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

On: **7 March 2023**

Report by: **Director of Communities and Housing Services**

Heading: **Renfrewshire Local Policing Plan 2023-26**

1. Summary

- 1.1 In accordance with the Police & Fire Reform (Scotland) Act 2012, Police Scotland has a responsibility to prepare Local Policing Plans for the period 2023-2026. These plans set out objectives and activities to be delivered over the course of the next three years which will contribute towards positive outcomes for people and communities.
 - 1.2 This report provides comments on the draft Renfrewshire Local Policing Plan (LPP) which is attached to this report and is presented to the Scrutiny Board for comment and approval before publication.
 - 1.3 The new Plans will cover the period to 2026 and publication is expected on 1 April 2023.
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2. Recommendations

- 2.1 It is recommended that the Police and Fire & Rescue Scrutiny Sub-Committee
 - (i) note the comments on the Renfrewshire Local Policing Plan 2023-26 as outlined in item 1 of this report; and
 - (ii) endorse the Local Policing Plan for Renfrewshire at attachment 1.
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3. Background

- 3.1. The Police and Fire Reform (Scotland) Act 2012 places a statutory duty on Police Scotland to work with local authorities to develop and implement Local Policing Plans across the 32 local authority areas in Scotland. The LPPs are developed in collaboration with local authorities, seeking the views of local communities on topics they would like addressed to improve the area and everyday lives.

- 3.2. As part of the development work Police Scotland also engages with Community Planning Partners to seek to align local policing plans and priorities with Local Outcome Improvement Plans (LOIPs). In 2017, the Community Planning Partnership agreed a 10 year LOIP for Renfrewshire, which is locally referred to as the Community Plan.
- 3.3. During 2022, a refresh of the existing Community Plan was undertaken, providing an opportunity for partners to refocus and restate priorities at the mid-term stage of the Plan. In reviewing the Community Plan, the Community Planning Partnership agreed that the original outcomes and aims set out within the 2017-2027 plan remain robust, but that there is a need to focus much more strongly on where collective action by partners can make the most difference. The Community Plan refresh was approved by the Council at its meeting on 29 September 2022.
- 3.4. The Local Policing Plan 2023-26 highlights that much has changed since the publication of the previous LPP in 2020. The report explains that priorities have been re-examined in order to respond to the current climate, considering the continued recovery from the COVID global pandemic and the current cost of living crisis along with the harm caused by both.

4. Renfrewshire Council's comments on the Renfrewshire Local Policing Plan 2023-26

- 4.1. Renfrewshire Council welcomes the Local Policing Plan 2023-2026, and the strong partnership working already well established in Renfrewshire will help support the Police priorities which are aligned to priorities within the Renfrewshire Community Plan.
- 4.2. There is a strong track record of partnership working within Renfrewshire and the Local Policing Plan recognises that as key partners in the Renfrewshire Community Partnership Hub that Police Scotland work closely with Renfrewshire Council and other partners to identify emerging concerns and this collaborative approach ensures early intervention and resolution.
- 4.3. The partnership working structures in Renfrewshire - Renfrewshire Community Safety Partnership, Community Protection Chief Officers Group, Police and Fire & Rescue Scrutiny Sub Committee and community structures - provides a framework for regular partnership working that enables partners to engage in an informed basis in identifying and setting priorities.
- 4.4. 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 membership of the Adult and Child Protection Committees and the Senior Officer Group for the Management of Offenders. Also membership to the CONTEST strategic groups, Financial Harm and Prevent/Divert subgroups helps drive the safeguarding and protection agenda collaboratively. The data from these meetings is used effectively to plan local priorities.

