

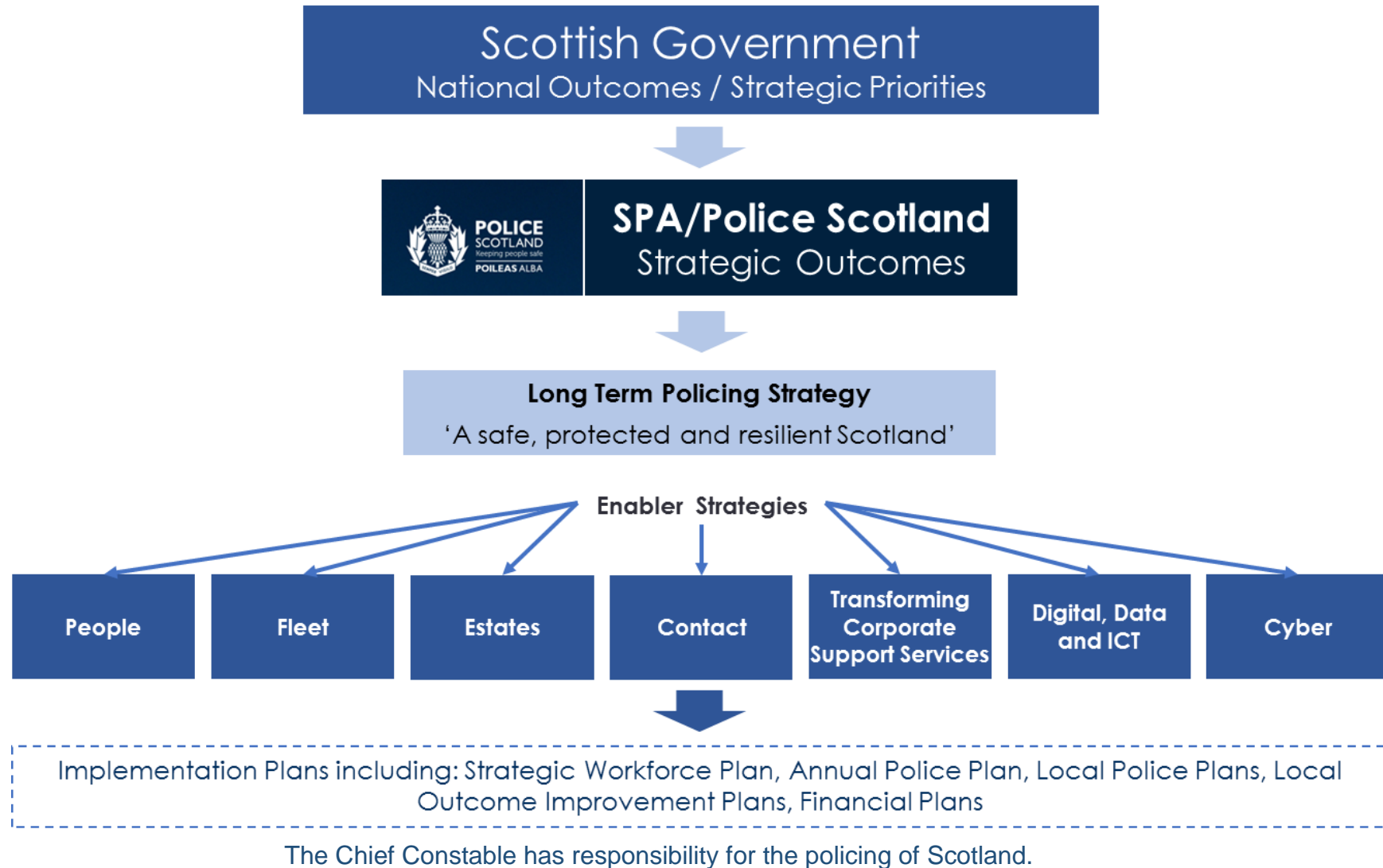
# Local Police Plan 2021-23



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

## North Ayrshire

# Planning Framework



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## Foreword

Since taking up my role as Local Police Commander for Ayrshire Division in March 2020, I have been impressed with the dedication, commitment and compassion shown by police officers and police staff in North Ayrshire through the challenges presented by the pandemic. This has also been a challenging time for Local Authority staff and other key workers, particularly those in the NHS; their contribution and continued commitment along with the unsung heroes in our communities has been inspiring. It is more relevant now than ever to highlight that Police Scotland's purpose is to improve the safety and wellbeing of people, places and communities; we continue to work closely with partners to ensure that we collectively address the needs of the most vulnerable in our community.

