Notice of Meeting and Agenda
Police and Fire & Rescue Scrutiny Sub-Committee

Date	Time	Venue
Tuesday, 16 May 2023	15:00	Council Chambers (Renfrewshire), Council Headquarters, Renfrewshire House, Cotton Street, Paisley, PA1 1AN

MARK CONAGHAN
Head of Corporate Governance

Membership

Councillor Marie McGurk (Convener):   Councillor Robert Innes (Depute Convener):

Councillor Mags MacLaren: Councillor Janis McDonald: Councillor Iain McMillan:

Hybrid Meeting

Please note that this meeting is scheduled to be held in the Council Chambers. However, it is a hybrid meeting and arrangements have been made for members to join the meeting remotely should they wish.

Webcasting of Meeting

This meeting will be filmed for live or subsequent broadcast via the Council's internet site – at the start of the meeting the Convener will confirm if all or part of the meeting is being filmed. To find the webcast please navigate to

https://renfrewshire.public-i.tv/core/portal/home

Members of the Press and Public

Members of the press and public wishing to attend the meeting should report to the customer service centre where they will be met and directed to the meeting.

Further Information

This is a meeting which is open to members of the public.

A copy of the agenda and reports for this meeting will be available for inspection prior to the meeting at the Customer Service Centre, Renfrewshire House, Cotton Street, Paisley and online at http://renfrewshire.cmis.uk.com/renfrewshire/CouncilandBoards.aspx
For further information, please email
democratic-services@renfrewshire.gov.uk

Items of business

Apologies

Apologies from members.

Declarations of Interest

Members are asked to declare an interest in any item(s) on the agenda and to provide a brief explanation of the nature of the interest.

To: **Police and Fire & Rescue Scrutiny Sub Committee**

On: **16th May 2023**

Report by: **Director of Environment, Housing & Infrastructure**

Heading: **Draft Annual Police Plan 2023/2024**

1. Summary

1.1 Strategic planning arrangements for policing in Scotland are set out in the Police and Fire Reform (Scotland) Act 2012. The Scottish Police Authority (SPA) is responsible for developing a strategic police plan for policing that reflects the Scottish Government's national outcomes, strategic police priorities and justice strategy.

1.2 Police Scotland is responsible for producing an annual police plan that sets out the arrangements to deliver against the strategic police plan in the year ahead. Delivery against the annual plan is described in the quarterly performance reports submitted to SPA and based on a performance framework. Similar legislative arrangements exist at local level, with Police Scotland responsible for producing local police plans for each local authority and reporting performance via this scrutiny sub-committee.

1.3 Police Scotland is currently preparing an Annual Police Plan setting out the proposed arrangements for policing in the year ahead. Police Scotland reached out to COSLA in March 2023, seeking feedback on the draft document. Given the strategic importance of the Plan, COLSA took a paper to the COSLA Community Wellbeing Board meeting on 21 April 2023 to review the document in more detail and formally consider COSLA's position on the plan. Police Scotland have advised that COSLA's submission will be a key consideration as the plan is implemented throughout the year. They will ensure that the submission is highlighted through their internal governance to

enable them to continue to work closely with COSLA and local authority partners.

1.4 Prior to publication, the plan is laid before the Scottish Parliament and made visible to the SPA. Upon publication, activities related to the outcomes and objectives are monitored through Police Scotland's quarterly performance reports, informed by our performance framework. These reports are presented to the SPA. A biannual report, specific to the progress of the Annual Police Plan is presented to the SPA and made available to the public online.

1.5 The draft Police Scotland Annual Plan 2023/24 is attached to this document as Appendix 1. Strong partnership working is already well established in Renfrewshire which will help support Police priorities which are aligned to the Local Policing Plan 2023-2026 published on 1st April 2023 and Renfrewshire Community Plan.

2. Recommendations

It is recommended that the Police and Fire & Rescue Scrutiny Sub Committee:

2.1 Notes the content of the draft annual Police Plan 2023/24 attached as Appendix 1 to this report.

2.2 Support the Chief Executives response to COSLA (as detailed in Section 3.10 – 3.13) welcoming the opportunity to comment on the draft Plan, and that this Sub Committee agrees with the priorities and objectives set out in the proposed draft Annual Plan 2023/24.

3. Background

3.1 Police Scotland's priorities are influenced by several factors including ongoing engagement with the public and communities of Scotland; the Scottish Government's Strategic Police Priorities; and the five strategic outcomes in the plan are directly aligned with the Joint Strategy for Policing (2020).

3.2 Your View Counts survey (a year-round survey that allows anyone to comment) provides useful feedback, along with Police Scotland's analysis of the risks and emerging threats likely to impact on Scotland's communities, to establish and reinforce Police Scotland priorities.

3.3   The draft annual plan attached as Appendix 1 clearly highlights the challenges faced by Police Scotland and communities in the face of the pandemic over the past couple of years and that recovery, for everyone, will be important.

3.4   It seeks to set a clear direction for the service, taking into account the significant business as usual demands on policing, the ongoing pandemic, leadership of high-profile UK events and continued focus on enabling policing for the future.

3.5   The draft Annual Police Plan sets out what Police Scotland will do in the coming year to make progress against their strategic outcomes and objectives; and address their priorities for policing.

3.6   The 5 strategic outcomes in the 2023/24 draft Annual Plan are based around the Joint Strategy for Policing with 3 objectives lying under each:

- ***Threats to public safety and wellbeing are resolved by a proactive and responsive police service***
    - o   We keep people safe in the physical and digital world #
    - o   Design services jointly to tackle complex public safety and wellbeing challenges
    - o   We support policing through proactive prevention

- ***The needs of local communities are addressed through effective service delivery***
    - o   Understand our communities and deliver the right mix of services to meet their needs
    - o   Support our communities through a blend of local and national expertise
    - o   Support the changing nature of communities

- ***The public, communities and partners are engaged, involved and have confidence in policing***
    - o   Embed the ethical and privacy considerations that are integral to policing and protection into every aspect of the service
    - o   Protect the public and promote wellbeing across Scotland by providing services that are relevant, accessible and effective
    - o   Work with local groups and public, third and private sector organisations to support communities

- ***Our people are supported through a positive working environment, enabling them to serve the public***
    - o   Prioritise wellbeing and keep our people safe, well equipped and protected

- o Support our people to be confident leaders, innovative, active contributors and influencers
- o Support our people to identify with and demonstrate Police Scotland values and have a strong sense of belonging

- ***Police Scotland is sustainable, adaptable and prepared for future challenges***
  - o Use innovative approaches to accelerate our capacity and capability for effective service delivery
  - o Commit to making a positive impact through outstanding environmental sustainability
  - o Support operational policing through the appropriate digital tools and delivery of best value

3.7   The plan is fully aligned to the revised outcomes focused performance framework, with impact measures identified for each outcome and objective.

3.8   The draft Annual Plan breaks down each strategic outcome, the objective, how Police Scotland plan to achieve this objective and how they will measure this.

3.9   The content and focus of the draft plan reflect the issues and challenges faced locally and are in line with and support the objectives of the Community Safety Partnership. There is a strong track record of partnership working within Renfrewshire and this collaborative approach ensures early intervention and resolution. It supports the Council response to the draft, welcoming the opportunity to comment and supporting the priorities and objectives set out in the draft Plan.

3.10   With the strong partnership working already well established within Renfrewshire (K Division), it will help support the Police priorities which are closely aligned with those in the Renfrewshire Community Plan. Police Scotland are active partners in the protection of vulnerable adults, children, and the management of offenders within Renfrewshire. The local division contribute effectively to planning and responding to these agendas by their active membership of the Renfrewshire Adult and Child Protection Committees and the Senior Officer Group for the Management of Offenders.

3.11   Also, as members of the CONTEST strategic Groups which helps drive the safeguarding and public protection agenda collaboratively. It is welcome to see the plan highlight the cost-of-living crisis and monitoring potential protests given that this would not have been a major part of previous plans. In the same vein, consideration should be given to discussing and monitoring the safety of refugee movement in Scotland as the landscape has changed

massively in the past year given Ukrainian refugee integration into Scotland that wasn't part of the 2022/23 Annual Police Plan.

3.12 Police Scotland have ably assisted local authorities with the challenges faced with the Sponsorship programme and re-housing of Ukrainians. Locally, Renfrewshire (and other local authorities) faced protests with regards to the re-housing of refugees (non-Ukrainians) and we believe that the Annual Plan should reflect the on-going work being done by Police Scotland in this regard.

3.13 With legislation due on the new PROTECT duty (Martyn's Law), the work being done by Police Scotland alongside local authorities should be referenced as a key priority in the coming year/s. Renfrewshire Council will continue to develop sharing of information intelligence and data to support the existing effective partnership working to help ensure that priorities locally are met.

Implications of the Report

1. **Financial** - None

2. **HR & Organisational Development** – None.

3. **Community/Council Planning –**

   - *Our Renfrewshire is safe -* By focusing on key areas of policing, Renfrewshire should be a safer place to live, work and visit

4. **Legal** - None

5. **Property/Assets** - None

6. **Information Technology** - None

7. **Equality & Human Rights**

   (a) The Recommendations contained within this report have been assessed in relation to their impact on equalities and human rights. No negative impacts on equality groups or potential for infringement of individuals' human rights have been identified arising from the recommendations contained in the report. If required following implementation, the actual impact of the recommendations and the mitigating actions will be reviewed and monitored, and the results of the assessment will be published on the Council's website.

8.   **Health & Safety** – None.

9.   **Procurement** - None

10.   **Risk** - None

11.   **Privacy Impact** - None.

12.   **COSLA Policy Position** – Not Applicable

13.   **Climate Risk** – Climate positive as an aspect of the Police Plan for the year

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List of Background Papers

a)   Consultation on the Joint Strategy for Policing (2020) – Police and Fire & Rescue Scrutiny Sub Committee, 16th May 2023.

       The foregoing background papers will be retained within Environment, Housing and Infrastructure for inspection by the public for the prescribed period of four years from the date of the meeting. The contact officer within the service is the Resilience and Deployment Manager

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Police Scotland
Annual Police Plan
2023/24 - DRAFT

POLICE SCOTLAND
Keeping people safe
POILEAS ALBA
SEMPER VIGILO

SCOTTISH POLICE
AUTHORITY

Police Scotland: keeping people safe

The roles and responsibilities of Police Scotland and the Scottish Police Authority (SPA) are set out in the Police and Fire Reform (Scotland) Act 2012. Police Scotland works with the SPA who provide scrutiny, support and challenge to policing, having an integral role in maintaining and improving the service. The Scottish Government has overarching responsibility for communities, public safety and justice in Scotland. Police Scotland provides evidence to the Scottish Parliament Criminal Justice Committee at regular hearings with regards to law enforcement and public safety. The alignment of our strategic direction, priorities for policing, planning and performance framework are as follows:

Scottish Government (SG) National Outcomes & Strategic Police Priorities

SG's **Programme for Government** and **National Performance Framework** sets out what it wants to achieve for Scotland's people and communities, brought together by describing what the "outcome" will be. All public services have a role to play, including policing. The **Justice Vision** outlines the contribution Police Scotland and a range of partners will play in transforming the way justice is served in Scotland.

The **Strategic Police Priorities** (SPPs) set the high level strategic direction for the policing of Scotland and the carrying out of the Scottish Police Authority's (SPA) functions. The SPPs are set by Scottish Ministers and the legal framework for their development was established in the **Police and Fire Reform (Scotland) Act 2012** ("the Act"). The SPPs are Crime and Security, Confidence, Partnerships, Sustainability, People and Evidence.

Scottish Police Authority – Strategic Police Plan

Under the Police and Fire Reform (Scotland) Act 2012 the SPA is responsible for producing a strategic police plan, in line with these outcomes and priorities. The **Joint Strategy for Policing (2023)**, Policing for a safe, protected and resilient Scotland fulfils that requirement.

Policing in Scotland: our vision, values and purpose

Our Vision: Policing for a safe protected and resilient Scotland.

Our values are fairness, integrity, respect and human rights. They are fundamental to everything we do as they underpin our policing approach, engagement and activities.

Our purpose as set out in the Act is to improve the safety and wellbeing of people, places and communities in Scotland

Police Scotland's National Strategic Assessment

Police Scotland's Strategic Assessment provides a high level assessment of a range of strategic issues and potential threats relevant to Police Scotland, both externally and internally to Police Scotland. From this, we decide how to prioritise our services to meet current and future challenges.

Police Scotland's priorities for policing

Our priorities for policing are the key areas we need to focus on to address the greatest threats and risk of harm to people and communities. We decide what these are for the year ahead using our strategic assessment and the knowledge and experience of leaders in the service. They are also informed by **public opinion**.

Our strategic outcomes

We use **five strategic outcomes** to describe the results Police Scotland is working towards for the people of Scotland. This helps us to show how we will make a positive impact through what we are doing across the service. Our outcomes contribute to the Scottish Government's outcomes and policing priorities.

The Annual Police Plan

Under the Police and Fire Reform (Scotland) Act 2012 Police Scotland is responsible for producing this Annual Police Plan, which aligns to our Strategic Outcomes and sets out a policing approach and strategic-level activities for policing during the year. Prior to publication, the plan is laid before the Scottish Parliament and made visible to the SPA.

Deputy Chief Constable / Deputy Chief Officer (DCC/DCO) Portfolio Delivery Plans

Supporting the Annual Police Plan are four 3 year Delivery Plans for; Local Policing; Corporate Support; Professionalism, Strategy and Engagement; and Crime and Operational Support.

Local Policing Plans / Local Outcome Improvement Plans

Local policing divisions prepare **Local Police Plans** (LPPs) which describe the local priorities and policing arrangements aligning with Scotland's local authority areas and community planning arrangements, based on local engagement with local partners. The latest versions of LPPs for 2023-26 have been published alongside this plan.

Enabler Strategies

An ever-changing and challenging world in terms of environmental impact, evolving technology, emerging risks and financial constraints has an impact on all public services, not least policing. In order to ensure Police Scotland is providing a forward-looking, flexible policing response, we have "enabler" strategies to guide the organisation. These are our Fleet, Environment, Cyber, Estates, People, Public Contact and Engagement, Enabling Policing for the Future, Digital Data Information and Communication (DDICT), Violence against Women and Girls (VAWG), Equality, Diversity and Inclusion (EDI) and Procurement Strategies.

Performance Framework

Linked to our plans, our outcomes-focused **performance framework** describes how we will monitor and measure progress on our priorities for policing, outcomes and objectives to evidence the impact of our policing approach for the public and communities in Scotland.

Contents

Chief Constable's Foreword

This section will be updated and reviewed by Chief Constable and Corporate Communications prior to publication.

Our plan on a page

POLICE SCOTLAND
Keeping people safe
POILEAS ALBA

Our Vision	I	Policing for a safe, protected and resilient Scotland
Our Purpose	I	The purpose of policing is to improve the safety and wellbeing of people, places and communities in Scotland
Our Values	I	Fairness I Integrity I Respect I Human Rights

Strategic Police Priorities

Crime and Security	Confidence	Sustainability	Partnerships	People	Evidence

Priorities for Policing

Protecting Vulnerable People	Tackling Crime in the Digital Age	Working with Communities	Support for Operational policing

Outcomes	Objectives
Threats to public safety and wellbeing are resolved by a proactive and responsive police service	• Keep people safe in the physical and digital world • Design services jointly to tackle complex public safety and wellbeing challenges • Support policing through proactive prevention
The needs of local communities are addressed through effective service delivery	• Understand our communities and deliver the right mix of services to meet their needs • Support our communities through a blend of local and national expertise • Support the changing nature of communities
The public, communities and partners are engaged, involved and have confidence in policing	• Embed the ethical and privacy considerations that are integral to policing and protection into every aspect of the service • Protect the public and promote wellbeing across Scotland by providing services that are relevant, accessible and effective • Work with local groups and public, third and private sector organisations to support our communities
Our people are supported through a positive working environment, enabling them to serve the public	• Prioritise wellbeing and keep our people safe, well equipped and protected • Support our people to be confident leaders, innovative, active contributors and influencers • Support our people to identify with and demonstrate Police Scotland values and have a strong sense of belonging
Police Scotland is sustainable, adaptable and prepared for future challenges	• Use innovative approaches to accelerate our capacity and capability for effective service delivery • Commit to making a positive impact through outstanding environmental sustainability • Support operational policing through the appropriate digital tools and delivery of best value

Performance and Implementation

Evidence based policing

Context

The changing nature of crime, society and the role of policing

Throughout 2022/23 Police Scotland has continued to support our local communites through the challenging times that we currently face. Continued pandemic recovery, a rising cost of living alongside security issues, nationally and internationally, continue to shape demand and inform service provision.