- 4.5. Renfrewshire Council will continue to develop the sharing of information, intelligence and data to support the existing effective partnership working and where there is specialist third sector knowledge in the local area about a particular community or locality, we will ensure specific engagement that captures this knowledge to inform priority setting.
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Implications of this report

1. **Financial** - none
 2. **HR and Organisational Development** - none
 3. **Community/Council Planning** - none
 4. **Legal** - none
 5. **Property/Assets** - none
 6. **Information Technology** - none
 7. **Equality & Human Rights**
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 because it is for noting only.
 8. **Health and Safety** - none
 9. **Procurement** - none
 10. **Risk** - none
 11. **Privacy Impact** - none
 12. **COSLA Policy Position** - none
 13. **Climate Change** - none
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List of Background Papers

None

Author – Maxine Hendry Resilience and Deployment Manager

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Renfrewshire Local Policing Plan

Public Consultation Draft

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Contents

Renfrewshire Local Policing Plan	1
Foreword	3
Introduction.....	5
National strategic alignment	6
Police Scotland's strategic objectives	7
Local policing delivery context	8
Local priorities	10
Local objectives and activity	12
Threats to public safety and wellbeing are resolved by a proactive and responsive police service	Error! Bookmark not defined.
The needs of local communities are addressed through effective service delivery	Error! Bookmark not defined.
The public, communities and partners are engaged, involved and have confidence in policing.....	Error! Bookmark not defined.
Our people are supported through a proactive working environment, enabling them to service the public	Error! Bookmark not defined.
Police Scotland is sustainable, adaptable and prepared for future challenges	Error! Bookmark not defined.
Governance and performance	12
Equality, diversity and inclusion	23
Engaging with us	24

Foreword

As Divisional Commander I am pleased to introduce the Renfrewshire Local Policing Plan (LPP) 2023-26. I was proud to be appointed Divisional Commander of Renfrewshire and Inverclyde in September 2022 and I would like to thank my predecessor Chief Superintendent Davie Duncan for his commitment and dedication to policing this area before my arrival in post.

Much has changed since the compilation of the last report in 2020, as such we have re-examined our priorities in order to respond to the current climate, considering the continued recovery from the COVID global pandemic and the current cost of living crisis along with the harm caused by both.

In Renfrewshire and Inverclyde Division we are committed to providing the highest level of service to our communities using our local policing teams, augmented by specialist support and this plan outlines how our officers and staff, working closely with partner agencies through the Community Planning process, will focus on local priorities for the next 3 years. Our local communities are central to everything we do and the people of Renfrewshire and Inverclyde are central to our guiding principles of providing a visible, accessible and responsive service. Our core values of integrity, fairness, respect and human rights continue to underpin all that we do.

The region constitutes a large and diverse area, featuring major towns such as Paisley, Renfrew and Greenock in addition to agricultural areas, rural communities and nature reserves. Inverclyde and Renfrewshire both enjoy a strong sense of community spirit, a deep sense of pride and histories steeped in centuries of industrial endeavour. Both areas' heritage have left them rich in cultural assets and social history; both also enjoy impressive natural heritage, offering outdoor sport and leisure choices for all. All of this provides a significant basis for the adoption of an asset based approach in achieving successful outcomes for communities

In developing our Local Policing Plans for 2023-26 we consulted widely with our stakeholders - the public, partner agencies and our staff. Accordingly, we developed our plans which identify our goals for the next three years, these plans will address priorities and tackle the things that you identified as mattering to you most. This plan builds on the strong foundations already in place, with a continuing emphasis on road safety, thefts – including Cyber and Digital Fraud, drug misuse, anti-social behaviour, disorder and crimes of violence. The introduction of the Contact

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Assessment Model (CAM) which examines the 'Threat and Risk' of each call has significantly improved how we protect vulnerable people and I expect to see continued improvements in other areas.

As your Local Policing Commander, I have a statutory responsibility under the Police and Fire Reform (Scotland) Act 2012 to work closely with Renfrewshire and Inverclyde Local Authorities to ensure our Local Policing Plan is linked with the Local Outcome Improvement Plans. In doing so, I remain committed to developing and enhancing the strong community spirit that exists by building close alliances with local communities and our partners across the public, private and third sectors as set out in the Community Empowerment (Scotland) Act 2015 to achieve better outcomes and reduce inequalities. Above all, our aim is to work with pride, diligence and professionalism to ensure Renfrewshire and Inverclyde remain safe places to work, live and visit.