With that responsibility, I am pleased to present the Local Police Plan 2021/23 for North Ayrshire. The Plan continues to be reflective of Community Planning Partners priorities and is aligned to Police Scotland's strategic planning approach, allied with Police Scotland's and the Scottish Police Authority's Joint Strategy for Policing, "Policing for a safe, protected and resilient Scotland". Through our Divisional Strategic Assessment process we have identified the areas of focus that are at the heart of this Local Police Plan. As we adapt to a new normality, Ayrshire Division will remain vigilant and agile so that we can respond and address issues that have the most impact on our communities.

The Community Planning Partnership (CPP) in North Ayrshire has strong foundations and this Plan is aligned to the work undertaken by the Safer North Ayrshire Partnership. However, I am aware that the work of police officers and police staff will also support the outcomes of the Children's Services and Health and Social Care Partnerships. Therefore, for the first time Community Wellbeing has been identified as a priority in our Plan. This takes cognisance of the varied and meaningful partnership activity we undertake to address often complex issues that impact on individuals in times of crisis or require a coordinated approach to ensure they get the support that they need.

This recognition is particularly relevant for our joint approaches to children and young people, as in the next two years there is going to be significant positive changes that will improve the outcomes for young people. The completion of the Independent Care Review and the publication of 'The Promise' puts an onus on Police Scotland (and other statutory partners) as a Corporate Parent to play an active role in ensuring that care experienced young people realise their full potential in North Ayrshire; and we will work with partners to achieve this through support for the Council's Children's Services Plan.

## OFFICIAL

In addition, the UN Convention on the Rights of the Child has been incorporated into Scots Law and will require all public authorities to consider our policies and practices to ensure they protect children's rights. In addition, the Age of Criminal Responsibility (Scotland) Act 2019 will come into effect in late 2021 and will require police and criminal justice partners to support young people in a different and more positive way.

The implementation of 'The Promise' and the foregoing new legislation will make a significant contribution to embedding trauma informed practice into everyday ways of working. In North Ayrshire, we will be working with the Local Authority, Health and Social Care Partnership, the NHS and other key partners to identify training opportunities and best practice so that we can collaboratively respond to the needs of individuals in ways that prevent further harm and supports recovery.

I also recognise the impact of trauma in the workplace; my focus will also be on supporting the health and wellbeing of police officers and police staff in North Ayrshire.

In terms of economic support; North Ayrshire Council has been the leader in developing and promoting the Community Wealth Building ethos that has resulted in the establishment of a pan-Ayrshire Community Wealth Building Commission. As an anchor organisation, Police Scotland is committed to advocating and contributing to this work wherever possible. I also acknowledge the exciting opportunities that the Ayrshire Growth Deal brings to the local area and I am committed to supporting new initiatives and ideas.

As the pandemic has shown; collaborative working is key to delivering the best outcomes for our communities. On behalf of my colleagues in Ayrshire Division, I look forward to building on the already strong working relationships in North Ayrshire, and I remain committed to providing a visible and responsive local police service that contributes to improving the wellbeing of our communities.

**Chief Superintendent Faroque Hussain**  
Local Police Commander, Ayrshire

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# Introduction

North Ayrshire has a population of approximately 135,000 and covers an area of 341 square miles. It has boundaries with the neighbouring Local Authority areas of East Ayrshire, South Ayrshire, Inverclyde and Renfrewshire.