We were honoured to play our part in ceremonial events following the death of Her Majesty Queen Elizabeth, with officers and staff across the organisation playing a vital role in demonstrating the professional nature of policing in Scotland.

Our commitment to a level of service that the public can have confidence in remains a priority, as does collaborating and coordinating with partner agencies in order to best serve the communities of Scotland. We continue to focus on maintaining and building levels of trust and confidence in policing. We will continue to work and develop our engagement in order to reach and build confidence with those in our Seldom Heard Communities. As a service we must continue to evolve and develop our means of communication and contact to ensure that we are visible and available for all of the different communities that we serve and protect.

Through extensive consultation with stakeholders and partners, Police Scotland has published a Violence Against Women and Girls (VAWG) strategy and implementatin plan to work towards ourvision of a society where women and girls can live free from all forms of violence, abuse, exploitation and harassment. The Vision for Justice in Scotland 2022 sets out to transform the justice sector and outlines the role of public services in achieving this.

We have also committed to delivering our Policing Together strategy. Through our "Policing Together" initiative we will focus on our values, behaviours and standards, ensuring that Police Scotland is a welcoming and inclusive organisation which reflects, represents and serves all of our communities.

Demands on policing continue to evolve, becoming more complex and rising to unprecedented levels. The digital capacity and capability of criminal behaviour is increasing, whist our officers continue to attend a high number of incidents associated with vulnerability; this not only presents challenges but opportunities to put in place innovative partnerships to provide the right response at the right time to those most in need.

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Violence against women and girls – "*That Guy"* campaign video and website viewed over 4m times including 2.3m engagements on social media worldwide	**Equality, Diversity & Inclusion –** increased our staff profile to reflect our communities in Scotland
Drug seizures – there has been a general upwards trend in drug supply detections since February 2022	**Vulnerability –** Over 185,000 calls received regarding vulnerable people in our communities
Public Satisfaction / User Experience – 85% of people contacted in recent survey, were satisfied with our service. Our User Experience Survey engages with around 2,500 people monthly	**Your Police survey –** Over 70,000 people have helped shape our local and national services in the past year
Cybercrime – detection rates for cyber related fraud have increased in the past year. Recorded fraud increased nearly 80% in a year- the cyber investigation team had an increase in demand of 2000% from 2019 (16) to 2022 (220)	**Caithness Project –** Successful pilot scheme of participatory budgeting. The initial budget of £32,000 has been allocated to all projects which received the strongest support from residents
Professionalism – introduced new continuous integrity screening programme to protect colleagues and the public	

[infographic in development – above is indicative]

Policing in 2023/24

2023/24 will continue to be challenging for Police Scotland with anticipated continued rise in demand for the support of public services requiring us to respond to a range of challenges and events. This Annual Police Plan sets out the activities we will undertake over the coming year to support our strategic outcomes and objectives.

At a time when public finances are under pressure, Police Scotland will proactively look to update our operating model so we remain an effective and efficient service for our communities in a more digital and socially diverse environment. We will work tirelessly to ensure that we protect our policing services and response for the public and communities across Scotland.

Through public and stakeholder engagement we will work to design our estate to be the right size and to be able to fully support operational policing. Innovative approaches will be utilised to make sure that we continue to be accessible, visible and supporting all of the public and communities we serve.

Cyber-enabled and cyber-dependent threats will continue to both increase and evolve. It is important that we tackle these directly. We will continue to improve our specialist capabilities and strengthen local, national and international partnerships to combat this area of criminality.

This plan sets a clear direction for the service, taking into account the significant demands on policing, and a continued focus on transformation, collaboration and partnership working that will enable us to build a sustainable service for the future. We will continue to focus on local policing response, Contact Command and Control, and public protection work to address our policing priorities and contribute to better outcomes across all of our communities.

As we reach ten years since the creation of Police Scotland, we will recognise this as significant milestone for the service. We will continue to develop and deliver key changes over the duration of this plan based on our strategic direction, which will benefit the communities of Scotland and support continued trust and confidence in policing.

The Annual Police plan sets out the key areas of focus for the service at strategic level. The development of the APP has included consideration and prioritisation of the needs of the public and communities we serve along with the wider operating environment. The activities set out within this plan will be kept under review in an open and transparent manner.

Police Scotland has a clear strategic direction and is ready to focus on the implementation and delivery of key changes to support the public and communities.

Priorities for policing

To respond effectively to emerging threats, risk and harm our policing priorities are reviewed and set annually through Police Scotland's National Strategic Assessment.

The following sets out how we identify our priorities for policing:

How we set our priorities for policing
We consider:

National Outcomes & Strategic Police Priorities	Government and academic reviews
Local Outcome Improvement plans	Futures & Horizon Scanning
Public engagement	Organisational Assessment
Partner and stakeholder views	Community Impact Assessments
Joint Strategy for Policing(2023)	Equality and Human Rights Impact Assessments
Analysis of current and emerging threats and risk	Environmental Impact Assessments
Policing leadership knowledge and experience	Islands (Scotland) Act 2018
Demand Analysis	

We develop:
National Strategic Assessment

We define:
Priorities for Policing

We also complete impact assessments to ensure we take action on any elements of our planning which could impact on equalities, communities or provisions within the Islands (Scotland) Act 2018.

The national strategic assessment has been refreshed for 2023. The following priorities for policing have been identified for this plan's duration.

Our Priorities for Policing

Protecting vulnerable people	Policing in a Digital World
Working with communities	Support for operational policing

- Community Wellbeing

- Drug importation, supply & harm

- Violence against women and girls (VAWG)

- Child sexual exploitation & abuse incl. online

- Rape & serious sexual offences

- Domestic abuse

- Serious organised crime

- Human trafficking & Organised Immigration

- Violent crime incl. homicide

- Counter Terrorism

- Public order & safety

- Cybercrime incl. fraud

- Hate crime

- Prevention & early intervention

Our Organisational Priorities

- Governance, strategic direction & change

- Organisational design

- Resources & demand

- Public health approach

- Our people

- Contact and engagement

- Finance and sustainability

- Organisational resilience

- Equality, Diversity & Inclusion (EDI)

Local assessments are also refreshed annually and our Local Police Plans 2023-26 are aligned with our strategic direction but focused on local priorities and needs. We continue to provide a national policing response, delivered locally.

User Experience and Your Police insights

Police Scotland has built and maintains a range of high-quality activity that involves the public, communities and our partners in shaping and assessing our services. Strong response rates to our national surveys were maintained throughout 2022 making Police Scotland's public engagement activity robust and representative. We now have over 100,000 responses gathered through our sector-leading surveys like 'Your Police' focusing on public confidence in local policing, on user experience and on the experiences of victim-survivors of violence against women and girls. A further 85 surveys were designed for internal business areas on specific themes and areas which influence service delivery.

We have continued to enhance our approaches to ensure our research public engagement activities are inclusive and non-stigmatising. All of our public surveys are available in British Sign Language and Easy Read and we are working towards availability of further languages. A series of focus groups, interviews and workshops were carried out to understand the lived experiences and perceptions of diverse communities of different age groups for informing our Violence against Women and Girls Strategy and connected approaches in public protection and local policing. Going forwards, we seek to expand the approaches we use in order to create more opportunities to listen, understand and respond to the challenges affecting communities.

Our independently led, User Experience Survey has over 48,000 responses from people who have directly used our services since it was launched in 2020, with over 15,000 people providing us with feedback to inform our service design in 2022. The Your Police open survey has been published each year since 2019, with over 71,000 people taking time to tell us their views on policing. Our largest continuous surveys (Your Police and User Experience) continue to be broadly representative of the population by age, gender, disability, and geography. A range of research is supporting policing in Scotland to understand and work collectively with people and communities often marginalised. It is vital that policing understands the lived experience of people who are seldom-heard and this informs our evidence-led approach to policing in Scotland.

Annual Police Plan 2023/24

The Annual Police Plan sets out what we will do in the coming year to make progress against our strategic outcomes and objectives; and address our priorities for policing.

Strategic outcomes

Our strategic outcomes describe the impact Police Scotland strives to achieve in the lives of people in Scotland; they represent our priorities for policing in the year ahead.

Our five strategic outcomes are directly aligned with the Joint Strategy for Policing (2023).

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

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

Strategic Alignment

Our strategic outcomes provide a clear route from the Scottish Government's outcomes and priorities, including the Justice Strategy, through Police Scotland's strategies, plans and performance reporting, enabling us to demonstrate alignment and clearly articulate our ambitions and progress.

Joint Strategy for Policing (2023) – Policing for a safe, protected and resilient Scotland

The Scottish Police Authority and Police Scotland set out the strategic direction and associated outcomes for policing in this document. This drives Police Scotland's approach to all other strategies and implementation plans, ensuring a consistent cascade of purpose for policing in Scotland.

Annual Police Plan

This plan summarises what we will do in the coming year to make progress against our strategic outcomes and priorities for policing. The Annual Police Plan is underpinned by more detailed plans at Deputy Chief Constable and Deputy Chief Officer level.

Performance Framework

Our outcomes focused performance framework is linked to our plans and describes how we will monitor and measure progress on our priorities for policing and strategic outcomes. This is developed alongside the Annual Police Plan.

Enabler Strategies

Police Scotland is constantly working towards making the service sustainable, environmentally responsible, more efficient and continually relevant in a world of innovation and developing technologies. Our enabler strategies give direction and commitment to key areas such as People, Fleet, Cyber, Estates, Public Contact and Engagement, Environment, Procurement, Enabling Policing for the Future, DDICT, EDI, and VAWG. These are reviewed every three years or before if required to ensure they remain fit for purpose.

Local Police Plans

In addition to the Annual Police Plan, Police Scotland's 13 local policing divisions produce Local Police Plans. The content and character of Local Police Plans are determined by Local Area and Divisional Commanders engaging with local authorities, who are each responsible for approving their respective Local Police Plan through local authority scrutiny boards. These local plans reference distinct priorities, objectives, outcomes and performance measures aimed at improving the lives of people in our communities. They link to wider community planning arrangements, with Local Outcome Improvement Plans taken into account in their development. Our Local Police Plans have been refreshed for 2023.

Outcome 1.

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

To protect people effectively, Police Scotland will continue to focus on keeping the public and communities in Scotland safe from harm, whilst exploring innovative technologies and partnerships.

We find ourselves moving at an ever-increasing pace from the physical to the digital world; a move that creates opportunities for new and complex crime types. This shift also affects traditional crime, much of which now has a digital element.

Police Scotland will continue to be a key contributor to local joint planning and delivery, as well as to national cross-sectoral partnerships, helping drive a shift to prevention and early intervention across services.

Key	Operational activity	Change activity

Objective	To achieve this objective	Lead	Key milestones	Update expected	Performance measures and insights
We keep people safe in the physical and digital world	Co-ordinate delivery of our Violence Against Women and Girls strategy and respond to the introduction of any new legislation by the Scottish Government	DCC Crime and Operational Support	Deliver training and guidance to inform and improve the local and national response to domestic abuse, stalking and harassment, Forced Marriage and HBA Develop a cohesive strategy to address and prevent sexual misconduct and abuse of position for a sexual purpose within Police Scotland (PSD) Work with PIRC and Crown Office regarding best practice and organisational learning to inform the prevention programme on sexual misconduct (PSD) Engage with partners to build on our relationships with communities and reduce barriers to reporting (Public Protection)	Quarterly Q1, Q3 Quarterly	Does continued sexual misconduct review demonstrate increased confidence in reporting incidents of Abuse of Position for a Sexual Purpose (APSP) and sexual misconduct? Has awareness been raised of what constitutes APSP and sexual misconduct? How effectively have we worked with partners to reduce barriers to reporting and increase shared learning? What is the increase in the volume of reports which include elements of APSP and sexual misconduct? How many cases complete the full criminal justice process to plea or trial and what are the outcomes? How effective have national and local media campaigns been in raising awareness of VAWG? Are victims, witnesses and subject officers involved in APSP and sexual misconduct

Objective	To achieve this objective	Lead	Key milestones	Update expected	Performance measures and insights
			Enhance collaborative work with partners to educate the public using platforms such as ThatGuy2, 16 days of Activism and the annual Domestic Abuse Campaign (Public Protection) Raise awareness and understanding of intersectionality, where all individuals including women and girls may be at risk (Public Protection) Improve the local and national response to domestic abuse and sexual crime through training, guidance and organisational learning (Public Protection) Improve access to support services for all victims and witnesses by increasing internal awareness of services available and		investigations being better supported from a welfare perspective?

Objective	To achieve this objective	Lead	Key milestones	Update expected	Performance measures and insights
			through continued partnership working		
	Implement recommendations of the Public Protection Development Programme Review	DCC Crime and Operational Support	Examine our protocols and processes and coordinate them with those of our key partner agencies and commit to delivering an improved witness and victim journey Collaborate across policing teams/departments and with partner agencies to develop integrated models and facilitate communication and decision making Continue to embed evidence led approaches to improve our knowledge, improve upon our internal data and how we use it to better understand the nature and degree of particular issues	Quarterly	What progress has been made in implementing the recommendations of the Public Protection Development Programme Review?

Objective	To achieve this objective	Lead	Key milestones	Update expected	Performance measures and insights
			and determine what services are required in response		
	Work with strategic partners to implement Bairns' Hoose in Scotland	DCC Crime and Operational Support	Participate within the national Bairns' Hoose Governance Group Finalise the Scottish standards for Bairns' Hoose Collaboratively design and deliver services locally, harnessing national expertise to support local policing partnerships	Q1, Q2, Q4	What progress has been made in implementing Bairns' Hoose in Scotland?
	Develop our skills mix to facilitate future protest demand in line with a human rights-based approach	DCC Crime and Operational Support	Conduct and finalise a scoping exercise to identify the necessary skills profile Develop and implement a plan to improve our skills mix	Q1 Q3	How successfully have we developed our public order capability to facilitate protest?

Objective	To achieve this objective	Lead	Key milestones	Update expected	Performance measures and insights
	Delivery of the Cyber Strategy and Transformation Programme, Policing in the Digital World, to design and deliver new services and approaches to policing in an increasing online and digital world	DCC Crime and Operational Support / DCO Corporate Support	Deliver rights based approach to the implementation of new technology. Pilot rights based approach with CAID. Assess approach to implementation. Implement new technology pipeline to enable effective policing and investigation of crime. Build partnership approaches to prevention, investigation and detection.	Q2, Q4	What is the impact on new technology on our investigation of crime? Has the rights based approach to implementation of new and emerging technology maintained trust and confidence in policing?