Chief Superintendent Laura Waddell, Local Police Commander, Renfrewshire and Inverclyde Division

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Introduction

Renfrewshire is Scotland's fourth largest local authority area covering an area of 101 square miles. The 3 main towns of Paisley, Johnstone and Renfrew are surrounded by a number of smaller villages including Houston, Linwood, Elderslie, Bridge of Weir, Lochwinnoch, Kilbarchan, Howwood, Bishopton, Erskine, Inchinnan, Langbank and Brookfield.

The area is home to a number of visitor attractions including Braehead Shopping Centre, Gleniffer Braes Country Park and Clyde Muirshiel Regional Park. Glasgow Airport and the University of the West of Scotland are also located within Renfrewshire.

There are a number of historic sites within Renfrewshire including Paisley Abbey and Johnstone Castle, with reminders of Renfrewshire's proud history in textiles and ship building also evident throughout the area.

Renfrewshire has a diverse and vibrant range of communities and we aspire to meet the needs and interests of all communities across the area, from the heavily populated urban towns to the most remote rural locations.

Through engagement with communities, and from our own analysis of the demands being placed on policing, we have identified the issues that matter most to you. We will strive to provide the highest standards of policing in your communities.

This plan demonstrates Police Scotland's commitment to delivering local and national outcomes and details how we will work collaboratively with our partners to deliver this. Although the plan outlines the priorities for the local area for 2023-2026, it will be subject to review, and updated if required, throughout this time.

National 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 as demonstrated below. In addition to the Annual Police Plan, Police Scotland's thirteen local policing divisions produce Local Police Plans which reference distinct priorities, objectives, outcomes and performance measures. They link to wider community planning arrangements, with Local Outcome Improvement Plans taken into account in their development.

- Scottish Government National Outcomes/Strategic Priorities/Justice Vision
- SPA/Police Scotland Strategic Outcomes
- Long Term Policing Strategy: Policing for a Safe, Protected and Resilient Scotland
- Enabler strategies including People, Fleet, Estates, Public Contact and Engagement, Enabling Policing for the Future, Digital Data and ICT, Cyber, Environmental, Procurement, Violence against Women and Girls, Equality Diversity and Inclusion

These are underpinned by plans including the Strategic Workforce Plan, Annual Police Plan, Local Police Plans, Local Outcome Improvement Plans, and Financial Plans.

Police Scotland's strategic objectives



Our Vision | Policing for a safe, protected and resilient Scotland
Our Purpose | The purpose of policing is to improve the safety and wellbeing of people, places and communities in Scotland
Our Values | Fairness | Integrity | Respect | 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	<ul style="list-style-type: none">• 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	<ul style="list-style-type: none">• 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	<ul style="list-style-type: none">• 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	<ul style="list-style-type: none">• 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	<ul style="list-style-type: none">• 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					

Local policing delivery context

About Renfrewshire

While Renfrewshire is, by area, one of Scotland's smallest unitary authorities, it is one of the country's most populous areas, accounting for 3.3% of the total population of Scotland. Renfrewshire has an estimated population of 175,930, an increase of 0.8% from 2015.

Throughout Renfrewshire 17.2% of the population are aged 16-29 years with persons aged over 60 years making up 24.6%. The age group projected to increase the most in size in Renfrewshire is the over 75 age group with those aged under 16 projected to decline by 2.6%.

As a service, Police Scotland need to be acutely aware of these changes and plan for the future to ensure a sustainable service is provided.

Like many other areas, it does have pockets of deprivation and associated social challenges. This local policing plan aims to highlight these challenges and some of the activities we intend to engage to address them.

Renfrewshire and Inverclyde Police Divisional Structure

Renfrewshire and Inverclyde police division is led by a Chief Superintendent who holds the title of Local Policing Commander. They are supported by four Superintendents covering Operations, Support and Service Delivery, Partnerships and Serious Crime and Public Protection.

There are two sub-divisions. KA sub-division covers the Renfrewshire with KC sub-division covering Inverclyde. Each sub-division has a Local Area Commander of Chief Inspector rank who has responsibility for local management operations and local policing engagement.