Irvine is the largest town with an approximated population of 40,000; with the main smaller towns of Ardrossan, Beith, Dalry, Kilbirnie, Kilwinning, Largs, Saltcoats, Skelmorlie, Stevenston and West Kilbride. North Ayrshire also encompasses the island communities of Arran and Cumbrae.

This presents a diverse mixture of urban, rural and island areas that provide police officers and police staff with a unique set of policing challenges.

North Ayrshire's coastline and islands bring many visitors from our surrounding area and much further afield, particularly in the spring and summer months.

Police Scotland works in partnership with North Ayrshire Council, other emergency services, resilience partners and many others to ensure that North Ayrshire residents and visitors feel safe and enjoy the environments in which they live, work and visit.



## Legal Basis and Corporate Framework

The Community Empowerment (Scotland) Act 2015 places a statutory duty for all partners to be focussed on outcomes. It is explicit about how public bodies work together with the local community to plan and provide services that improve local outcomes with a view to reducing inequalities. The Local Policing Plan is integrated with the strategic framework that supports North Ayrshire Council's Plan 2019-24 and is aligned to the Safer North Ayrshire Partnership priorities.

The Police, Fire and Reform (Scotland) Act 2012 requires the Local Police Commander to submit a Local Police Plan to the Local Authority for its approval.

Whilst this Plan is a local one and is focused on North Ayrshire, the activity we undertake will also contribute to the [Scottish Government's National Performance Framework](#), in particular the following National Outcomes that seek to ensure people:

- live in communities that are inclusive, empowered, resilient and safe
- respect, protect and fulfil human rights and live free from discrimination
- grow up loved, safe and respected so that they realise their full potential

The Plan also aligns with Police Scotland's / SPA's Strategic Policing Plan and Annual Police Plan; these key documents provide us with the following five Outcomes that are within the Performance Framework for Policing and are adopted locally:

- Public Safety and Wellbeing
- Needs of Local Communities
- Confidence in Policing
- Positive Working Environment
- Sustainable and Adaptable Service

Police Scotland's Annual Police Plan provides detail on wider Policing priorities that are addressed with national and regional resources and supported by local resources when required. Serious Organised Crime (SOC) is one of the national Police Scotland priorities; however Serious Crime is an identified local priority and we will take appropriate steps locally to address these issues that impact on our communities, e.g. focussing on drugs supply.

Protecting communities by reducing and mitigating the risk and impact of Terrorism remains a priority for Police Scotland. Experience has shown that Scotland is not immune from such acts and Police Scotland must be ready to counter terrorism in all its forms. This national priority will also be addressed locally; albeit it is not specifically referred to as a local priority.



## Local Policing Delivery

The Community Planning Partnership (CPP) has embraced the locality partnership model to coordinate and deliver a wide range of services. This has been supported by all partners and as this had matured, relationships have grown stronger and collaborative working with partners and communities has thrived. The six localities in North Ayrshire are:

- Irvine
- Kilwinning
- Three Towns (Stevenston, Saltcoats and Ardrossan)
- Arran
- North Coast and Cumbraes
- Garnock Valley

In North Ayrshire we have dedicated policing resources for each of the locality areas; these officers build links with the communities and partners to deliver a service that addresses local concerns. These links are strengthened with every school benefitting from a Campus officer who is integral to delivery of policing services in the area of their designated schools.

In addition, North Ayrshire has response policing hubs in Irvine, Saltcoats, Kilbirnie and Largs. These resources are responsible for responding to 999 and high priority calls. This structure allows us to assess the threats, risks and harm of each call and ensure the appropriate response is provided to meet the needs of the public. There is also dedicated Criminal Investigation Department resources.

There are also a range of specialist resources in Ayrshire that are deployed to support local resources as and when required, these include Road Policing, Domestic Abuse Investigation Unit and Rape Investigation unit. The Division also has a Pro-active Crime Team that are regularly deployed in North Ayrshire to respond to intelligence led investigations and enquiries.

The benefit of being a national organisation also provides North Ayrshire with access to specialist resources that will deploy to the area to support local resources. These are varied and the following list is not meant to be exhaustive: Marine Unit, Air Support, Negotiators, Mounted and Dog Branch.