Objective	To achieve this objective	Lead	Key milestones	Update expected	Performance measures and insights
	Deliver increased capability and capacity for investigative, intelligence and seizure opportunities across all crypto assets to both specialist and local policing areas	DCC Crime and Operational Support	Increase Police Scotland's progressive multi-agency and partnership collaboration through intelligence sharing to disrupt, enforce and prevent digital assets from funding SOCG activities Implement training delivery plan, software and licences for specialist areas and local policing divisions to add value across the 4 Ps of Prevent, Protect, Prepare & Pursue	Quarterly	Effective allocation of available licences to both specialist and local policing divisions Frequency and delivery of meaningful and actionable intelligence products that can be shared across different levels within and outwith law enforcement. How effective is Police Scotland working with partner agencies to disrupt SOCG digital financial activities?
	Design and implement Cyber Choices approaches to divert persons away from criminal behaviour	DCC Local Policing	Initiate pilot engagements with target audience and raise awareness with select partners	Q1, Q3	What impact has the Cyber Choices Strategy had on criminal behaviour? Quantify engagements and number of potential referrals through select partners/pathways

Objective	To achieve this objective	Lead	Key milestones	Update expected	Performance measures and insights
	Improve our response and capacity to effectively tackle fraud	DCC Crime and Operational Support	Disseminate fraud prevention advice and educational inputs to individuals and organisations Implementation of the Fraud Strategic Governance Group to provide an oversight of emerging fraud trends, threats and risks that impact the communities of Scotland Development of a multi-agency financial crime triage hub to streamline and improve the assessment, allocation and investigation of financial crime across Police Scotland and partner agencies	Quarterly	How effectively are we tackling fraud? How effectively is Police Scotland working with partner agencies to strengthen the protections of individuals, communities and infrastructure against fraud? How effectively is Police Scotland working with partner agencies to increase the identification of individuals and organised crime groups engaged in financial crime? How effectively is Police Scotland working with partner agencies to reduce the impact of fraud, ensuring a victim centred approach?

Objective	To achieve this objective	Lead	Key milestones	Update expected	Performance measures and insights
	Develop partnership approaches to tackle drug-related deaths, drug-related harm and improve community wellbeing, including the impact of safer consumption facilities on policing	DCC Local Policing	Use public health principles to identify, support and develop innovative ways to reduce the harm associated with problematic drug use	Q1, Q3	How is Police Scotland helping reduce the harm caused by controlled substances in our communities? How effective is the introduction of new measures in reducing drugs harms?
	Lead on development of a violence prevention approach to work concurrently with that of the Scottish Government	DCC Local Policing	Review collaborative approach with Scottish Government and other stakeholders Support development of the Scottish Government Violence Prevention Framework Design and deliver a violence prevention approach Consider outcome of repeat victimisation research commissioned by Scottish	Q2, Q4	How effective is Police Scotland at tackling serious violent crime?

Objective	To achieve this objective	Lead	Key milestones	Update expected	Performance measures and insights
			Government and the Scottish Crime and Justice Survey results Overview of progress, further engagement with stakeholders, develop and implement a collaborative strategy		
	Understand, measure and evidence demand to influence decision making at strategic, operational and tactical levels through the development of demand data dashboards and methodologies	DCC Professionalism, Strategy and Engagement	Development of a missing persons dashboard Development of a criminal justice dashboard Development of a crime dashboard	Q1, Q3	How effective has our use of dashboards been in addressing Police Scotland's strategic priorities?

Objective	To achieve this objective	Lead	Key milestones	Update expected	Performance measures and insights
	Increase the capability and capacity of Counter Terrorist Specialist Firearms Officers across the country	DCC Crime and Operational Support	Introduce a new recruitment process and refreshed approach to succession planning Develop our indoor and outdoor technological capability	Q3, Q4	How has our approach affected the number of armed officers on the CTSFO pathway? Has our approach improved succession planning? How have we improved our technological capacity?
Design services jointly to tackle complex public safety and wellbeing challenges	Continue to work with agencies to explore the risks around the post-pandemic recovery, the cost of living crisis and resilience, including winter resilience and to develop strategies to mitigate these risks	DCC Crime and Operational Support	Daily, weekly and monthly monitoring of absence levels Monitor the emergence of cost of living based protest Develop regional resilience partnerships via regional work plans to mitigate risks identified through Scottish Risk Assessment Process	Quarterly	How do our absence levels affect our ability to work in partnership at 7.5%, 10% and 15%? Number of cost of living based protests. Review of the plans tested, exercised, utilised in response and lessons learned and developed.

Objective	To achieve this objective	Lead	Key milestones	Update expected	Performance measures and insights
	Continue to evaluate the implementation of the Naloxone Programme, share best practice with other police services and engage with key partners to continue to assist in reducing drug deaths	DCC Local Policing	Completion of national Naloxone roll out Evaluation of contribution towards drugs-related deaths figures in Scotland	Q2, Q3	How is Police Scotland working to reduce the harm caused by drug related deaths?
	Design and develop participatory approaches to engage and involve the public and communities in policing services and challenges.	DCC Professionalism, Strategy and Engagement DCC Local Policing	Design and development of projects with local divisions including: Dundee – Listening Forum Edinburgh – Your Police: Your Decide	Q2, Q4	Evaluation and insights from participants.

Objective	To achieve this objective	Lead	Key milestones	Update expected	Performance measures and insights
	Through the increased use of intelligence led policing and proactive engagement with all road users, reduce death and serious injury on Scotland's road network	DCC Crime and Operational Support	Review of engagement and enforcement undertaken in support of National Calendar of Road Safety Activity Use proactive enforcement, including speed enforcement and the targeting of impaired driving, to protect all road users, and in particular vulnerable road users Utilise flexible deployments of Safety Camera Unit resources to address emerging casualty trends Optimise understanding and maximise learning through an in-depth roads fatality study	Q2, Q4	How effective are Police Scotland's activities to improve road safety in Scotland?

Objective	To achieve this objective	Lead	Key milestones	Update expected	Performance measures and insights
We support policing through proactive prevention	Design, develop and implement a Public Health Strategy for policing in Scotland	DCC Professionalism, Strategy and Engagement	Design and agree approach to develop the strategy Engage with the public, communities, colleagues and key stakeholders to shape the direction and approach Design and develop measures to enable oversight of progress Publish and implement the strategy	Quarterly Q4	Have we successfully delivered a Public Health Strategy? How effective has the implementation of the strategy been, and what benefits have been seen?

Objective	To achieve this objective	Lead	Key milestones	Update expected	Performance measures and insights
	Enhance intelligence capture and development to identify vulnerable children who are being exploited for the purpose of County Lines drug supply	DCC Crime and Operational Support	Delivery of education to increase awareness and ensure intelligence that is captured and developed Recruit in order to participate in the National County Lines Coordination Centre	Quarterly	How does Police Scotland support Scotland's Serious Organised Crime Strategy?
	Enhance intelligence capture and development to identify vulnerable children who are being sexually exploited and targeted	DCC Crime and Operational Support	Utilise Child Sexual Exploitation (CSE) Threat Desk to best effect to ensure Divisional Intelligence and PPU are reporting on all known CSE matters	Q2, Q4	How effectively are we supporting vulnerable children at risk of sexual exploitation?

Objective	To achieve this objective	Lead	Key milestones	Update expected	Performance measures and insights
	Develop and implement a communications strategy that will encourage all colleagues to be more vigilant and proactive in challenging, reporting and combating, breach of professional boundaries, infiltration and other corrupt activity	DCC Professionalism, Strategy and Engagement	Abuse of Position for a Sexual Purpose (APSP) to feature within the Preventions and Professionalism Programme Publish media to raise awareness of APSP and sexual misconduct Instigate proactive, intelligence led measures to identify and combat APSP and sexual misconduct matters	Q2, Q4	Does the continued sexual misconduct review demonstrate increased confidence in reporting incidents of APSP and sexual misconduct? Is there raised awareness of what constitutes APSP and sexual misconduct? Are victims, witnesses and subject officers involved in APSP and sexual misconduct investigations being better supported from a welfare perspective Are intelligence assets contributing successfully towards the identification of APSP and sexual misconduct?

Outcome 2.

The needs of local communities are addressed through effective service delivery

The role of policing is to keep people safe, wherever they live. We will continue to improve the services we provide as society evolves, ensuring we embed accessibility and inclusivity into all our services.

For policing to meet the needs of our local communities we must work closely with individuals, their representatives and other service providers to ensure we have a shared understanding of the environment and the role of policing within it.

We continue to benefit from being a national service, with all areas being able to call upon additional operational support and specialist services to assist with incidents and investigations, large planned and unplanned events, and other situations where these resources are needed. We recognise that different areas of the country differ in their requirements from Police Scotland. The organisation works closely with the Scottish Government in line with provisions made in the Islands (Scotland) Act 2018 to ensure that the specific needs of rural and island communities are considered in wider policy.

Objective	To achieve this objective	Lead	Key milestones	Update expected	Performance measures and insights
Understand our communities and deliver the right mix of services to meet their needs	Implement Strategic Efficiency and Redesign Review (SERR) across the organisation	DCO Corporate Support	Procure external services to support wider roll-out Begin phased roll out of discovery phase Final report and recommendations for each discovery phase Implementation of proposals and monitoring	Q1 Quarterly	How well is Police Scotland maintaining financial sustainability for policing and providing evidence of best value?
	Deliver Contact Engagement and Resolution Project (CERP)	DCO Corporate Support	Implement refreshed THRIVE programme 2023/24 Deliver revised C3 Target Operating Model (TOM) 2023/24	Quarterly	How successfully have we been in delivering the Contact Engagement and Resolution Project? What are the benefits of the revised C3 TOM?

Objective	To achieve this objective	Lead	Key milestones	Update expected	Performance measures and insights
			Implement enhanced direct crime recording		
	Continue to review and recalibrate the model for delivery of policing services in Scotland for the public and communities	DCC Local Policing	Complete the Resource prioritisation exercise and work programme. Monitor the approach and effectiveness	Quarterly	What is the impact of our recalibrated model of delivery for operational policing?
Support our communities through a blend of local and national expertise	Continue to transform our existing custody estate to modern, safe places and gateways for the delivery of wellbeing, diversion and transformation services	DCC Local Policing	Publish the Criminal Justice Plan to enhance alternatives to prosecution within the CJ outcomes framework	Q1, Q3	Number of persons in police custody who are referred to partners Number of times people in custody seen one or more times by NHS partners within custody suites

Objective	To achieve this objective	Lead	Key milestones	Update expected	Performance measures and insights
			Build on Mental Health Pathways to support people in custody Develop Criminal Justice Hubs to maximise benefits Complete the upgrade of custody suites as a result of HMICS recommendations		
	Develop and implement improvement plan for C3 based on HMICS recommendations and findings of short life working group	DCC Local Policing	Colleague engagement Development of Plan Implementation of planning objectives Report on progress and final evaluation	Quarterly	HMICS recommendations completed and discharged Colleague engagement

Objective	To achieve this objective	Lead	Key milestones	Update expected	Performance measures and insights
Support the changing nature of communities	Embed Police Scotland's updated Equality Outcomes for service delivery across the service	DCC Local Policing	Develop understanding of the accessibility barriers to improve victims' confidence to report hate crime, with approaches in place to proactively address them Develop the availability of methods and approaches used by the public	Q1, Q4	Is Police Scotland embedding the Equality outcomes into all areas of the service?
	Implement the plan to deliver the HMICS Hate Crime Recommendations	DCC Local Policing	Delivery of the recommendations within an implementation plan	Quarterly	How successfully have we delivered against the Hate Crime Recommendations? What is the impact on lived experience?

Outcome 3.

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

Our values are at the heart of everything we do. Our human rights based approach to policing along with ethical and privacy considerations are of the utmost importance to the service we provide. Public confidence in policing impacts how safe individuals feel. The communities we serve should feel confident that we will always police in a way that is fully underpinned by our values of fairness, integrity, respect and human rights.

The safety and wellbeing of the people we serve are enhanced by providing services that work efficiently. We will listen and seek to understand the changing needs of diverse communities, bringing both professionalism and empathy to our interactions.

Engaging with people strengthens relevance, responsiveness and accountability and builds trust. It helps us learn about people and create services that meet their needs. We will improve and refocus our engagement activities to ensure that we are reaching diverse communities.

Objective	To achieve this objective	Lead	Key milestones	Update expected	Performance measures and insights
Embed the ethical and privacy considerations that are integral to policing and protection into every aspect of the service	Continue to lead and embed our engagement approach and framework to provide assurance that all appropriate matters are considered with the public and communities which could impact on policing legitimacy and consent, enabling key elements of democratic innovation	DCC Professionalism, Strategy and Engagement	Delivery of Police Scotland public and stakeholder engagement plan	Quarterly	What public and stakeholder engagement has Police Scotland undertaken to gather insights and test considerations?
Protect the public and promote wellbeing across Scotland by providing services that are relevant, accessible and effective	Provide communications services to support policing priorities	DCC Professionalism, Strategy and Engagement	Continue to develop and roll-out a message calendar Provide professional guidance to colleagues when communicating on official channels	Quarterly	How effective have our media campaigns been in contributing to local and national initiatives? How effective has the professional guidance been in assisting officers and staff in the delivery of operational policing?
	Continue implementation of a new Unified Communications and Contact Platform (UCCP)	DCO Corporate Support	Implementation in line with milestones in final schedule	Quarterly	How successfully have we implemented UCCP?

Objective	To achieve this objective	Lead	Key milestones	Update expected	Performance measures and insights
Work with local groups and public, third and private sector organisations to support communities	Work with the NHS and local authorities to improve partnership working and ensure data protection is prioritised whilst continuing to protect the public	DCC Crime and Operational Support	Develop resilience partnership structures to encourage and facilitate the sharing of relevant information	Q4	What improvements have we made to our partnership working structures?

Outcome 4.

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

The safety and wellbeing of our officers and staff are at the heart of Police Scotland's commitments. The challenges for policing have never been as significant as experienced throughout the ongoing Coronavirus pandemic. Crime is evolving in line with wider societal change and there is increasing scrutiny and pressure in relation to police actions.

We will create the environment for our staff to be able to work effectively and equip them to make decisions, ensuring they are trusted and empowered to do so.

Objective	To achieve this objective	Lead	Key milestones	Update expected	Performance measures and insights
Prioritise wellbeing and keep our people safe, well equipped and protected	Maximise capacity through implementation of a range of smarter working arrangements protecting our staff and organisation	DCO Corporate Support	Support capacity, capability and innovative improvements across Police Scotland	Q3	How have we supported Police Scotland in designing new services?
	Design, develop and implement a new People Strategy	DCO Corporate Support	Design and develop strategy for approval. Design and develop an implementation plan for approval Design and develop measures and a people/cultural dashboard to demonstrate impact Evaluation and learning	Q2, Q4	How is Police Scotland using results from Your Voice Matters survey to shape future developments on staff wellbeing? How effective is Police Scotland's workforce development? How is Police Scotland enhancing leadership training? How does Police Scotland proactively promote and support equality and diversity initiatives?

Objective	To achieve this objective	Lead	Key milestones	Update expected	Performance measures and insights
	Deliver a refreshed Strategic Workforce Plan	DCO Corporate Support	Revised SWP proposed and agreed Work towards a balanced ratio of skilled/professional staff to officers	Quarterly	How has the capacity been optimised?
	Implementation of the refreshed Preventative Wellbeing (PW) approach	DCO Corporate Support	Develop a schedule of implementation Preventative Wellbeing training is in place Internal media updates on progression of the PW approach	Q2, Q4	What is the impact of the new approach being implemented? Is there a decrease in staff absence within the force?
	Establish an Organisational Design function and embed approach and best practice throughout the service	DCO Corporate Support	Agree the scope, activities and principles of the function Implement the approach and embed the service	Q2, Q3, Q4	What have been the positive outcomes of the Organised Design function being implemented?

Objective	To achieve this objective	Lead	Key milestones	Update expected	Performance measures and insights
			within Police Scotland		
Support our people to be confident leaders, innovative, active contributors and influencers	Deliver the Equality, Diversity and Inclusion training programme	DCC Professionalism, Strategy and Engagement	Implement the commitments and milestones outlined in the Policing Together implementation plan Provide enhanced leadership training to provide our people with the confidence, skills and knowledge to address issues arising and challenge discrimination	Quarterly	How has this programme improved public confidence? How does Police Scotland proactively promote, support and mainstream equality and diversity initiatives? How effective is Police Scotland's workforce development? What are our Staff Associations, Unions and Diversity Network Chairs telling us?

