland suggests that in Fife, the population aged 65 or above is due to increase by 21% over the next decade.

Per mile driven, older drivers have one of the highest collision rates and are more likely to sustain serious injury due to increased frailty. As the population over 65 continues to rise, it is anticipated that the collisions involving older road users will rise also. Work is ongoing in consultation with partner agencies to identify the best

means to reach this demographic and provide suitable safety advice.



Protecting people at risk of harm

As well as being a national priority, the protection of vulnerable people is a primary focus for the day to day policing within Fife.

Fife's Public Protection Unit is made up of a number of departments, and includes child abuse investigation teams (recent and non-recent), a divisional rape investigation unit, a domestic

abuse investigation unit and an offender management unit.

All of these departments have dedicated specialist resources that have an improved capability to investigate an extremely difficult area of criminality, which presents significant risk of harm to our communities.

Children and young persons

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

Education is an essential focus. We continue to work with our partners in order to maximise learning opportunities with children, young

people, parents, carers and teachers regarding internet safety, child sexual exploitation, neglect and all other forms of abuse.

This education is just as relevant for our officers, who will continue to receive current/relevant training that will assist them in recognising the signs of child sexual exploitation and neglect at the earliest possible stage.

Domestic incidents

All domestic related incidents are reviewed by our Divisional Risk and Concern Hub, with entries to the Vulnerable Persons Database (VPD)

allowing appropriate assessment of any threat, risk and/or harm.

Cases deemed high risk are escalated and managed through a monthly Multi-Agency Risk

Assessment Conference (MARAC), and Multi-Agency Tasking and Co-ordination (MATAC) enables

Sexual offences

Any form of sexual offence can be considered a violation of personal and/or intimate boundaries and can in some cases create significant psychological barriers and present unique challenges.

We recognise that it is vital that consideration is given to the needs and concerns of the person reporting, to enable confidence in reporting and to assist in ensuring that they are fully understanding of police processes.

Specialist training is provided to officers investigating this area of

perpetrator focussed action across different services.

criminality and our local departments are supported by national teams who can supplement further staff and resources to assist in reviewing and investigating any cases, as necessary.

Regular consultation with local support organisations allows appropriate signposting for those effected by sexual crime and enables our community to receive relevant support, beyond their contact with the police.

Our response to cybercrime

With technology evolving at an exceptional rate, one of Police Scotland's national priorities is a focus on tackling crime in the digital age.

Technological advances allows for the commission of a variety of crimes, without the need for the perpetrator to reside in the same town or country.

Examples include online fraud, threats, abuse, extortion, hate crimes and some sexual offences. The internet has also presented perpetrators with the ability to

facilitate the illegal sale and distribution of controlled drugs through social media and other online platforms.

In response, we continue to introduce new technology and provide training to staff in order to enable early review and progression of cyber related criminality.

In collaboration with partners, we remain focused on raising awareness of online crimes and provide relevant, up-to-date prevention and security advice.

Mental Health

There continues to be growing demands impacting on Fife Division, primarily on frontline policing from incidents not related to crime.

In particular there is recognition that an increasing number of calls relate to people in crisis or distress which are attributed to one of the many categories under Mental Health.

This is a particularly complex area and can include those who require medical treatment/mental health

assessment or need support or assistance from relevant agencies.

Fife Division are represented on a number of partnership working groups within Fife.

To ensure that the appropriate support is available, work will continue with key partners within NHS Fife from mental health, public health and clinical health to gain mutual understanding and seek ways to improve the service to the public and reduce demands on Fife police and partners.

Our aim to reduce re-offending

In order to reduce re-offending, a strong focus remains on prevention.

The monitoring and management of Registered Sex Offenders is completed by our Offender Management Unit (OMU), via Multi-Agency Public Protection Arrangements (MAPPA), where assessments are completed in order to mitigate risk and reduce re-offending.

Issues with youth offending is monitored through the Youth Offender Management Group (YOMG). This ensures that the most appropriate interventions are applied to discourage youths from

becoming involved in crime and to prevent future offending.

Work is also on-going with partners to improve the reporting of offenders, with an aim to address possible causation factors at the earliest opportunity and allow sentencing to incorporate support and diversion processes to prevent re-occurrence.

A partnership approach to managing those being released from prison also enables early identification of issues relating to money, medication and criminal association with the aim to reduce offending and re-offending.



Threats to public safety

Serious and organised crime

Serious and organised crime (SOC) continues to be a significant threat across Scotland and locally within Fife. It can take many forms, including but not limited to;

- Drug production and distribution.
- Human trafficking.
- High value thefts - including housebreaking and theft of motor vehicles.
- Fraud.
- Child sexual exploitation.

Serious and Organised Crime Groups exploit people within our communities, often targeting those that are considered vulnerable.