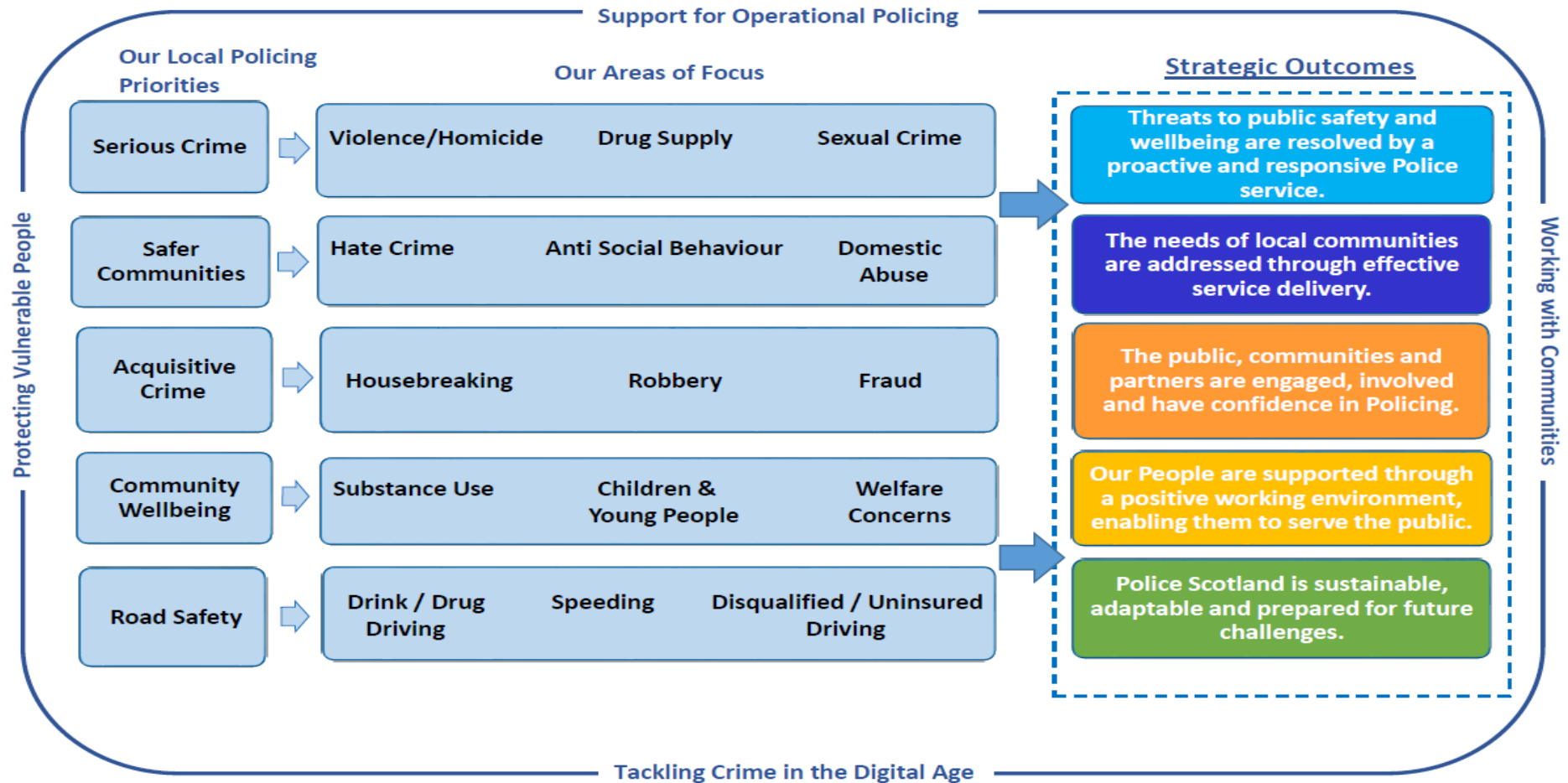


# Local Priorities



## Plan on a Page North Ayrshire

**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



# Local Objectives and Activity

## Priority - Serious Crime

<b>Objective 1:</b> Provide a victim-centred approach to investigating serious violence.
<ul style="list-style-type: none"> <li>• Understand the impact of violence on communities and effectively manage the policing response through best use of management information and analysis.</li> <li>• Maximise intelligence gathering to target those involved in violent crime and the use of weapons.</li> <li>• Monitor violence used against police officers, police staff and other emergency workers through the Divisional 'Your Safety Matters' Group.</li> </ul>
<b>Objective 2:</b> Conduct intelligence-led and focussed activity on individuals and groups involved in the supply of illegal drugs.
<ul style="list-style-type: none"> <li>• Maximise intelligence gathering opportunities to proactively target those involved in the supply of drugs.</li> <li>• Divisional Pro-active Crime Team will coordinate enforcement activity with support of North Ayrshire resources.</li> <li>• Through proactive enforcement activity target individuals and groups involved in Serious and Organised Crime.</li> <li>• Campus Offices to highlight the risks and dangers to school pupils of involvement in illegal activity.</li> </ul>
<b>Objective 3:</b> A victim-centred approach is taken to the recording and investigation of all sexual crime; with a focus on rape and child sexual abuse / exploitation.
<ul style="list-style-type: none"> <li>• Ensure survivors of child sexual abuse / exploitation are supported to have the confidence to report incidents and crimes.</li> <li>• All reports of child sexual abuse and rape (recent / non-recent) are investigated thoroughly and professionally.</li> <li>• Provide an effective, supportive and trauma informed victim-centred approach to rape and with support of partners develop enhanced local support services.</li> <li>• Support national / local campaigns to raise awareness of child sexual abuse / exploitation and rape.</li> </ul>

## Priority – Safer Communities

<p><b>Objective 1:</b> Provide a professional and supportive response to all incidents of Hate Crime, ensuring victims have the confidence to report incidents to the Police or trusted partners.</p>