Objective	To achieve this objective	Lead	Key milestones	Update expected	Performance measures and insights
Support our people to identify with and demonstrate Police Scotland Values and have a strong sense of belonging.	Embed Policing Together across the service and enable an inclusive environment where all colleagues can thrive	DCC Professionalism, Strategy and Engagement	Coordinate service-wide progress against key deliverables of the Policing Together Strategy Implementation Plan Work with the Policing Together Independent Review Group to support its remit to critically review our approach to equality, diversity, inclusion and human rights Report to the Policing Together Strategic Oversight Board on progress	Quarterly	What impact has Policing Together had on the culture of Police Scotland? Do colleagues have increased confidence when it comes to handling and being aware of equality, diversity and inclusion issues? Insights from the Policing Together Colleague Panel

Objective	To achieve this objective	Lead	Key milestones	Update expected	Performance measures and insights
	Continue to ensure our vetting function enables the service to be assured all new applicants behave in accordance with and uphold the values of the organisation	DCC Professionalism, Strategy and Engagement	Benchmark with policing partners across the UK and internal colleagues within PSD to share best practice and organisational learning Continually review our processes and risk management framework to keep abreast of developments and emerging trends and threats Promote and ensure compliance with Police Scotland's Standards of Professional behaviour, values and ethics during our interactions with vetting applicants	Q2, Q4	What steps is Police Scotland taking to ensure that vetting is fit for purpose? How well does the vetting process identify and stop individuals who are unsuitable to work in policing from entering the organisation? How well does the vetting process identify and manage risks of officers and staff already employed?

Outcome 5.

Police Scotland is sustainable, adaptable and prepared for future challenges

Ongoing political, technological, economic and societal changes as well as unforeseeable emergencies on a local and global scale require the police service to adapt and respond to future challenges in order to maximise the benefits of future opportunities. This includes working to reduce the impact of our activity, estates and fleet on the environment. Police Scotland aims to make a significant contribution to the Scottish Government's 2040 carbon neutral target and 2045 zero greenhouse gas emissions target.

Everyone has a role to play in improving financial sustainability, making efficient use of resources and eliminating waste to deliver best value. Procurement of and demand for goods and services will remain under scrutiny, ensuring resources are used in the most efficient way possible to meet the greatest need.

Objective	To achieve this objective	Lead	Key milestones	Update expected	Performance measures and insights
We use innovative approaches to accelerate our capacity and capability for effective service delivery	Deliver the Police Scotland Housing Strategy	DCO Corporate Support	Continue delivery of upgrades, new leases and disposals	Quarterly	Evidence of delivery of the implementation plan at each phase, i.e. Gairloch, Strontian, Shetland
	Review and refresh the Police Scotland enabler strategies including Estates, Fleet and Public Contact and Engagement following approval of the updated Joint Strategy for Policing 2023-2026.	DCC Professionalism, Strategy and Engagement	Design and agree review approach

Complete evidence review

Delivery of refreshed enabler strategy products | Q4 | Publication of Strategy documents |
| | Finalise and deliver an Air Capability Strategy to enhance support and service delivery across operational policing | DCC Crime and Operational Support | Design strategy devleopment approach

Engage and consult with key stakeholders

Agree the Air Capabilty Strategy | Q2 | Have we enhanced and increased our air capability? |

Objective	To achieve this objective	Lead	Key milestones	Update expected	Performance measures and insights
			Publication of strategy and implementation plan		
	Develop and implement innovative and sustainable methods to ensure Police Scotland is a sustainable organisation	DCO Corporate Support	Continue implementation of Environmental Strategy	Q4	What progress is Police Scotland making in the delivery of its Fleet, Estates and Environmental strategies? Average age of fleet Vehicle availability (Percentage of fleet) Proportion of vehicles that are ULEV (Percentage of fleet) Percentage footprint of the estate which is co-located / shared with our partners Percentage footprint of the estate that is in good or better condition Total carbon emissions per m2 of estate Reduction in Co2 emissions
			Publication of statutory Adaptation Strategy	Q2	
			Continue implementation of Fleet strategy	Q2 & Q4	
			Implementation of Estates Transformation Strategy	Q4	

Objective	To achieve this objective	Lead	Key milestones	Update expected	Performance measures and insights
Commit to making a positive impact through outstanding environmental sustainability	Finalisation of a refreshed digital strategy for policing, and new operating model for Digital Division	DCO Corporate Support	Publication of new Digital Strategy Finalised Strategic Outline Business Case Progress proposed operating model through required governance processes	Q1 Q1, Q3 Q1, Q3	tbc
Support operational policing through the appropriate digital tools and delivery of best value	Refresh of Joint Police Scotland and Scottish Police Authority Procurement Strategy for 2024	DCO Corporate Support	Review of current procurement strategy and legislative requirements Design and agree approach to refresh the strategy Engage with key stakeholders Agree the refreshed procurement strategy	Q4	Delivery of the strategy

Objective	To achieve this objective	Lead	Key milestones	Update expected	Performance measures and insights
	Lead, design, develop and deliver a longer term Policing Plan and Portfolio plans.	DCC Professionalism, Strategy and Engagement	Agree the approach to design and develop the plan Engage with key stakeholders, the public, communities and colleagues Delivery of a longer term plan for policing capturing resource and financial implications	Q4	Delivery of the plan

A sustainable service

Resource

[To be supplied by Finance post 23/24 budget]

Investment

[To be supplied by Finance post 23/24 budget]

Equality, Diversity and Inclusion

The work of Police Scotland is underpinned by our commitment to equality, diversity and inclusion in our interactions with the communities we serve as well as our own staff.

We are committed to developing and promoting best practice in the refresh of our Equality outcomes for 2023. These can be found along with our commitment and duties to equality, diversity & inclusion at: https://www.scotland.police.uk/about-us/how-we-do-it/equality-and-diversity/

This plan was subject to an Equalities and Human Rights Impact Assessment (EqHRIA) in compliance with the Scottish Public Sector Equality Duty. This document can be found at: https://www.scotland.police.uk/about-us/police-scotland/strategic-planning/ [note – this will be completed prior to publication]

Separate EqHRIAs will be undertaken for the activities described in this plan as required.

Governance and Performance 55

Effective scrutiny and oversight are key elements to ensure that policing retains the trust and confidence of the communities of Scotland. We pride ourselves on transparency and accountability and as such, have created comprehensive and robust arrangements for the governance of this plan and monitoring our performance.

Prior to publication, the plan is laid before the Scottish Parliament and made visible to the SPA. Upon publication, activities related to the outcomes and objectives are monitored through Police Scotland's quarterly performance reports, informed by our performance framework. These reports are presented to the SPA. A biannual report, specific to the progress of the APP is presented to the SPA and made available to the public online.

Accountability

Accountability

The governance structures outlined are designed to ensure that Police Scotland provides a service that is relevant, legitimate and consistent with the principle of 'policing by consent'.

Scottish Police Authority

Police Scotland present information and reports on a frequent basis to the SPA. All board and committee meetings are available online. Please visit this site for further details: https://www.spa.police.uk/meetings/

Justice Sub-Committee on Policing

Key policing issues are discussed by the Scottish Parliament's Justice Sub-Committee on Policing. Please visit this site for further details:

http://www.parliament.scot/parliamentarybusiness/CurrentCommittees/policing-sub-committee.aspx

Crime and Justice Statistics are published by Scottish Government. Please visit this site for further details: http://www.gov.scot/Topics/Statistics/Browse/Crime-Justice

Local scrutiny

Each of Scotland's local authorities also has scrutiny arrangements in place to allow them to influence policing at a local level. This successful partnership between local authorities and local Police Scotland divisions is evident in close working relationship within Community Planning Partnerships and other local planning arrangements.

His Majesty's Inspectorate of Constabulary in Scotland (HMICS)

HMICS provides independent scrutiny of both Police Scotland and the SPA to deliver services that are high quality, continually improving, effective and responsive to local needs.

Police Investigation and Review Commissioner (PIRC)

The PIRC undertakes independent investigations into the most serious incidents involving the police and provides independent scrutiny of the way police bodies operating in Scotland respond to complaints from the public.

Engaging with us

We want to hear from you

Meaningful and effective engagement involves genuine dialogue, respect, integrity, transparency and accountability. It provides an opportunity for people to shape our services and influence decisions made. Insight from effective engagement helps identify practical solutions and determine changes required to meet the needs of the communities we serve.

Police Scotland is committed to continuous improvement in all that we do. If you have something to tell us about the Annual Police Plan or our service, please contact us at: https://www.scotland.police.uk/contact-us/

Public engagement and insight

As part of the development of the Annual Police Plan we have undertaken a period of engagement in early 2023 to allow the public and our partners to provide feedback regarding our strategic direction. Questions on our Annual Police Plan and priorities have been included in Police Scotland's Your Police Survey from 6 February 2023 to 23 March 2023. The results of the engagement showed support for the outcomes, objectives and direction set out. This feedback was captured and used to shape the final version of this Plan. Further information about this and our wider engagement can be found on our consultation and engagement hub at: https://consult.scotland.police.uk/

Social media

Police Scotland has a number of active social media channels that provide a range of information and insight into policing, both nationally and in your local area. A full list of our social media accounts can be found on our website. Our main national channels can be found at:

Twitter: @policescotland

Facebook: https://www.facebook.com/PoliceScotland

Please note that our social media channels are not monitored 24/7 and should not be used for reporting crime. Please dial 999 in an emergency, and 101 in a non-emergency situation.

Inclusive and accessible engagement

We aim to embed accessibility and inclusivity into our services to make them work for everyone.

This Annual Police Plan was subject to an Equality and Human Rights Impact Assessment (EqHRIA). A summary of the EqHRIA has been published alongside this document on the Police Scotland website: TO BE UPDATED

This Annual Police Plan can be made available in various alternative formats. For more information, please contact us via our online form: https://www.scotland.police.uk/contact-us/.

Deaf, deafened, hard of hearing or speech-impaired callers can contact us via Text Relay on 18001101.

Renfrewshire
Performance Summary Report
Reporting Period: 01/04/22 - 28/02/23

POLICE SCOTLAND
Keeping people safe

Total Crime   +2.3%   13,371 Crimes

Incidents Recorded	Common Assault	Overall Dishonesty	Domestic Abuse Incidents
-3.5%	-0.2%	+13.9%	+2%
45,251	1,521	2,970	1,872

Overall Violent Crime	Sexual Crime	Road Traffic Casualties	Disorder Complaints
-0.8%	-1.8%	+11.4%	-23.6%
1,680	386	147	5,409

Missing People	Counter Terrorism	Housebreaking
+23.7%		-14.2%
683	The threat level from INTERNATIONAL TERRORISM is SUBSTANTIAL —an attack has been deemed as likely to occur.	182

*All data provided is for the period 1 April 2022 - 28 February 2023 unless otherwise stated. All statistics are provisional and should be treated as management information. All data have been extracted from Police Scotland internal systems and are correct as of 20 April 2023.

Renfrewshire Performance Summary Report Reporting Period: 1 Apr 2022 to 28 Feb 2023

Introduction

I am pleased to present this report to the Police Fire and Rescue Committee for its information and consideration. Please note that all data included in this report are management information and not official statistics. All data are sourced from Police Scotland internal systems and are correct as of date of publication. Unless stated otherwise, numerical comparisons are against the comparable period in the preceding reporting year.

CI William Graham

Renfrewshire Area Commander

RENFREWSHIRE POLICING PRIORITIES 2023/26

PRIORITY	EXECUTIVE SUMMARY
VIOLENCE, DISORDER AND ANTISOCIAL BEHAVIOUR	Overall, recorded violent crime fell by 0.8% on the previous year. Murders, attempted murders, robberies and common assaults all fell on the previous year, while serious assaults increased marginally (one additional crime on the previous year).
PROTECTING VULNERABLE PEOPLE	386 sexual crimes have been recorded in Renfrewshire in the reporting period, seven fewer than the previous year. 24 fewer rapes / attempted rapes were recorded. The detection rate for sexual crimes has increased by 9.1 percentage points, to 65.3%.
ACQUISITIVE AND CYBER / DIGITAL CRIME	Overall crimes of dishonesty have increased by 13.9%, with common theft, fraud and shoplifting (three of the highest volume acquisitive crimes) all on the rise. A rise in the number of detected crimes resulted in the same detection rate being achieved compared to the previous year (29.3%). Almost half of crimes tagged with the 'cybercrime' marker recorded in the current reporting year were acquisitive crimes, most commonly online frauds.
SERIOUS AND ORGANISED CRIME	Intelligence led policing resulted in 136 drugs detections in the current year, a rise of two on the previous reporting year. In Renfrewshire & Inverclyde Division, serious and organised criminals were deprived of £1,110,489 in cash and assets through use of the Proceeds of Crime Act. Five Serious and Organised Crime Group principal members and 44 SOCG associates were arrested in the current reporting year.
ROAD SAFETY AND ROAD CRIME	Overall, road casualties have increased by 15 to a total of 147. Offences relating to motor vehicles have increased by 4.2% on the previous year, to a total of 3,130. The detection rate for offences relating to motor vehicles is 85.5%.

POLICE SCOTLAND'S POLICING PRIORITIES 2022/23

Protecting vulnerable people
Renfrewshire & Inverclyde Division continues to support a multi-agency approach to reduce drug deaths, to engage with Scottish Government and stakeholders to influence approaches to supporting individuals with complex mental health needs, and to work in partnership to develop local effective and efficient pathways to support vulnerable people.

Working with communities
The Division continues to support this Police Scotland priority and to develop strategic partnerships to find synergy in policy making and shared resources. Police in Renfrewshire recognise the importance of engaging with communities to understand their needs, and strive to support innovation in local partnership settings.

Tackling crime in the digital age
Police in Renfrewshire continue to benefit from the support of specialised Police Scotland units such as the Cybercrime Unit and the Economic Crime and Financial Investigation Unit, amongst others. There are continued efforts to ensure our Officers have the training, resources and equipment needed to tackle the threat arising from cyber related criminality and technological advancement.

Support for operational policing
Renfrewshire Police continue to link in closely with Police Scotland's Corporate Services who enable and support operational resources to deliver against the strategic priorities and their outcomes. Significant developments arising from the Digitally Enabled Policing Programme which have resulted in direct benefits to Renfrewshire Police include the National Network / Project ADEL, the rollout of mobile devices and the suite of applications delivered via Core Operational Systems (COS).
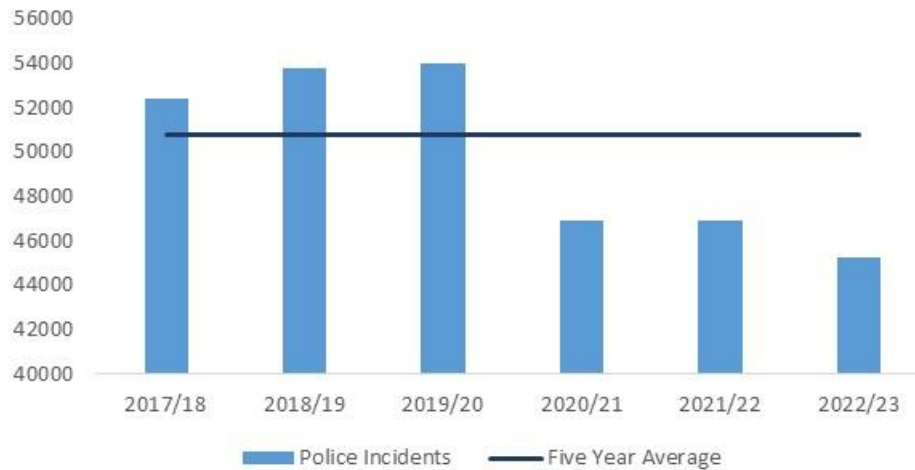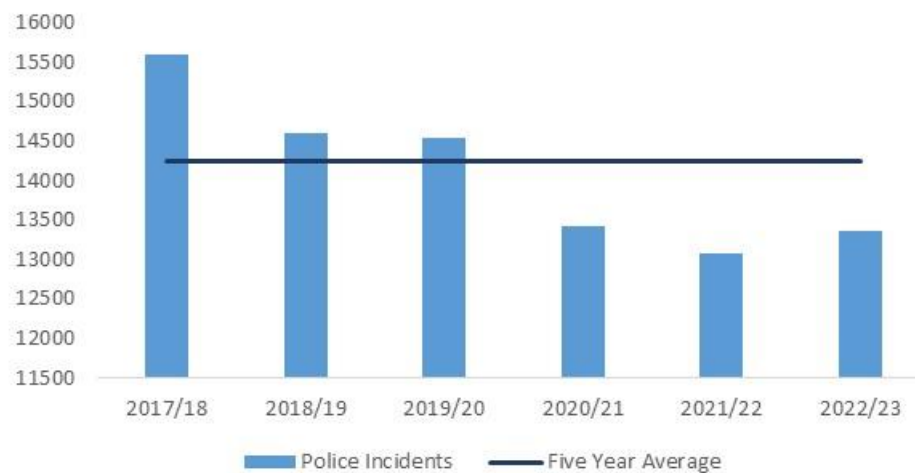
DEMAND ANALYSIS   PYTD - PREVIOUS YEAR TO DATE   CYTD - CURRENT YEAR TO DATE

| CRIME	PYTD	CYTD	INCIDENTS	PYTD	CYTD
Total Crimes & Offences	13,072	13,371	Total number of incidents	46,911	45,251

Police Incidents

All Crime & Offences

The volume of recorded crime and offences has increased by 2.3% with a rise in recorded crimes of non-sexual violence, crimes of dishonesty, fireraising and malicious mischief, other (proactivity) crimes, and road traffic offences. Meanwhile, recorded police incidents have fallen by 3.5%, and remain 10.9 below five year average figures.