Two Detective Chief Inspectors support the Detective Superintendent for all serious crime and public protection matters.

A further Chief Inspector sits within Divisional Headquarters, Paisley and holds responsibility for corporate functions including Licensing and Events Planning.

The benefit of being a national organisation allows the division access to a number of specialist resources who will deploy to the local area on a regular basis to assist with incidents or events. These are varied and include the Air Support, Dog Branch, Mounted Unit, Negotiators and Firearms Units.

Renfrewshire's Local Outcome Improvement Plan 2017-2027

Renfrewshire's Local Outcome Improvement Plan is a 10 year plan with a vision to 'work together to make Renfrewshire a fairer, more inclusive place where all our people, communities and businesses thrive'.

Strategic priorities have been identified to ensure Renfrewshire is thriving, well, fair and safe. Police Scotland is committed to working with our partners to deliver the outcomes for Renfrewshire and will continue to collaborate with community partners to develop new and innovative ways of working.

As key partners in the Renfrewshire Community Partnership Hub we work closely with the local authority and various partners. The group meets daily to review emerging concerns and ensure early intervention and resolution from the partners.

Local priorities

How we identified our priorities

As part of our planning approach we undertook a period of engagement throughout 2021-2022 to allow the public and our partners to provide feedback to us regarding our strategic direction and the content of this plan. The main source of this feedback was via 'Your Police' survey.

The survey allows us to gather the views and opinions of service users throughout the area. We also carried out engagement with previously seldom heard groups to ensure we capture the views of all the communities we serve.

This feedback was captured and used to shape the final version of the plan. To further shape our future priorities and outcomes referenced in this plan we also considered the following sources:

- Renfrewshire Council's Strategic Needs Assessment 2022
- Community consultations
- Renfrewshire Community Planning Partnership Local Outcome Improvement Plan 2017-2027
- Police Scotland's Annual Police Plan
- Tri-partite Review of the Development of Local Policing Plans 2022