<ul style="list-style-type: none"> <li>• Take a victim-centred approach to the report of Hate Crime and ensure a thorough investigation is conducted.</li> <li>• Analyse data to establish trends / patterns and identify repeat offenders or repeat victims.</li> <li>• Support the delivery of national and local campaigns.</li> <li>• Enhance public and stakeholder engagement (including Third Party Reporting Centres) to promote confidence to report incidents.</li> <li>• Campus Officers to promote equalities and good citizenship.</li> </ul>
<p><b>Objective 2:</b> Work with partners to ensure that individuals who are vulnerable to, or have experienced Domestic Abuse, are given the relevant support.</p>
<ul style="list-style-type: none"> <li>• Take a victim-centred approach to reports of Domestic Abuse and ensure a thorough investigation is conducted.</li> <li>• Implement a Multi-Agency Risk Assessment Conference (MARAC) approach to support the survivors of Domestic Abuse.</li> <li>• Support delivery of national and local campaigns.</li> <li>• Work with partners through Child / Adult Protection Committees and the Violence Against Women Partnership to ensure protection arrangements are put in place to safeguard the victims of Domestic Abuse.</li> </ul>
<p><b>Objective 3:</b> Minimise the disruption to individuals, communities and businesses that can be caused by Anti-Social Behaviour.</p>
<ul style="list-style-type: none"> <li>• Engage with the community and partners to identify ASB that causes concern and develop joint plans to improve community cohesion.</li> <li>• Analyse data to identify opportunities for early intervention and engage with key partners as appropriate.</li> <li>• Pro-actively address anti-social behaviour / disorder through our Locality Policing Teams.</li> <li>• Take a collaborative approach with partners to address anti-social housing issues.</li> </ul>

## Priority – Acquisitive Crime

**Objective 1:** Effectively tackle acquisitive crimes that impact on individuals, communities and commercial premises.

### Housebreaking

- Maximise intelligence gathering and analysis of incidents to target those involved in criminality.
- Utilise divisional / sub-divisional pro-active crime teams to support investigative response.
- Engage with partners and communities to highlight risk and provide crime prevention advice.