4

VIOLENCE, ANTISOCIAL BEHAVIOUR AND DISORDER
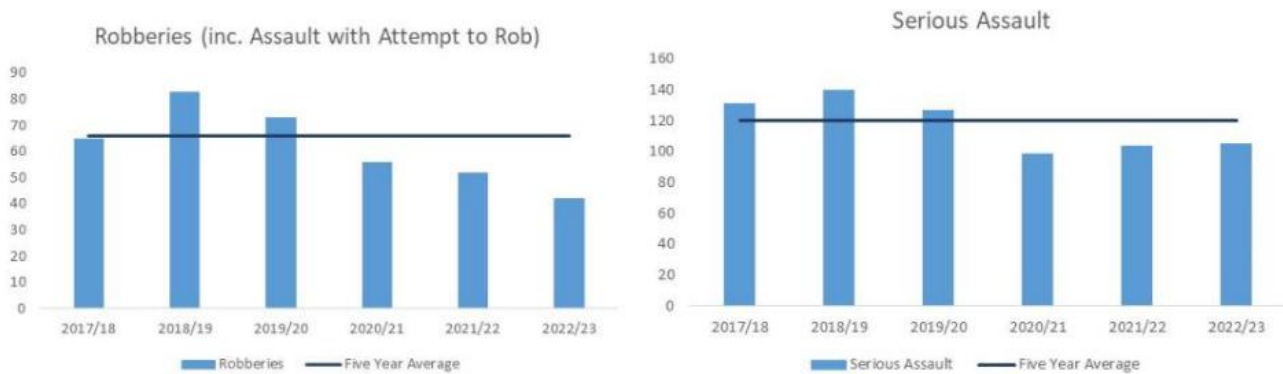
Violence

Overall violent crime has fallen by 0.8% on the previous year, with a total of 1,680 crimes recorded in the reporting period. Fewer murders, attempted murders, robberies and common assaults were recorded as compared to last year. The detection rate for overall crimes of violence is 67.4%, a slight fall (-1.3 percentage points) on the previous year.

Disorder and Antisocial Behaviour

104 wilful fireraising crimes have been recorded— an increase of 50.7% on the previous year. The current detection rate is 18.3%, a drop of two percentage points on the previous year. Advice is being issued to all householders regarding the dangers of leaving combustible items in common close areas. Meanwhile, recorded vandalism crimes have fallen by 0.4% on the previous year, to a total of 1,063 crimes in the reporting period.

Hate Crime

18 fewer hate incidents have been recorded in Renfrewshire in the reporting period (n=213) compared to the same period in 2021/22. 179 of these incidents resulted in a crime being recorded, a decrease of 9.1% on the previous year. The detection rate for hate crimes in Renfrewshire in the reporting period is 62%, down by 11.1 percentage points on last year.

PROTECTING VULNERABLE PEOPLE

Sexual Crime

386 sexual crimes have been recorded in Renfrewshire in the reporting period, a decrease of 1.8% on the reported crime volume in the previous year. This included a decrease of nearly 30% in the number of recorded rapes and attempted rapes. The detection rate for sexual crimes has increased by 18.4 percentage points on the previous year, to 65.6%. 42 cyber-enabled sexual crimes were recorded in the reporting period, with a large proportion of these relating to indecent communications with children, sending sexual images to children, and the disclosure (or threats to disclose) of intimate images.
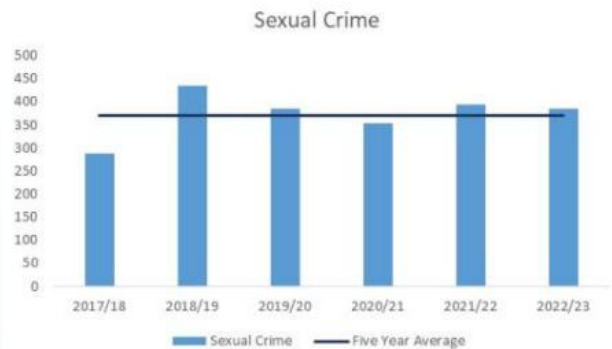
Missing People

In the period April 2022 to February 2023, 683 missing person reports have been recorded in Renfrewshire, a substantial rise on the 552 reports in the same period in 2021/22. 682 of the missing people in the reporting period were traced alive, with the remaining missing person being found deceased. The increase was most evident in missing person reports involving younger people, with the incidents involving people aged under 20 years rising by 31.2% year on year. Repeat missing persons continue to be a concern, with the top five repeat missing people (all of whom were aged 16 or under) featuring in a total of 89 incidents – around 13% of the overall total of missing person incidents in the reporting period. Police Scotland remains committed to reducing harm related to people who go missing and continues to develop and implement key measures to ensure missing persons and their friends and family receive a consistently high level of service wherever the person has gone missing from. In Renfrewshire, over 73.2% of missing people were traced within 24 hours of being reported as missing, with this proportion rising to approximately 94% being traced within three days.

Domestic Abuse

Victims of domestic abuse remain one of Renfrewshire and Inverclyde Division's top priorities. Recorded domestic abuse incidents in Renfrewshire increased by two percent on the previous year, to a total of 1,872. 42.9% of all recorded incidents resulted in a crime being recorded – a decrease of 0.7 percentage points on the previous year. The detection rate for domestic crime increased by 1.8 percentage points on the previous year, to 71.8% in the reporting period.

Drug Related Deaths

27 confirmed or suspected drugs related deaths occurred in Renfrewshire in the reporting period - a decrease of 18 on the previous year. Toxicology results are awaited for six suspected DRDs in the reporting period. Where toxicology results were available, cocaine was the most commonly implicated controlled substance, though it should be noted that poly-drug use was identified in the vast majority of cases.

Following the Naloxone introduction in 2022, Renfrewshire & Inverclyde Division commenced their divisional rollout in February 2023. The rollout incorporated all forward facing police resources. Approximately 60% of officers deployed in Renfrewshire have completed Naloxone training.

SERIOUS AND ORGANISED CRIME

Intelligence led policing resulted in 136 drugs detections in the current year. This comprised of 129 detected drugs supply / possession with intent to supply crimes and seven crimes relating to the production, manufacture or cultivation of drugs. Renfrewshire & Inverclyde Division recorded the highest rate of drug supply crimes per 10,000 population, of any Police Scotland Division.

In Renfrewshire & Inverclyde Division, serious and organised criminals were deprived of £1,110,489 in cash and assets through use of the Proceeds of Crime Act - an increase of over 30% on the previous year's POCA total.

Five Serious and Organised Crime Group principal members and 44 SOCG associates were arrested in the Division in the current reporting year.

Intelligence-driven stop and search continues to be utilised to proactively target serious and organised criminals, with this tactic resulting in 234 drugs seizures in Renfrewshire in the reporting period, with nearly a third of these seizures relating to Class 'A' substances.

Intelligence led policing resulted in 136 drugs detections in the current year, a rise of two on the previous reporting year. In Renfrewshire & Inverclyde Division, serious and organised criminals were deprived of £1,110,489 in cash and assets through use of the Proceeds of Crime Act. Five Serious and Organised Crime Group principal members and 44 SOCG associates were arrested in the current reporting year.

COUNTER TERRORISM & DOMESTIC EXTREMISM

In February 2022 the Home Secretary announced a decrease in the UK's Terrorist Threat Level from 'Severe' to 'Substantial'. This means it is deemed an attack is likely. At this time there is nothing to suggest that there is any specific threat to Scotland. However, the threat from Islamic, Northern Ireland and Right-wing terrorism remains a serious threat. Renfrewshire has an embedded CTLO (Counter Terrorist Liaison Officer) who provides expert guidance and support regarding emerging threats from national and international terrorism & Extremism. The CTLO has provided support, security advice and reassurance to locally elected representatives. PREVENT awareness training has been carried out at HMP Greenock , local RSLs, Social Work and Mental Health teams within NHS to provide guidance and information. Op SANDBED hosted a briefing to all local new and current elected members.

ACQUISITIVE CRIME
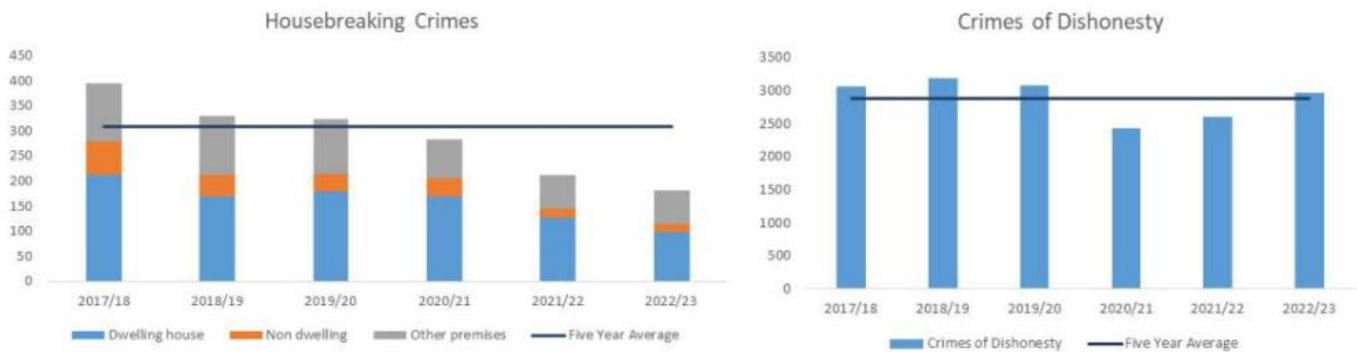
Housebreaking Crimes

Crimes of Dishonesty

Overall crimes of dishonesty have increased by 13.9%, with common theft, fraud and shoplifting (three of the highest volume acquisitive crimes) all on the rise. A rise in the number of detected crimes resulted in the same detection rate being achieved compared to the previous year (29.3%).

727 shoplifting crimes have been recorded – an increase of 21.6% on the previous year. The detection rate also increased by 3.3 percentage points to 55.4%.

Housebreaking crimes (including attempts) decreased by 14.2% on the previous year, to a total of 182 crimes. While half of all recorded HB crimes involved dwelling houses, housebreaking crimes to Renfrewshire homes have fallen by over 22% on the previous year. The HB detection rate is 22%, an increase of 1.7 percentage points.
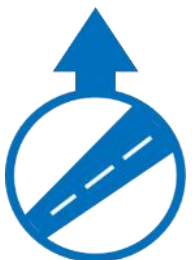
Acquisitive crimes targeting motor vehicles have fallen by 26.8% on the previous year, to a total of 265 crimes. Thefts of motor vehicles continue to account for the highest proportion of motor vehicle crime (n=127). In recent months, there has been a significant proactive response and preventative work in Renfrewshire & Inverclyde Division to tackle the emerging trend of the keyless thefts of motor vehicles. The motor vehicle acquisitive crime detection rate is 33.6%, an increase of 5.7 points on the previous year.

CYBER & DIGITAL CRIME

Cyber-enabled crime continues to impact on the communities of Renfrewshire, with analysis suggesting that cyber-enabled frauds have become the most commonly recorded type of cybercrime in Renfrewshire in the reporting period. Almost half of all reported cybercrimes in Renfrewshire were acquisitive crimes. A range of online frauds and attempted fraud methods were reported, including suspects posing as bank and internet service provider employees in order to gain access to complainer's online bank accounts and online devices. Other common crimes included internet order frauds, fraudulent cryptocurrency investment schemes and social engineering frauds in which suspects used messaging apps to contact complainers while purporting to be a friend or relative in need of financial assistance, in order to fraudulently induce online payments to be sent to them.

A further 20% of the overall number of recorded cybercrimes were miscellaneous offences including threatening and abusive communications, while cyber-enabled sexual offences constituted around 19% of the total. Just under ten percent of cybercrimes in Renfrewshire were cyber enabled sexual-extortion crimes.

ROAD SAFETY AND ROAD CRIME

Road Traffic Casualties		2021/22	2022/23
	Number of persons killed on our roads	3	2
	Number of persons seriously injured	41	51
	Number of persons slightly injured	88	94
	Number of children seriously injured	3	7
Road Traffic Data from 01/04/2022 to 28/02/2023			

Offences Relating to Motor Vehicles
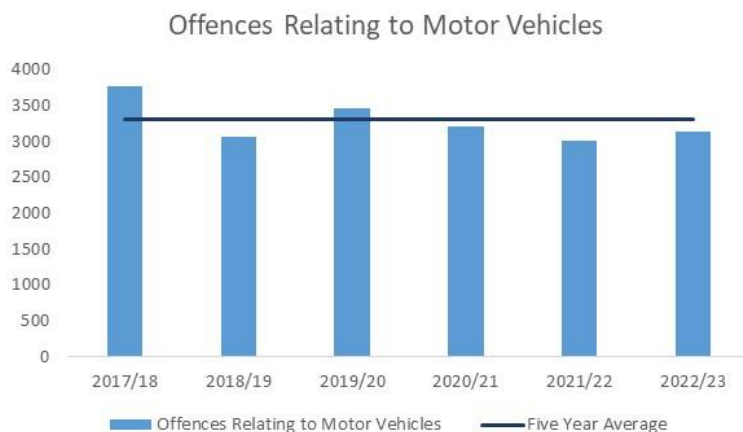
Overall, road casualties have increased by 15 on the previous year, to a total of 147. While road fatalities fell from three to two year-on-year, serious injuries have risen from 41 to 51, while slight injuries have increased by six, to a total of 94. While no children have been killed on Renfrewshire's roads, seven have been seriously injured in the current reporting year - four more than last year.

Offences relating to motor vehicles have increased by 4.2% on the previous year, to a total of 3,130. The detection rate for offences relating to motor vehicles is 85.5%, a fall of 2.6 percentage points on the previous year.

Drink and drug driving offences have increased by 3.1% as a result of local officers and Road Policing officers carrying out proactive checks on motorists while on high visibility patrols. Speed checks continue to be carried out at various locations with relevant action being taken.

PUBLIC CONFIDENCE: COMPLAINTS & USER SATISFACTION

COMPLAINTS ABOUT THE POLICE
From 01/04/2022 - 28/02/2023

Table: Complaint cases and allegations received in the Renfrewshire Council area, by Period (Apr – Feb)

	TOTAL COMPLAINT CASES RECEIVED			TOTAL NUMBER OF ALLEGATIONS RECEIVED		
	YTD	LYTD	% Change	YTD	LYTD	% Change
Renfrewshire Council	179	180	-0.6%	286	356	-19.7%

Table: Allegations received in the Renfrewshire Council area, by Period (Apr – Feb)

Allegation Category and Type	PYTD	YTD	% change from PYTD
On Duty - TOTAL	282	187	-33.7%
Assault	14	11	-21.4%
Corrupt Practice	8	0	-100.0%
Discriminatory Behaviour	5	1	-80.0%
Excessive Force	24	17	-29.2%
Incivility	66	39	-40.9%
Irregularity in Procedure	141	98	-30.5%
Neglect of Duty	2	1	-50.0%
Oppressive Conduct/Harassment	8	4	-50.0%
Other - Criminal	1	4	300.0%
Other - Non Criminal	8	1	-87.5%
Traffic Irregularity/Offence	2	3	50.0%
Unlawful/Unnecessary Arrest or Detention	3	8	166.7%
Quality Of Service - TOTAL	74	99	33.8%
Policy/Procedure	11	23	109.1%
Service Delivery	23	21	-8.7%
Service Outcome	40	55	37.5%
Grand Total	356	286	-19.7%

A total of 179 complaint cases and 286 allegations have been received in Renfrewshire in the reporting period. 187 allegations were 'On Duty' with a further 99 relating to quality service.