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

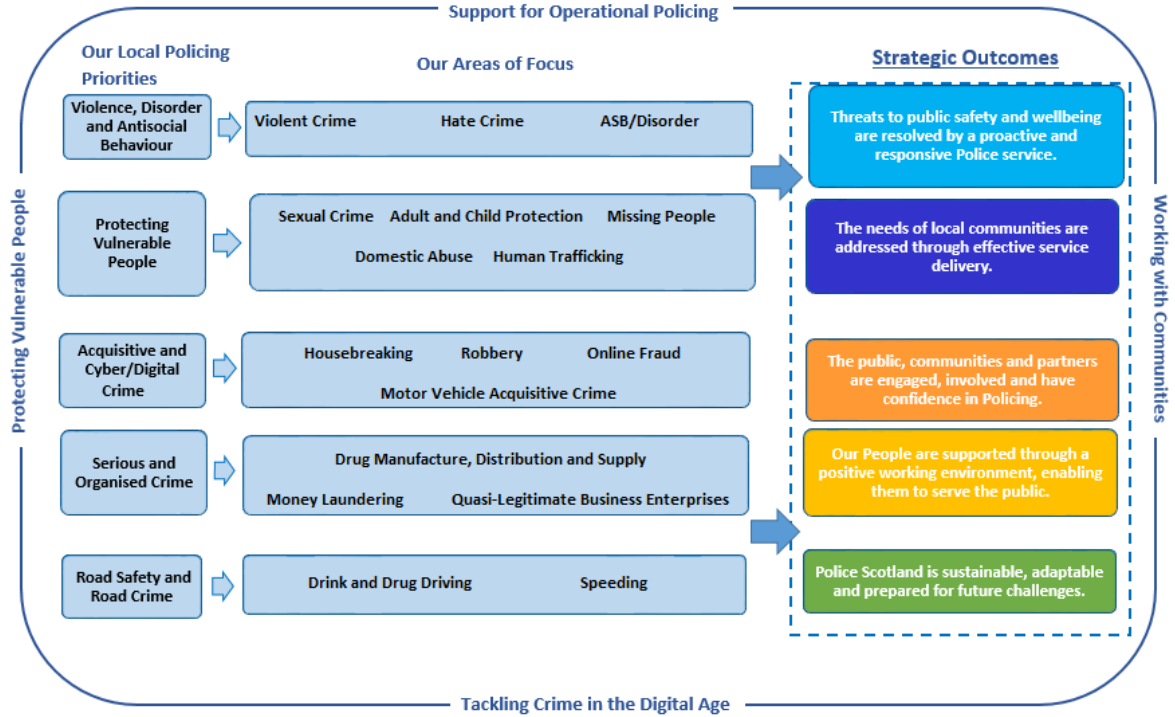
The priorities identified are –

- **Violence, disorder and Anti-Social Behaviour**
- **Protecting Vulnerable People**
- **Acquisitive, Cyber and Digital Crime**
- **Serious and Organised Crime**
- **Road Safety and Road Crime**



Plan on a Page
Renfrewshire

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



Local objectives and activity

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

Objective: Keep people safe in the physical and digital world

Activity: Work with partner agencies to help reduce the risks to vulnerable persons

Key milestones:

- Increased preventative work to vulnerable groups
- Use of appropriate media campaigns and internal communications
- Ensure use of Banking Protocol through local officer engagement with banks
- Inputs to pupils on the subject of hate crime from their schools' dedicated liaison officer
- Deliver regular scam inputs to residents at supported living accommodation
- Continue to support Trading Standards Scotland campaigns
- Support the 'Fearless Campaigns' the youth program of Crimestoppers

Update expected: Y1-3 Quarterly

Performance measures and insights:

- Feedback from members of the public, community groups and partners
- How affective has the banking protocol been in protecting vulnerable groups?
- Increased reporting from banks through implementation of banking protocols

Activity: Work cohesively with partners and stakeholders to support victims of domestic abuse and sexual crime

Key milestones:

- Participation and support to '16 days of action' campaign against gender based violence
- Support to partners at Multi Agency Risk Assessment Conference meetings discussing high risk victims of domestic abuse and identifying actions to support victims
- Support to partners at Multi Agency Tasking and Coordination meetings to disrupt and deter high risk serial domestic offenders

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- Increased promotion of Disclosure Scheme for Domestic Abuse Scotland legislation to highlight any abusive past behaviour to current partners
- Use of appropriate external media campaigns and internal communications
- Close management of offenders

Update expected: Y1-3 Quarterly

Performance measures and insights:

- How effective is divisional collaboration with partners in supporting victims?
- How well is the division working to eradicate domestic abuse crime?
- Has our approach to external communications affected public confidence in police?

Activity: Robustly deal with hate crime and ensure that victims, witnesses and partner agencies feel more confident in reporting such incidents to us

Key milestones:

- Work in partnership with 'I Am Me' to deliver the Ambassador Training in high schools raising awareness of hate crime
- Support to national 'Hate Crime' campaigns
- Raise awareness of reporting mechanisms and support services to public via social media channels
- Continual support and awareness training to our staff

Update expected: Y1-3 Quarterly

Performance measures and insights:

- Are Renfrewshire providing an effective response to hate crime at a local level?
- How has our approach affected reporting and detection of hate crime?
- Are staff trained and equipped to deal with hate crime reports?

Objective: Design services jointly to tackle complex public safety and wellbeing challenges

Activity: To support partner agencies and facilitate early/effective intervention to tackle drug related deaths, drug related harm

Key milestones:

- Develop a joint planning approach with local partners via the Community Planning Partnership

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- Using intelligence led approach to deliver local policing initiatives to tackle those dealing drugs
- Implement Naloxone Programme within Renfrewshire

Update expected: Y1-3 Quarterly

Performance measures and insights:

- What has the impact of activities been on those at risk from drug related harm?

Objective: Support policing through proactive prevention

Activity: Work in partnership with local stakeholders to ensure those suffering from mental health issues have access to appropriate support services

Key milestones:

- Develop improved collaborative approaches with NHS partners to mental health care.
- Deliver improved policing services to people experiencing mental ill health.
- Evaluate impact of new approach.