### Robbery

- Maximise intelligence gathering and analysis of incidents to target those involved in criminality.
- Criminal Investigation Department (CID) and Uniform Officers will work together to detect offenders.
- Implement Divisional Action Plans to include high visibility patrols to deter incidents.

### Fraud

- Raise awareness of the risks and methodology of criminals to communities and individuals through the use of social media channels.
- Support national prevention / awareness campaigns.
- Engage with partners to undertake local crime prevention activity.

## Priority – Community Wellbeing

<b>Objective 1:</b> Develop partnership approaches to tackling the harm caused by substance use.
<ul style="list-style-type: none"> <li>• Support individuals who come into police custody with addiction issues.</li> <li>• Explore partnership opportunities to introduce Custody Peer Support programme.</li> <li>• Contribute to local Alcohol and Drugs Partnership outcomes.</li> <li>• Campus Officers to promote wellbeing and risks associated with alcohol and drugs use.</li> <li>• Support delivery of national and local campaigns.</li> <li>• Engage with partners to develop approaches to prevent drug related deaths.</li> <li>• Review partnership approach and information sharing regarding near miss drug deaths.</li> </ul>
<b>Objective 2:</b> Enhance our existing approaches to engagement with children and young people.
<ul style="list-style-type: none"> <li>• Participate in local Corporate Parenting planning groups and improve engagement with care-experienced young people.</li> <li>• Support outcomes of the Local Authority Children's Services Plan.</li> <li>• Improve engagement with elected youth representatives, youth volunteers, and youth groups within North Ayrshire.</li> <li>• Support the maintenance of the Police Scotland Youth Volunteer (PSYV) programme in North Ayrshire.</li> </ul>
<b>Objective 3:</b> Improve and enhance our partnership approach to identify and support individuals at risk of harm.
<ul style="list-style-type: none"> <li>• Provide support for individuals experiencing mental health crisis and make referrals to partner agencies for professional support.</li> <li>• Work with partners to provide the response and support to adults assessed as 'at risk'.</li> <li>• Work with partners to provide support for children that present welfare concerns or are on the Child Risk Register.</li> <li>• All reports of Missing Persons are investigated fully and families, carers and authorities are updated throughout the investigation.</li> </ul>

## Priority – Road Policing

**Objective 1:** Positively influence driver and road user behaviour with the intention of reducing fatalities and injury on our roads.

- Encourage the safe use of vehicles on roads and undertake intelligence-led road policing patrols to tackle dangerous driving behaviours including:
  - drink / drug driving
  - speeding
  - disqualified driving
  - uninsured driving
- Address road policing concerns identified by the local community.
- Undertake activities to support local community planning priorities.
- Support national road safety and road crime campaigns.

## Local Scrutiny and Engagement

Police Scotland has developed a national performance framework which allows the service to monitor activity and measure progress; accurately deploy resources; and demonstrate how successful we are in meeting our key priorities and objectives as set out in this plan. Measure of progress against the five national outcomes are reported to the Scottish Police Authority on a quarterly basis.

Police performance in North Ayrshire will be scrutinised by North Ayrshire Council's Police and Fire & Rescue Committee. The Local Policing Commander, accompanied by the Area Commander for North Ayrshire, will provide regular reports to this committee on the objectives and activity identified in this Plan. In addition, Locality Policing supervisors and officers will attend Locality Partnership and other public meetings to provide updates on police performance and engage to better understand local issues and concerns.

## Equality and Diversity

Our work is underpinned by our commitment to equality and diversity both in our dealings with the public and our own staff.

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

## Ethics and Values

Police Scotland's 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 Integrity Fairness and Respect 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. Locally, we are continually working to ensure that these values are understood by all our officers and staff and are reflected in our decisions and actions.



## Local Contact Details

Local Area Commander  
Police Scotland  
Irvine Police Office  
Kilwinning Road  
Irvine  
KA12 8RR

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:

<https://www.scotland.police.uk/your-community/ayrshire/north-ayrshire/>

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:



@AyrshireNPolice



Ayrshire Police Division