PUBLIC CONFIDENCE
From 01/05/2022 - 31/03/2023

79.1% of respondents to the 'Your Police' survey reported that they felt safe in their local area. 33.8% agreed, or strongly agreed that they had confidence in the police in their local area. 26.6% of Renfrewshire respondents felt that the police were doing a good job in the local area. Your Police survey results indicate that some local residents feel Renfrewshire Police are doing well is a high level of community engagement and being visible, tackling antisocial behaviour and making a positive impact on housebreaking crime. Issues which were highlighted which continue to cause concern in the local community include antisocial behaviour and drug dealing and misuse.

LOCAL POLICING PRIORITY OUTCOMES – CASE STUDIES

The Community Policing Team held an event at Morrison's Supermarket, Anchor Mill in Paisley to provide crime prevention advice on vehicle security and preventions material, including Smart Water Catalytic Convertor marking kits. The event also covered other areas of acquisitive crime including home security and current scams etc.

There has been a number of nursery/school inputs delivered to educate Renfrewshire's children on topics and issues such as the Police Officer role, stranger danger, road safety, and drugs awareness.

The Community Policing Team also organised the Renfrewshire Schools Football Tournament, which was attended by six primary schools and sponsored/supported by local businesses including Tesco Superstore, Linwood, Linstone Housing, On-x Sports centre, Linwood and Houston Community Council, Sign Art and St Mirren Football Club. This, and similar initiatives are vital in helping to build and improve relationships between young people and the Police.

In partnership with Renfrewshire Trading Standards, Renfrewshire police also delivered an event at Braehead Shopping Centre to support the current Shut Out Scammers campaign. This was promoted on social media channels and by the local media, the Paisley Daily Express and the Paisley Gazette. Details of the campaign have also been shared with a number of partners and community groups. Following the event, preventions materials were shared with Paisley West Parish Church and Hopehall Evangelical Church, Paisley, with plans for wider distribution amongst other religious organisations in Renfrewshire to reach a greater audience who may not be internet enabled or use social media platforms.

FORTHCOMING INITIATIVES

May is Water Safety month for Police Scotland and we will be supporting partners with Social Media being utilised to issue Safety messaging.

The Renfrewshire Safe Kids 2023 programme is due to run for 10 days in May. This is being organised by Renfrewshire Council Community Safety Partnership Hub and will see children from Renfrewshire primary schools attend inputs being delivered by a number of agencies. CPT will deliver an input covering internet safety to children attending.

**Renfrewshire Performance Report
1st January 2023 - 31st March 2023**

SCOTTISH
FIRE AND RESCUE SERVICE
Working together for a safer Scotland

**Working together
for a safer Scotland**

Renfrewshire Performance Report

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2

Local Fire and Rescue Service Plan Priorities

The Local Fire and Rescue Service Plan has been developed to set out the priorities and objectives within Renfrewshire and allows our local authority partners to scrutinise the performance outcomes of these priorities. We will continue to work closely with our partners in Renfrewshire to ensure we are all **"Working Together for a Safer Scotland"** through targeting risks to our communities at a local level.

The plan has been developed to complement key partnership activity embedded across Renfrewshire Community Plan and associated Delivery and Thematic plans. Through partnership working we will seek to deliver continuous improvement in our performance and effective service delivery in our area of operations.

The Local Fire and Rescue Plan for Renfrewshire identified six areas for demand reduction and is subject to regular monitoring and reporting through the Police / Fire and Rescue Committee. A summary of the priorities and current activity is detailed below with further detail and analysis contained within this performance report.

	Accidental Dwelling Fires	Accidental Dwelling Fire Casualties	Unintentional Injury and Harm	Deliberate Fire Setting	Non-Domestic Fire Safety	Unwanted Fire Alarm Signals
Bishopton, Bridge of Weir and Langbank	3	0	1	4	2	12
Erskine and Inchinnan	4	0	0	10	1	24
Houston, Crosslee and Linwood	0	0	1	15	1	7
Johnstone North, Kilbarchan, Howwood, Lochwinnoch	6	0	1	14	1	7
Johnstone South and Elderslie	3	0	2	12	2	22
Paisley East and Central	5	1	1	7	2	33
Paisley Northeast and Ralston	4	0	1	3	2	6
Paisley Northwest	10	3	2	10	5	59
Paisley Southeast	1	1	1	4	0	13
Paisley Southwest	4	0	2	10	0	7
Renfrew North and Braehead	6	0	0	6	4	24
Renfrew South and Gallowhill	0	0	5	11	2	50
Total Incidents	**46**	**5**	**17**	**106**	**22**	**264**
Year on Year Change	◆ 44%	◆ 67%	▲ 0%	● -19%	◆ 83%	◆ 1%
3 Year Average Change	◆ 6%	◆ 43%	▲ -4%	◆ 6%	● -6%	◆ 14%

About the statistics within this report

The activity totals and other statistics quoted within this report are published in the interests of transparency and openness. They are provisional in nature and subject to change as a result of ongoing quality assurance and review. Because all statistics quoted are provisional there may be a difference in the period totals quoted in our reports after local publication which result from revisions or additions to the data in our systems. The Scottish Government publishes official statistics each year which allow for comparisons to be made over longer periods of time.

● Activity levels have reduced by more than 5%
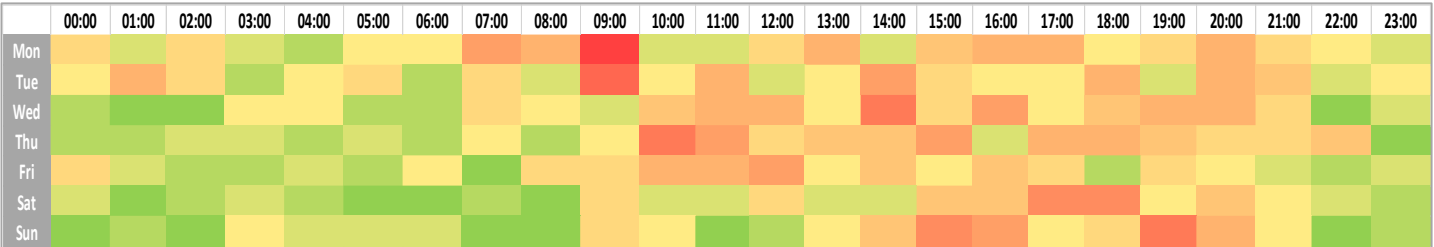
▲ Activity levels have reduced by up to 5%

◆ Activity levels have increased overall
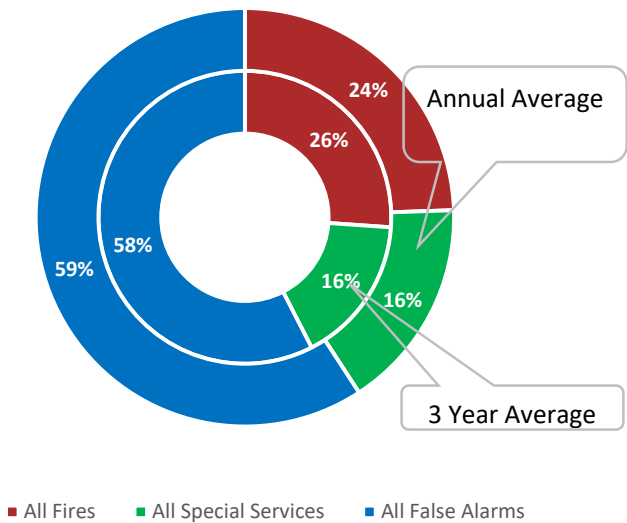
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Renfrewshire Activity Summary

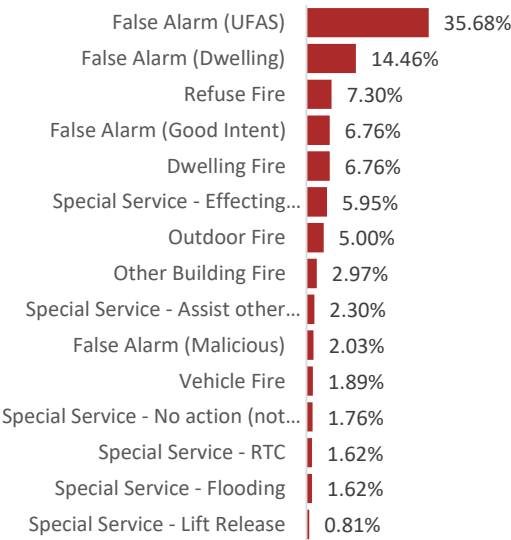|		
fires primary & secondary **181** ▼ -6%	**special services** **121** ▲ 4%	**false alarms** **438** ▼ -2%
740 total number of incidents ▼ -2%	**23** fire & non-fire casualties ▲ 5%	**£520,080** economic cost of ufas incidents

*data above is year on year change

Activity by Time of Day

Incidents by Classification

Annual Average: 24%, 26%
3 Year Average: 16%, 16%
58%, 59%

- All Fires
- All Special Services
- All False Alarms

Top 15 Incidents Types by %

Incident Type	%
False Alarm (UFAS)	35.68%
False Alarm (Dwelling)	14.46%
Refuse Fire	7.30%
False Alarm (Good Intent)	6.76%
Dwelling Fire	6.76%
Special Service - Effecting...	5.95%
Outdoor Fire	5.00%
Other Building Fire	2.97%
Special Service - Assist other...	2.30%
False Alarm (Malicious)	2.03%
Vehicle Fire	1.89%
Special Service - No action (not...	1.76%
Special Service - RTC	1.62%
Special Service - Flooding	1.62%
Special Service - Lift Release	0.81%

Renfrewshire Operational Trends

- Total Incidents
- All Fires
- All Special Services
- All False Alarms

4
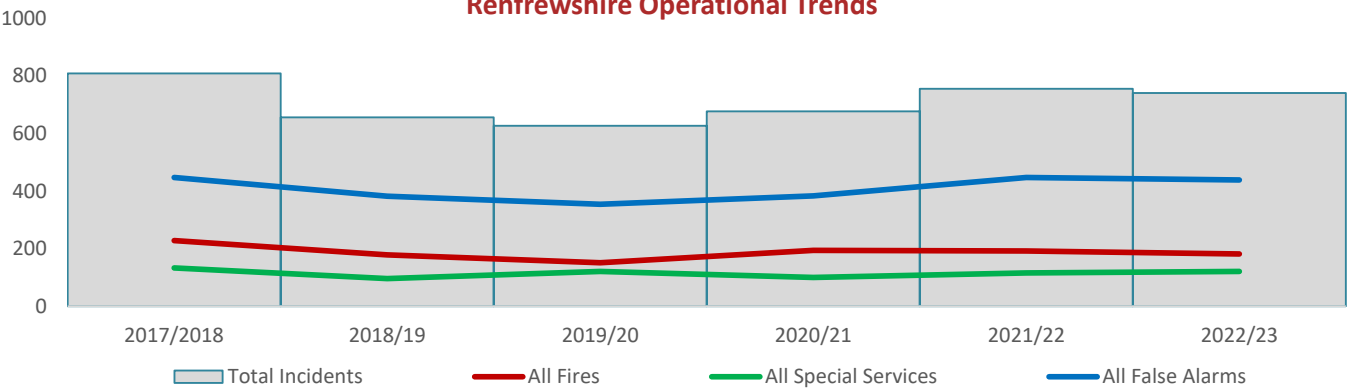
Domestic Safety - Accidental Dwelling Fires

Performance Summary

Year on Year	3 Year Average
◆ 44%	◆ 6%

Main Source of Ignition

Cooking appliance	Smoking Related	Not known	Electricity supply	Other domestic style appliance
29	5	4	3	2

Accidental Dwelling Fires

2018/19	2019/20	2020/21	2021/22	2022/23
58	40	34	32	46

Accidental Dwelling Fires by Time of Day

(clock diagram showing hours 00-23)
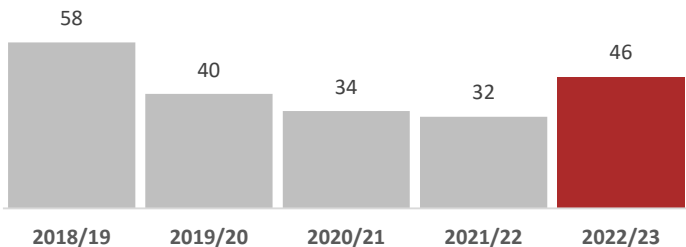
Accidental Dwelling Fires Activity by Ward (% share)

7% Bishopton, Bridge of Weir and Langbank	9% Erskine and Inchinnan	0% Houston, Crosslee and Linwood
13% Johnstone North, Kilbarchan, Howwood, Lochwinnoch	7% Johnstone South and Elderslie	11% Paisley East and Central
9% Paisley Northeast and Ralston	22% Paisley Northwest	2% Paisley Southeast
9% Paisley Southwest	13% Renfrew North and Braehead	0% Renfrew South and Gallowhill

Severity of Accidental Dwelling Fires

No Firefighting Action 43%	Direct Firefighting 17%
No Heat/Smoke Damage 59%	No Fire Damage 26%

Human Factors

Distraction 37%	Alcohol/Drug Impairment 13%
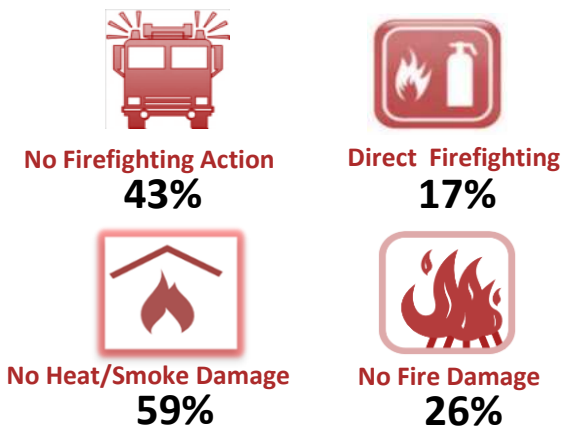
Automatic Detection & Actuation

Detection Present 76%	Calls Made via Linked Alarms 85%	Detection Actuated 86%

Accidental Dwelling Fires show an increase of 44% (14 incidents) from Q4 2021/22.
Cooking remains the most common source of ignition within Renfrewshire accounting for 29 of the accidental dwelling fires.
43% (20) of the incidents required no firefighting action, 37% (17) were due to distraction and 13% (6) were due to alcohol/drug impairment. 35 of the 46 incidents had detection installed and 86% (40) of them operated and raised the alarm.