Update expected: Y1-3 Q4

Performance measures and insights:

- Has Police Scotland reduced the demand placed on officers for mental health related incidents?
- How effective are the processes in place to ensuring that people receive the correct care?
- Feedback from service users.

Activity: Engage with local communities and groups and raise awareness of preventative measures to reduce commercial and residential housebreakings

Key milestones:

- Work with relevant housing partners to develop and disseminate guidance to assist residents in keeping their homes safe
- Crime prevention surveys with community safety partners
- With partners, support and advise elderly and vulnerable people of bogus callers

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- Work with partners to provide security advice to commercial properties in the area

Update expected: Y1-3 Q4

Performance measures and insights:

- How effective has our guidance been in keeping properties secure?
- Have housebreakings to residential and commercial properties decreased?
- Has confidence in policing been improved?

Activity: Raise awareness of cyber-crime across all sections of the community and promote initiatives for those most vulnerable

Key milestones:

- Increase cyber-crime awareness via police social media channels
- With partners, support and advise elderly and vulnerable people of online fraud
- Liaison officer inputs to pupils and parents raising awareness of on-line bullying

Update expected: Y1-3 Q4

Performance measures and insights:

- How effective has social media campaign been in increasing awareness?
- Increased public awareness of trends
- Feedback from partner agencies and pupils on effectiveness of awareness events

The needs of local communities are addressed through effective service delivery

Objective: Understand our communities and deliver the right mix of services to meet their needs

Activity: Engage with local communities and groups, especially those most vulnerable, to understand and tackle their concerns and fears

Key milestones:

- Carry out Community Policing workshops with local communities

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- Promote 'Your Police' survey throughout the year particularly with seldom heard groups
- Increase use of local social media on local initiatives and good work

Update expected: Y1-3 Q4

Performance measures and insights:

- What insights has Renfrewshire obtained as a result of improved engagement?
- Have local police acted on community concerns?
- Has support for local police improved?

Objective: Support our communities through a blend of local and national expertise

Activity: Work with partners in Road Policing and reduce the number of persons killed or injured on our roads

Key milestones:

- Support to national road safety initiatives
- Speed checks at priority locations identified by communities
- Carry out periodic road worthiness checks with partners in Road Policing
- Participation in the annual festive drink/drug driving campaign

Update expected: Y1-3 Quarterly

Performance measures and insights:

- Reduction in the number of persons killed or injured on Renfrewshire's roads
- Have local police acted on community's road safety concerns, particularly in priority areas?
- How have roadworthiness checks influenced driver behaviour?

Activity: Engage with third sector groups and local authority partners to support refugees including those displaced by the conflict in Ukraine

Key milestones:

- Participate in community planning to ensure that displaced people have a distinct route to accommodation, support and care
- Work with third sector groups to raise awareness of Police Scotland and the support services we provide amongst refugees
- Provide a single point of contact for refugee groups to discuss concerns

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Update expected: Y1-3 Q3

Performance measures and insights:

- Does qualitative feedback from third sector refugee groups indicate that refugees feel supported by Police Scotland?

Objective: Support the changing nature of communities

Activity: Improve the prevention, detection and investigation of antisocial behaviour, and support those at increased risk of harm from this behaviour

Key milestones:

- Work with community planning partners to provide a collaborative approach to tackle anti-social behaviour, including school inputs via each schools' liaison officers
- Continue to work with partner agencies to share relevant information and where appropriate taking action to protect individuals by providing support, intervention and referrals
- Continue to support and engage with licensed premises through visitations in order to create a safe night-time economy environment

Update expected: Y1-3 Q2

Performance measures and insights:

- How well does Police Scotland work with partners to support victims and those at risk?
- How well does Police Scotland work with partners to tackle ASB?