Not only do we consider the threat of SOC groups originating within Fife, but we continue to review, monitor and build intelligence in respect of incoming influence from external SOC groups (from across Scotland and other areas of the UK), as well as travelling criminals found to be engaging in criminality within Fife.

This includes group members coming into Fife and using local children or vulnerable adults to sell and deliver drugs through means of violence, intimidation or grooming.

This particular approach is referred to as 'county lines'. Another recognised approach is for members to take over a vulnerable person's home in order to utilise it for a criminal purpose, known as 'cuckooing'.

Human Trafficking is the illegal trade and exploitation of people who can be recruited, transported or harboured for illegal means. This exploitation can take many forms, including forced labour, domestic servitude or slavery and sexual exploitation, or in circumstances where a person is held for the purposes of committing criminal acts, such as maintaining cannabis cultivations.

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

By sharing intelligence and engaging effectively with partner agencies we will continue to make efforts to build upon our recognised strategy to **divert, deter, detect and disrupt** those involved or associated with serious and organised crime.

Ensuring a proactive and targeted response to SOC groups, we aim to reduce the number of people actively involved within these criminal organisations in Fife.

Counter terrorism

The threat from terrorism remains a key consideration when assessing our priorities at both a national and local level.

The UK Governments Counter Terrorism Strategy (CONTEST) follows the four strands of; **Pursue, Prevent, Protect and Prepare.**

To ensure that we protect our communities and keep our officers and staff updated on a threat that continues to develop, we will;

- Participate as an active member of the Fife Division Multi-Agency CONTEST Group.
- Ensure delivery of nationally agreed training and information sharing between Police and key partners.
- Work with our partners to gather and assess intelligence on those involved in terrorist related activity, taking appropriate action where necessary.
- Safeguard those considered susceptible to radicalisation.

Local scrutiny and performance

The Police and Fire Reform (Scotland) Act 2012 enforces a legislative requirement upon police Scotland for each local commander to prepare and submit a local police plan to the relevant Local Authority for approval. This plan fulfils this obligation.

This legislation also includes a framework for oversight and requires Local Authorities to have suitable scrutiny arrangements in place for the Police.

Fife Council has therefore determined that the most appropriate arena for reporting on the Fife Division Policing Plan is the Environment and Protective Services (E&PS) Committee.

Performance reports will be compiled and submitted to the E&PS Committee for their information and scrutiny. Fife's Divisional Commander will provide a verbal update to committee members at scheduled meetings.

This local scrutiny is the formal route for Elected Members to influence Police services in Fife and to retain and enhance partnership working between the Local Authority, other partners and Fife Division.

In addition, the partnership *Plan for Fife* sets out the key outcomes that Fife Council and partners (including Fife Division) are seeking to achieve for Fife. Fife Division are represented on the Fife Partnership Board which comprises Key Community Safety Partners and oversees the delivery of the *Plan for Fife*.

The Scottish Police Authority (SPA) is the body with overall formal responsibility for scrutiny and holding Police Scotland to account for delivery of the priorities set out in the National Policing Plan.

Fife Division's performance against the national priorities is monitored centrally by the National Analysis and Performance Unit, who compile a wide variety of analytical products to support operational policing activity at tactical and strategic levels.

Informed by this national monitoring, internal monthly Tasking and Delivery meetings, chaired by the Divisional Commander and attended by the Command Team, Local Area Commanders and Crime Managers, enable examination of local performance, trends and emerging issues, which in turn coordinate policing priorities and delivery across the division.

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

In addition to formal scrutiny and performance monitoring, we will also continue to measure our success through local community

engagement. This feedback will assist in developing policing arrangements at divisional and local levels.

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

Equalities, ethics and values

Equalities

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.

Fife Division is part of a Senior Equalities Group comprising of key stakeholders and partners, shaping equality and diversity work across Fife to ensure that diversity,

inclusion and accessibility is taken into account at all levels of decision making and service provision.

Fife Division is 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.

Ethics and values

A code of ethics was introduced in 2013 with the creation of Police Scotland and provides guiding principles that define how we perform our duties.

The code of ethics sets out the standards we expect of all our employees and the standards that the public can expect to ensure we provide a professional service to all.

Encompassing the values of the service and our commitment to human rights, the code is designed to help us provide positive

outcomes and improve the safety and wellbeing of people, places and communities in Scotland.

Police Scotland's values are;

- Integrity.
- Fairness.
- Respect.
- Human Rights.

Fife Division is continually working to ensure that these 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

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

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

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

Dial **999 for an emergency** that requires urgent police attention.

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

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

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



Follow us on Facebook: <https://www.facebook.com/FifePoliceDivision/>



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[@SWFifePolice](#)

For further information about Fife Division or your local Community Policing Team please visit the Fife section of the force website at <http://www.scotland.police.uk/your-community/fife/>