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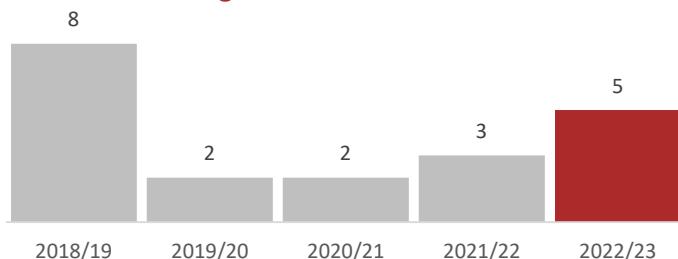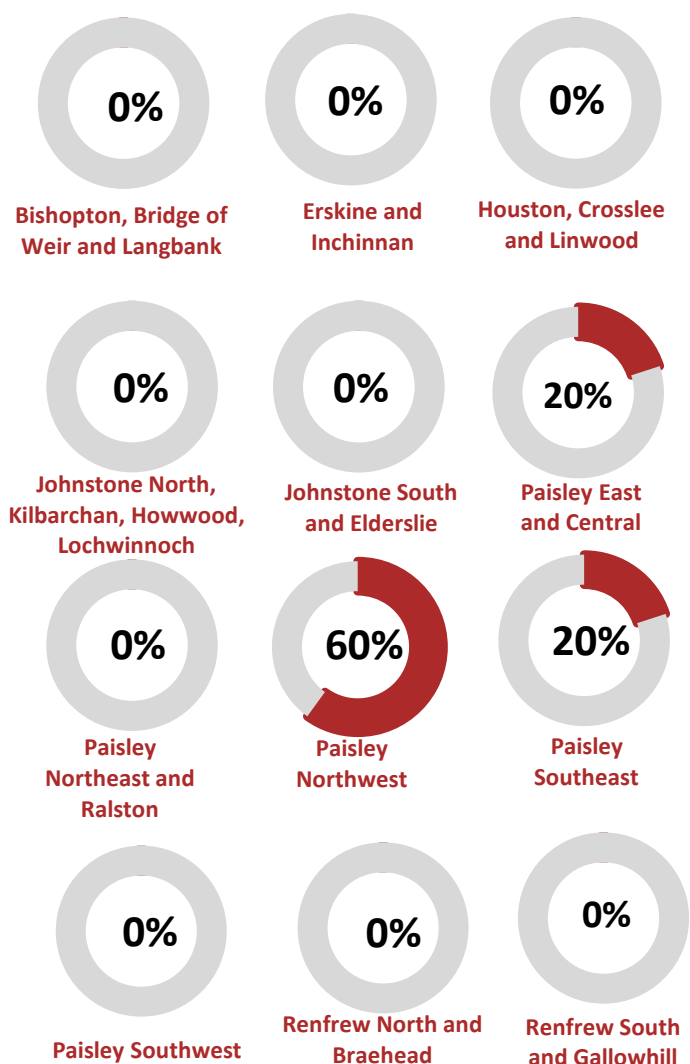# Domestic Safety - Accidental Dwelling Fire Casualties
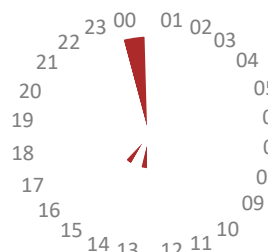
Performance Summary

	Year on Year	3 Year Average
	◆ 67%	◆ 43%

Accidental Dwelling Fires Casualties

Year	Value
2018/19	8
2019/20	2
2020/21	2
2021/22	3
2022/23	5

Accidental Dwelling Fire Casualties by Ward (% share)

- **0%** Bishopton, Bridge of Weir and Langbank
- **0%** Erskine and Inchinnan
- **0%** Houston, Crosslee and Linwood
- **0%** Johnstone North, Kilbarchan, Howwood, Lochwinnoch
- **0%** Johnstone South and Elderslie
- **20%** Paisley East and Central
- **0%** Paisley Northeast and Ralston
- **60%** Paisley Northwest
- **20%** Paisley Southeast
- **0%** Paisley Southwest
- **0%** Renfrew North and Braehead
- **0%** Renfrew South and Gallowhill

Fire Casualties by Time of Day

Nature of Injury

- Overcome by smoke — **100%**
- **0%**
- **0%**
- **0%**
- **0%**
- **0%**

Extent of Harm

- **Fatality** 0%
- **Hospital - Serious Injuries** 20%
- **Hospital - Slight Injuries** 60%
- **First Aid at Scene** 20%

Age / Gender Profile

Male 60%   **Female 40%**

Age	0 - 9	10 - 19	20 - 49	50 - 79	80+
Male	0	0	2	1	0
Female	0	0	1	1	0

An increase of 67% from 3 to 5 dwelling fire casualties for this reporting period. The injuries sustained by the casualties were smoke inhalation. 1 casualty sustained serious smoke inhalation while the remaining injuries were deemed slight.

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Unintentional Injury and Harm
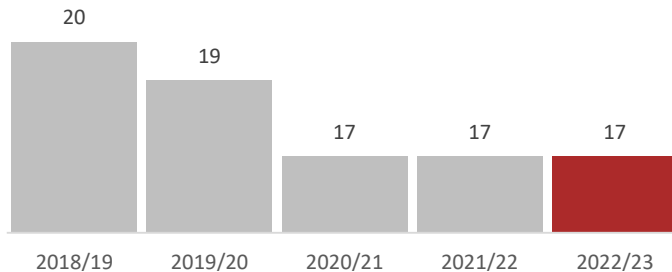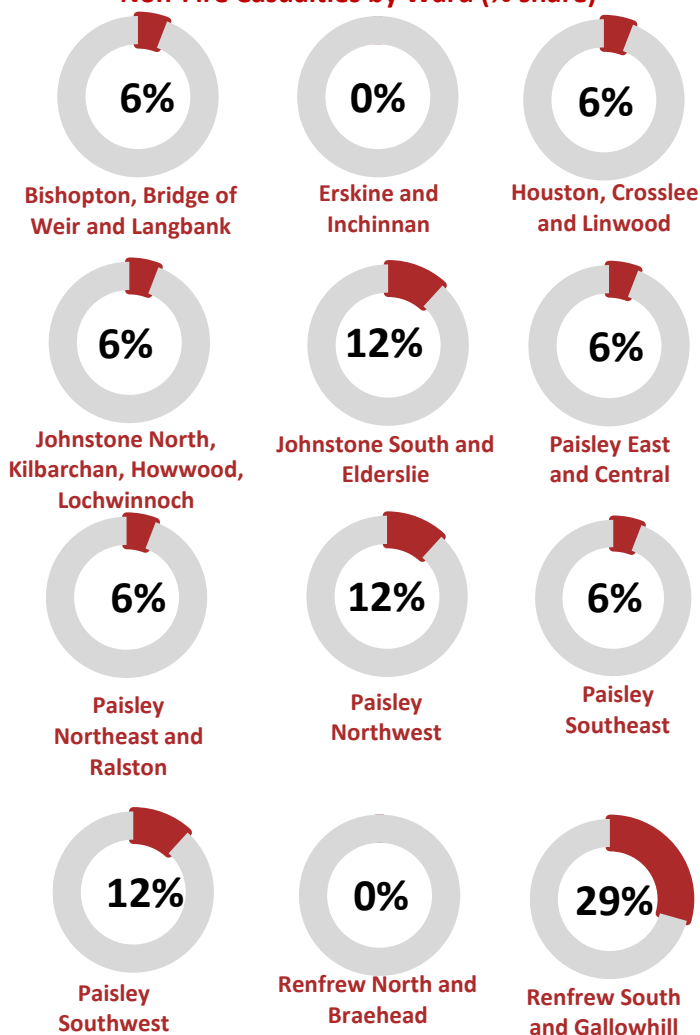
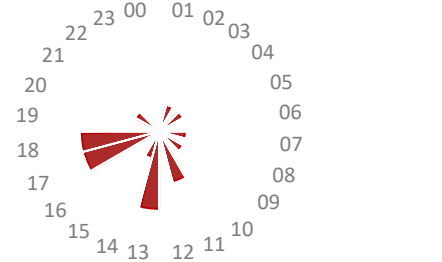## Performance Summary

	Year on Year	3 Year Average
	⚠ 0%	⚠ -4%

Non-Fire Casualties

- 2018/19: 20
- 2019/20: 19
- 2020/21: 17
- 2021/22: 17
- 2022/23: 17

Non-Fire Casualties by Ward (% share)

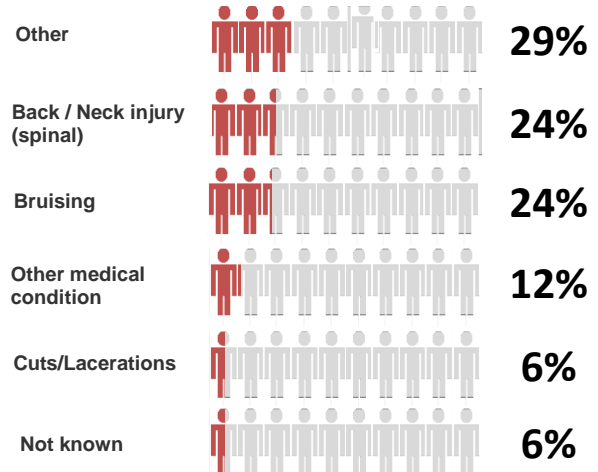| Ward	%
Bishopton, Bridge of Weir and Langbank	6%
Erskine and Inchinnan	0%
Houston, Crosslee and Linwood	6%
Johnstone North, Kilbarchan, Howwood, Lochwinnoch	6%
Johnstone South and Elderslie	12%
Paisley East and Central	6%
Paisley Northeast and Ralston	6%
Paisley Northwest	12%
Paisley Southeast	6%
Paisley Southwest	12%
Renfrew North and Braehead	0%
Renfrew South and Gallowhill	29%

Non-fire casualties remained static at 17 casualties. Of the 17 casualties, 8 were as a result of Road Traffic Collisions (47%). Incidents involving Assisting Other Agencies accounted for 53% (9 incidents) of all the activity within this indicator. Tragically, 2 fatalities were recorded during this period. Both occurred during incidents where the Fire & Rescue Service were assisting ambulance colleagues to gain entry to residential properties.
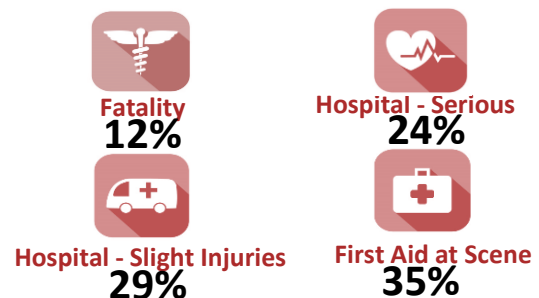
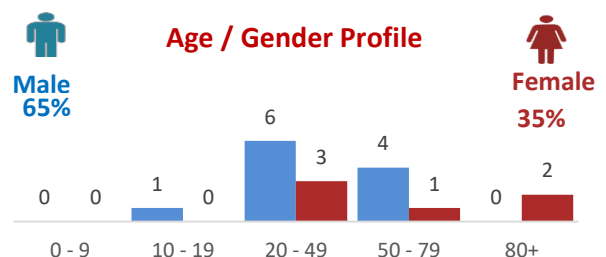## Non-Fire Casualties by Time of Day

Nature of Injury

Injury	%
Other	29%
Back / Neck injury (spinal)	24%
Bruising	24%
Other medical condition	12%
Cuts/Lacerations	6%
Not known	6%

Extent of Harm

Fatality 12%	Hospital - Serious 24%
Hospital - Slight Injuries 29%	First Aid at Scene 35%

Non-Fire Emergency Activity

Road Traffic Collision	Assisting Other Agencies	Water Rescue
47%	53%	0%

Age / Gender Profile

Male 65%   Female 35%

Age	Male	Female
0 - 9	0	0
10 - 19	1	0
20 - 49	6	3
50 - 79	4	1
80+	0	2

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Deliberate Fire Setting

Performance Summary

	Year on Year	3 Year Average
	🟢 -19%	🔶 6%

Deliberate Fires

2018/19	2019/20	2020/21	2021/22	2022/23
102	85	125	131	106
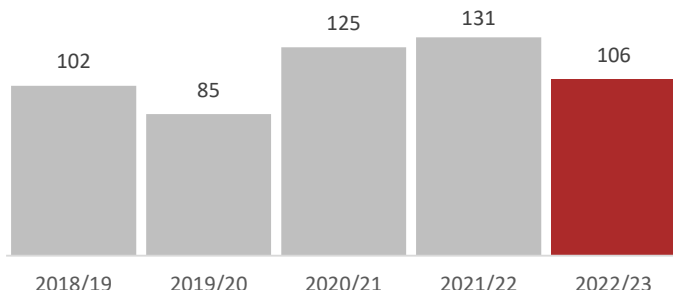
Deliberate Fires by Ward (% share)

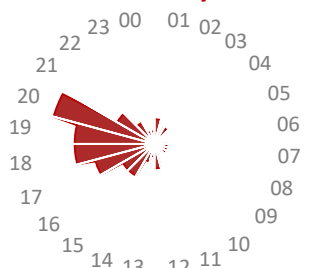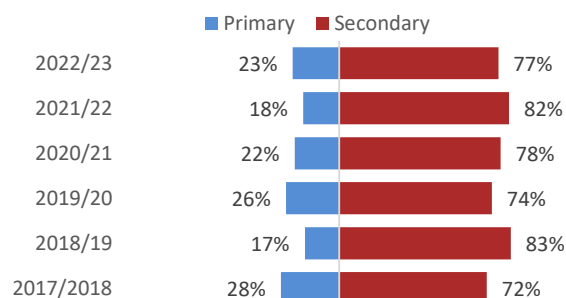| 4% Bishopton, Bridge of Weir and Langbank	9% Erskine and Inchinnan	14% Houston, Crosslee and Linwood
13% Johnstone North, Kilbarchan, Howwood, Lochwinnoch	11% Johnstone South and Elderslie	7% Paisley East and Central
3% Paisley Northeast and Ralston	9% Paisley Northwest	4% Paisley Southeast
9% Paisley Southwest	6% Renfrew North and Braehead	10% Renfrew South and Gallowhill
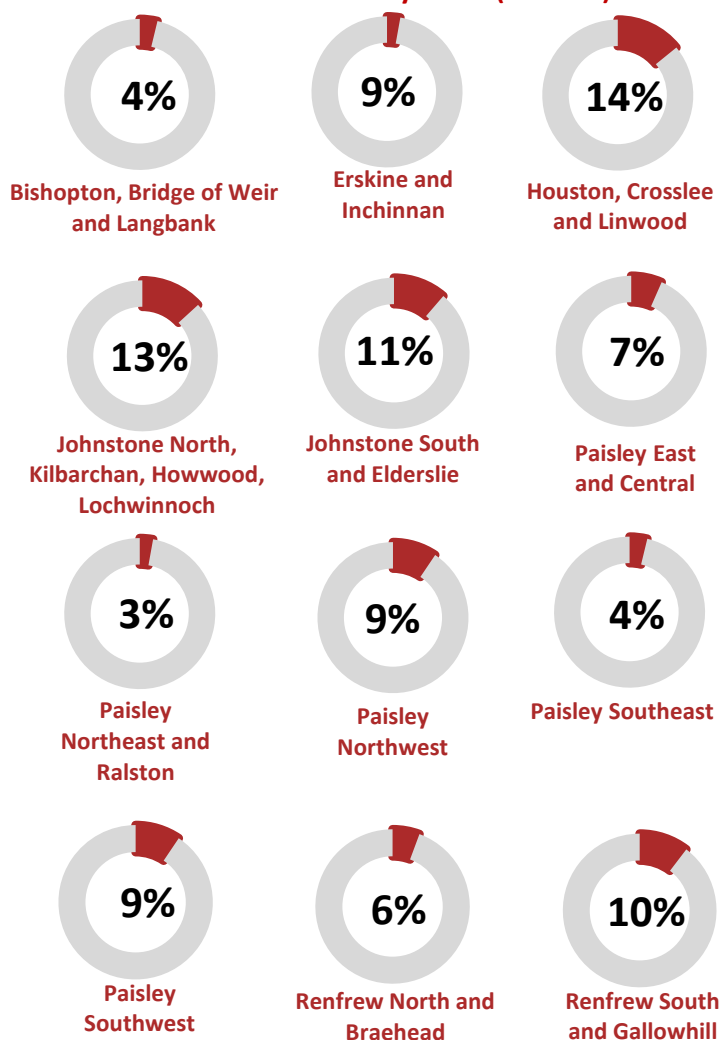
Deliberate fire setting shows a decrease of 19% (25) incidents from Q4 last year. Secondary fires accounted for 77% (82) of the incidents within this indicator.
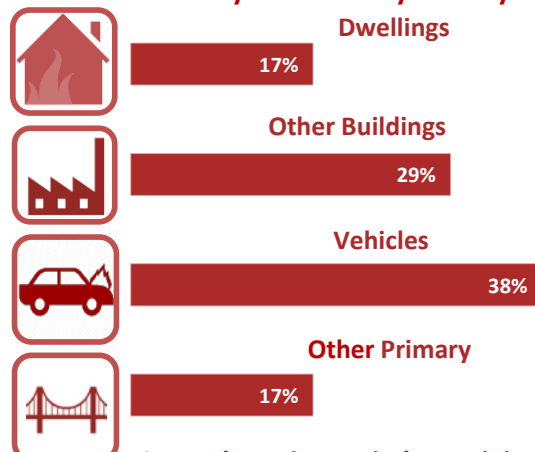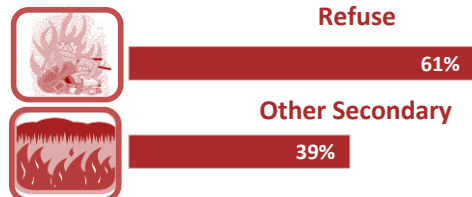
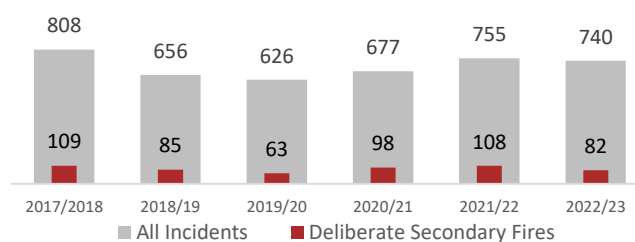## Deliberate Fires by Time of Day