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

Objective: Embed the ethical and privacy considerations that are integral to policing and protection into every aspect of the service

Activity: Proactively engage with minority groups representative of local demographics including seldom heard groups

Key milestones:

- Develop an approach plan
- Monitor and evaluate progress and benefits

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- Design and implement local engagement initiatives

Update expected: Y1-3 Q2, Q4

Performance measures and insights:

- How well are we engaging with different groups?
- Feedback from members of the public, including seldom heard groups

Objective: Protect the public and promote wellbeing across Scotland by providing services that are relevant, accessible and effective

Activity: Work with partner agencies (especially Local Authorities and Private Young Person Care Homes) to help reduce the risk of those reported missing

Key milestones:

- Continue to ensure that robust divisional procedures are in place to support regular missing persons
- Ensure greater awareness and use of Herbert and Philomena Protocols
- Continual liaison with young Person Care Homes

Update expected: Y1-3 Quarterly

Performance measures and insights:

- Reduction in the number of missing person reports
- Improved awareness of Herbert and Philomena Protocols
- Improved information sharing with relevant partners and care providers

Objective: Work with local groups and public, third sector and private sector organisations to support our communities

Activity: Support a multi-agency response to young people at risk of criminal exploitation within Renfrewshire

Key milestones:

- Commitment to continued use of Community Policing/Police Scotland Youth Volunteers to engage with young persons and deter them from drug misuse
- Explore diversionary measures to reduce risks of exploitation
- Robustly investigate instances of child exploitation

Update expected: Y1-3 Quarterly

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Performance measures and insights:

- Feedback from Community Police/PSYV
- Feedback from stake-holders

Our people are supported through a proactive working environment, enabling them to service the public

As an organisation we are constantly looking at new and innovative ways of improving service delivery. We aim to provide our staff with the latest equipment and technologies enabling them to do their job and keep everyone safe. Some examples being;

Mobile Working

All operational officers within the division are now equipped with mobile devices, replacing the paper notebooks. Many of the tasks which were previously carried out at police stations can be completed whilst on patrol or at the scene of an incident, thus preventing the officer from returning to the station and ultimately increasing the hours spent on patrol within the communities.

Body Worn Video

Trials are underway across some departments within Police Scotland, including Firearms, where officers are equipped with Body Worn Video cameras. This enables the Police Service and the wider justice sector to deliver fast, fairer justice. It also has the potential to significantly enhance public confidence in the Police Service through more effective and transparent policing.

It is anticipated that a number of other departments, including response officers, will be equipped with the cameras from early 2024.

Taser

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There are a number of Specially Trained Officers (STO's) now deployed across the division. STO's carry Taser as part of their deployment and are able to react to certain incidents which bring risk to the public or officers.

Our objectives and activities for this outcome will include-

Objective: Prioritise wellbeing and keep our people safe, well equipped and protected

Activity: Provide officers in the division with the latest technologies and equipment to deliver the best service to the communities

Key milestones:

- Support the roll out of body worn video
- Increase the number of STO's within Renfrewshire
- Maximise STO capabilities across the local area

Update expected: In format Y1-3 Q4

Performance measures and insights:

- Has public confidence in policing increased due to roll out of Body Worn Video?
- How well are we supporting our people?

Activity: Ensure our officers have a good working knowledge of partner agencies who can offer appropriate assistance

Key milestones:

- Continue to deliver awareness training to all staff on new partnerships
- Enhanced sign-posting procedures throughout division

Update expected: Y1-3 Q2

Performance measures and insights:

- Number of referrals to appropriate agencies
- Public confidence in policing via 'Your Survey'

Objective: Support our people to be confident leaders, innovative, active Contributors and influencers

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Activity: Support colleagues' performance and development through My Career and associated promotion pathways

Key milestones:

- Design and implement local development forums around the My Career mechanism
- Overview of progress and benefits

Update expected: Y1-3 Q2, Q4

Performance measures and insights:

- How well are we supporting our people?
- Is My Career being used effectively in progressing officers' careers?