Deliberate Fires by Classification

■ Primary ■ Secondary

	Primary	Secondary
2022/23	23%	77%
2021/22	18%	82%
2020/21	22%	78%
2019/20	26%	74%
2018/19	17%	83%
2017/2018	28%	72%

Primary Fire Ratio by Activity Type

Dwellings — 17%

Other Buildings — 29%

Vehicles — 38%

Other Primary — 17%

Secondary Fire Ratio by Activity Type

Refuse — 61%

Other Secondary — 39%

Deliberate Fires Compared to Operational Activity

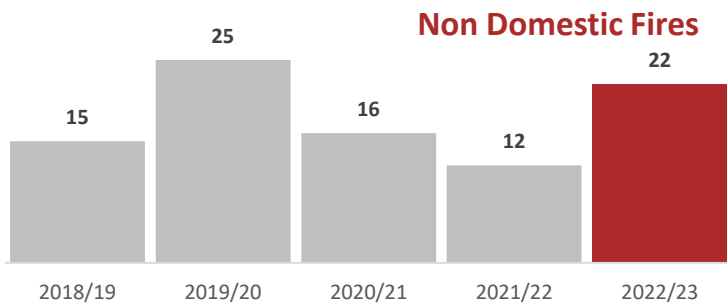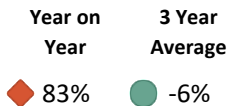|	2017/2018	2018/19	2019/20	2020/21	2021/22	2022/23
All Incidents	808	656	626	677	755	740
Deliberate Secondary Fires	109	85	63	98	108	82

■ All Incidents ■ Deliberate Secondary Fires

Definitions
Primary Fires - all fires in buildings, vehicles and outdoor structures or any fire involving casualties, rescues or fires attended by five or more appliances
Secondary Fires – fire incidents that did not occur at a primary location, was not a chimney fire in an occupied building, did not involve casualties (otherwise categorised as a primary incident) and was attended by four or fewer appliances.
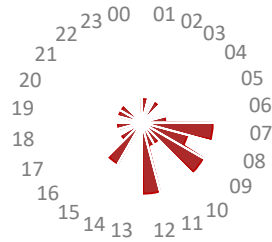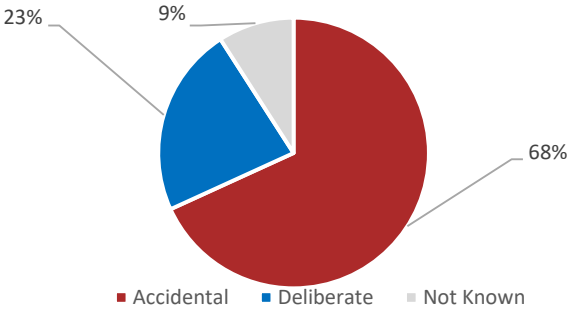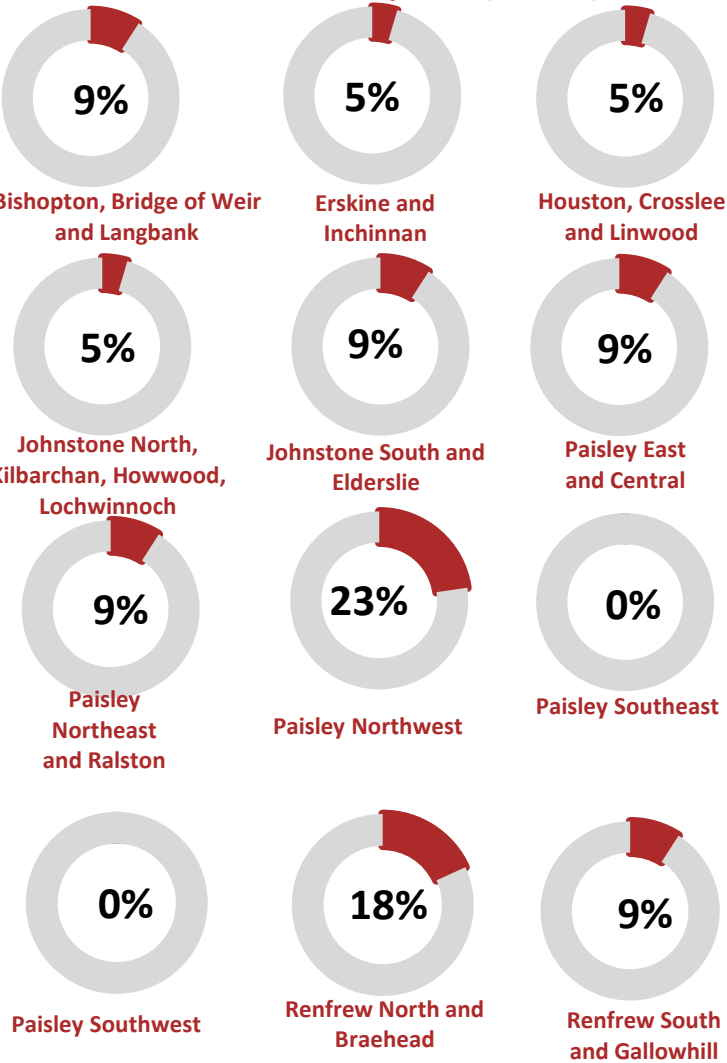
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Non Domestic Fire Safety

Performance Summary

	Year on Year	3 Year Average
	◆ 83%	● -6%

Non Domestic Fires

Year	Value
2018/19	15
2019/20	25
2020/21	16
2021/22	12
2022/23	22

Non-Domestic Fires by Time of Day

Non-Domestic Fires by Nature of Origin

- Accidental 68%
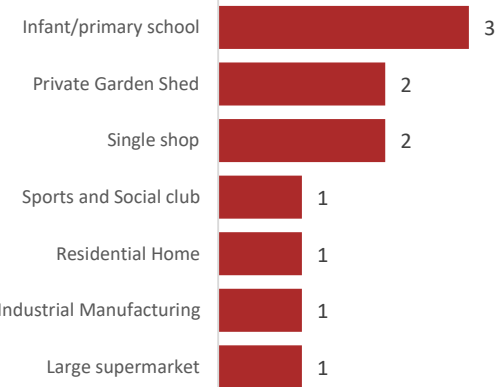- Deliberate 23%
- Not Known 9%

Non-Domestic Fires by Ward (% share)

- Bishopton, Bridge of Weir and Langbank — 9%
- Erskine and Inchinnan — 5%
- Houston, Crosslee and Linwood — 5%
- Johnstone North, Kilbarchan, Howwood, Lochwinnoch — 5%
- Johnstone South and Elderslie — 9%
- Paisley East and Central — 9%
- Paisley Northeast and Ralston — 9%
- Paisley Northwest — 23%
- Paisley Southeast — 0%
- Paisley Southwest — 0%
- Renfrew North and Braehead — 18%
- Renfrew South and Gallowhill — 9%

Severity of Non-Domestic Fires

- No Firefighting Action **36%**
- Direct Firefighting **32%**
- Heat/Smoke Damage **50%**
- No Fire Damage **59%**
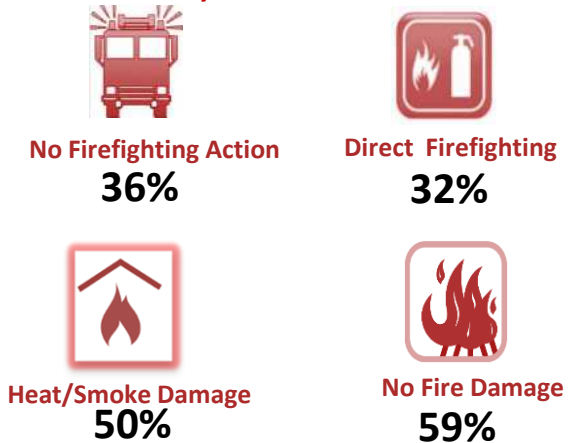
Non-Domestic Fires by Premises Type

Premises Type	Value
Infant/primary school	3
Private Garden Shed	2
Single shop	2
Sports and Social club	1
Residential Home	1
Industrial Manufacturing	1
Large supermarket	1

An increase of 83% (10 incidents) for the year on year measure. 8 incidents required no firefighting action and 13 incidents resulted in No Fire Damage.

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Unwanted Fire Alarm Signals
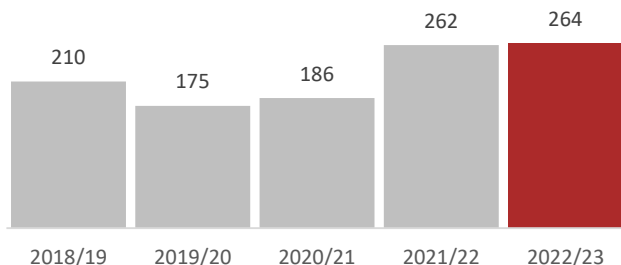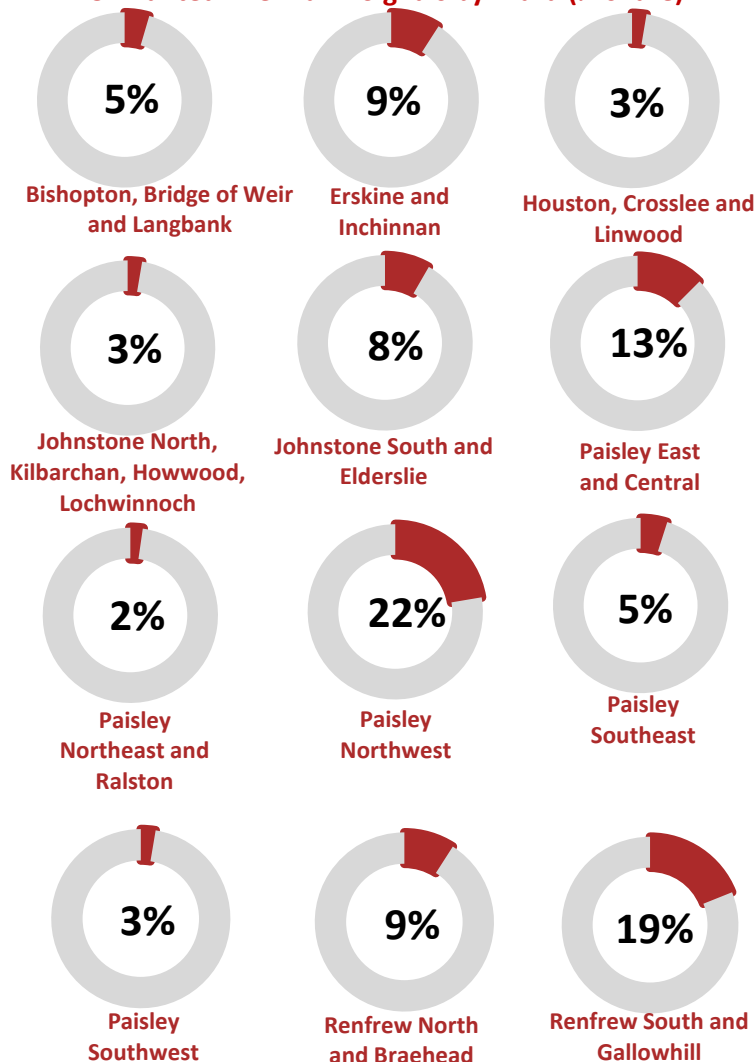
Performance Summary
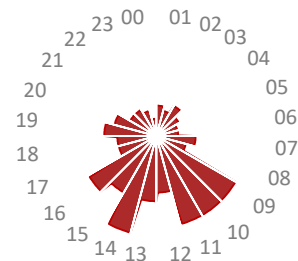
	Year on Year	3 Year Average
	◆ 1%	◆ 14%

Unwanted Fire Alarm Signals

2018/19	2019/20	2020/21	2021/22	2022/23
210	175	186	262	264

Unwanted Fire Alarm Signals by Time of Day

Unwanted Fire Alarm Signals by Ward (% share)

5% — Bishopton, Bridge of Weir and Langbank

9% — Erskine and Inchinnan

3% — Houston, Crosslee and Linwood

3% — Johnstone North, Kilbarchan, Howwood, Lochwinnoch

8% — Johnstone South and Elderslie

13% — Paisley East and Central

2% — Paisley Northeast and Ralston

22% — Paisley Northwest

5% — Paisley Southeast

3% — Paisley Southwest

9% — Renfrew North and Braehead

19% — Renfrew South and Gallowhill

Unwanted Fire Alarm Signals - Top 5 Premises

Premises	%
Residential Home	13%
Hospital	10%
Warehouse	9%
Student Hall of Residence	8%
Infant/primary school	7%
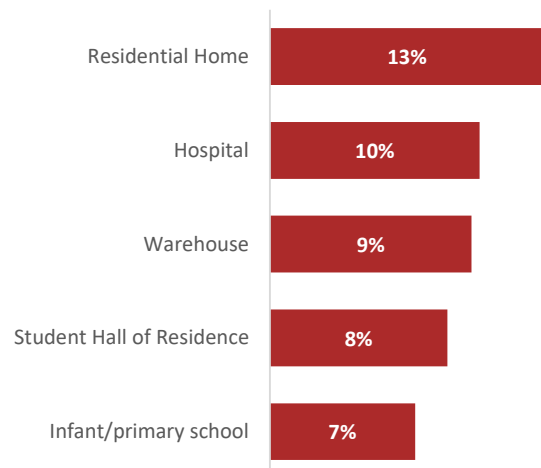
Unwanted Fire Alarm Signals Activity Ratios

UFAS Percentage Against all Incidents
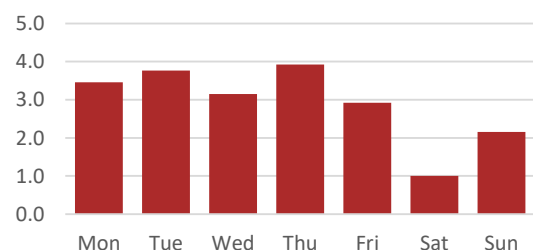**36%**

UFAS Percentage Against all False Alarms
60%

Human Influence and Alarm Activations
43%

Average Unwanted Fire Alarm Signals per Day

Mon	Tue	Wed	Thu	Fri	Sat	Sun

Unwanted Fire Alarm Signals (UFAS) show an 1% (2 incidents) increase year on year. Residential Care Homes accounted for 13% (34) of incidents in this category. 43% (114 incidents) were found to be as a result of human interactions i.e. not isolating the system before testing, cooking, smoking etc.

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