Objective: Support our people to identify with and demonstrate Police Scotland values and have a strong sense of belonging

Activity: Develop and implement divisional people plans to support the implementation of the People and Equality, Diversity and Inclusion strategies

Key milestones:

- Review and evaluate existing approach
- Development of EDI Governance Group
- Creation of EDI Steering Group

Update expected: Y1-3 quarterly

Performance measures and insights:

- How does Police Scotland proactively promote and support equality, diversity and inclusion initiatives?
- How well are we supporting our people?

Police Scotland is sustainable, adaptable and prepared for future challenges

Objective: Use innovative approaches to accelerate our capacity and capability for effective service delivery

Activity: Seek out shared learning and training opportunities with partners

Key milestones:

- Overview of progress and benefits

Update expected: Y1-3 quarterly

Performance measures and insights:

- How effective is Police Scotland at continuous improvement and workforce development?
- How effective is Police Scotland at sharing learning with partners?

Objective: Commit to making a positive impact through outstanding environmental sustainability

Activity: Support the delivery and implementation of new technology and environmental sustainability through our fleet

Key milestones:

- Support the roll out of ultra-low or zero emission vehicles
- Increase the number of defibrillators within police vehicles

Update expected: Y1-3 quarterly

Performance measures and insights:

- What progress has Police Scotland made to increase their number of ultra-low or zero emission vehicles?
- What progress has Police Scotland made to increase their number of defibrillators in vehicles?

Objective: Support operational policing through the appropriate digital tools and delivery of best value

Activity: Support the implementation of new technology across the division

Key milestones:

- Overview of progress and benefits
- Evaluation and learning

Update expected: Y1-3 Q1, Q3

Performance measures and insights:

- What progress is Police Scotland making at implementing new technology across the service?

Governance and performance

Effective scrutiny and oversight continue to be key elements to ensure that policing retains the trust and confidence of the communities of Scotland. The governance structures outlined below are designed to ensure that Police Scotland provides a service that is relevant, legitimate and consistent with the principle of 'policing by consent'.

Each of Scotland's local authorities have scrutiny arrangements in place to allow them to influence policing at a local level. Renfrewshire Local Police and Fire Scrutiny Committee meet quarterly where local policing matters are discussed.

In addition to utilising an existing suite of performance tools developed by Police Statisticians, Planning and Performance Officers and the Demand and Productivity Unit, the Police Service of Scotland continues to develop its data and performance capabilities. The adoption of technology-driven business intelligence tools has resulted in data insights being increasingly accessible to Senior Management Teams and decision makers. The national Digital Drives Data project has the objective of enabling greater access and use of our data to improve organisational performance and keep people safe.

Internal governance for the division is managed through the Divisional Delivery Board (DDB) chaired by the Local Policing Commander. The newly adopted DDB model has streamlined Divisional governance into a more effective framework, better allowing Renfrewshire & Inverclyde Division to tailor local responses to local need, while also realigning reporting mechanisms to regional & national governance structures.

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 2022. These can be found along with our commitment and

duties to equality, diversity & inclusion at: <https://www.scotland.police.uk/about-us/equality-and-diversity/>.

This plan will be subject to an Equalities and Human Rights Impact Assessment (EqHRIA) in compliance with the Scottish Public Sector Equality Duty in its final iteration in 2023. Separate EqHRIAs will be undertaken for the activities described in this plan as required.

Engaging with us

There are a number of ways to get in touch with us:

Renfrewshire and Inverclyde Division Police
Police Scotland
Paisley Police Station
Mill Street
Paisley
PA1 1JU

Dial 999 for an emergency that requires urgent police attention.

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

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

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

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

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

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

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 our service, please contact us at:

<https://www.scotland.police.uk/contact-us/>

Further information about our wider engagement can be found in our consultation and engagement hub at: <https://consult.scotland.police.uk/>

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 local channels can be found at:

Twitter: [Renfrewshire & Inverclyde Police \(@RenfrewInverPol\) / Twitter](#)

Facebook: [Renfrewshire & Inverclyde Police Division | Facebook](#)

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 Local Police Plan was subject to an Equality and Human Rights Impact Assessment (EqHRIA). A summary of the EqHRIA has been published alongside this document at (To be updated)

This Local 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/>

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

Public Consultation Draft

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