

A meeting of the Local Police and Fire Scrutiny Panel will be held on Thursday 23 March 2023 at 3pm.

Members may attend the meeting in person or via remote online access. Webex joining details will be sent to Members and Officers. Members are requested to notify Committee Services by 12 noon on Wednesday 22 March 2023 how they intend to access the meeting.

In the event of connectivity issues, Members are asked to use the *join by phone* number in the Webex invitation and as noted above.

Please note that this meeting will be live-streamed via YouTube with the exception of any business which is treated as exempt in terms of the Local Government (Scotland) Act 1973 as amended.

Further information relating to the recording and live-streaming of meetings can be found at the end of this notice.

IAIN STRACHAN
Head of Legal & Democratic Services

BUSINESS

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PERFORMANCE MANAGEMENT	
2. Scottish Fire & Rescue Service – Time for Change - Reducing Unwanted Fire Alarm Signals Report	p
3. Presentation on Reducing Unwanted Fire Alarm Signals (UFAS) Presentation by Scottish Fire & Rescue Service	
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5. Presentation on Cyber Crime Presentation by Police Scotland	
NEW BUSINESS	
6. Local Police and Fire Scrutiny Panel Update Report Report by Corporate Director Education, Communities & Organisational Development	p

The reports are available publicly on the Council's website and the minute of the meeting will be submitted to the next standing meeting of the Inverclyde Council. The agenda for the meeting of the Inverclyde Council will be available publicly on the Council's website.

Please note: this meeting may be recorded or live-streamed via You Tube and the Council's internet site, where it will be capable of repeated viewing. At the start of the meeting the Provost/Chair will confirm if all or part of the meeting is being recorded or live-streamed.

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If you are participating in the meeting, you acknowledge that you may be filmed and that any information pertaining to you contained in the recording or live-stream of the meeting will be used for webcasting or training purposes and for the purpose of keeping historical records and making those records available to the public. In making this use of your information the Council is processing data which is necessary for the performance of a task carried out in the public interest. If you are asked to speak at the meeting then your submission to the committee will be captured as part of the recording or live-stream.

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Enquiries to - **Lindsay Carrick** - Tel 01475 712114

**Working together
for a safer Scotland**



**SCOTTISH
FIRE AND RESCUE SERVICE**

Working together for a safer Scotland

Time for Change -

Reducing Unwanted Fire Alarm Signals

***Our response to fire alarms in commercial business
and workplace premises is changing***

Safety. Teamwork. Respect. Innovation.

1. Background

Every year we attend around 28,000 automatic fire alarm (AFA) call outs to commercial business and workplace premises each year.

AFA systems provide an early warning of fire and are one of the most effective ways to keep businesses, staff and customers safe in the event of a fire.

Unfortunately, most signals from these systems are not actual fires – they are false alarms often caused by cooking fumes, dust or a lack of maintenance. These unwanted fire alarm signals (UFAS) mean fire crews are called out unnecessarily.

2. New Response Model

From 1 July 2023, we will stop attending AFA call outs to commercial business and workplace premises, such as factories, offices, shops and leisure facilities unless a fire has been confirmed.

Our control room operators will now be asking anyone who reports a fire alarm to check whether there is an actual fire or signs of fire, before sending the nearest fire appliance.

This change does not apply to sleeping premises, such as hospitals, care homes, hotels or domestic dwellings who will receive a full pre-determined attendance (PDA).

A full emergency response will be mobilised to any confirmed fires while this change will not affect how we respond to alarms from private homes, only to false alarms in workplaces that have fire safety responsibilities under the Fire (Scotland) Act 2005.

This change follows the [SFRS public consultation](#) in 2021.

2.1 Benefits

Reducing attendances to unwanted fire alarm signals (UFAS) means;

- Our firefighters are available to deal with real emergencies and are less likely to be committed to false alarms.
- We can spend more time training and developing our firefighters in more technical areas.
- We can spend more time working with duty holders on measures to prevent AFAs occurring in the first place and to minimise the disruption to businesses.
- We can improve the work/life balance of our on-call staff. Each time they respond to an AFA, their primary employer releases them to attend an incident that is often an UFAS.
- We can stop all unnecessary blue light journeys to significantly reduce road risk to firefighters, road users and pedestrians.
- We can minimise the negative impact upon the environment from our fleet.
- Businesses and services do not have to wait unnecessarily for our attendance to confirm there is no fire and to allow them to resume business operations.

3. Responsibilities

The SFRS has no legal responsibility to respond to AFAs activating in the workplace.

The responsibility to investigate AFAs rests with those with fire safety responsibilities for the premises, the duty holder, as detailed in Part 3 of both the Fire (Scotland) Act 2005 and the Fire Safety (Scotland) Regulations 2006.

4. Dutyholder Actions

To prepare themselves for the change in how SFRS will respond to workplace AFAs dutyholder should;

- Identify relevant premises for which they are responsible.
- Review fire risk assessments (FRA) for these premises.
- Review fire safety management arrangements, including staff training, to reflect the outcomes of the review of the FRA.
- If the premises alarm system is connected to an alarm receiving centre (ARC), the dutyholder should liaise with that ARC to ensure the use of, and contact numbers for, the premises held on their systems are accurate and up-to-date.
- Ensure staff and relevant persons do not rely upon an alarm system to alert the SFRS to any fire event. Always call 999 in the event of a fire, even if the alarm is sounding.
- Ensure appropriate strategies are in place to prevent false alarms from happening.

5. SFRS Support

Dutyholders can contact locally based personnel for advice on how they can best prepare themselves and their staff for the change in response model.

A dedicated [UFAS webpage](#) has been created to provide advice and guidance to dutyholders, including how they can reduce UFAS.












Further queries can be directed to the email address;
SFRS.EnforcementCentre@firescotland.gov.uk

Inverclyde Performance Summary Report

Reporting Period: 01/04/22 - 31/12/22



Total Crime  **-7.6%**  **4,515 Crimes**

Incidents Recorded	Common Assault	Overall Dishonesty	Domestic Abuse Incidents
<p>-12.5%</p>  <p>12,765</p>	<p>-2.9%</p>  <p>494</p>	<p>-0.8%</p>  <p>986</p>	<p>-5.4%</p>  <p>637</p>
<p>Overall Violent Crime</p> <p>-3.2%</p>  <p>574</p>	<p>Sexual Crime</p> <p>-8.9%</p>  <p>104</p>	<p>Road Traffic Casualties</p> <p>17.1%*</p>  <p>41 *against PYTD</p>	<p>Disorder Complaints</p> <p>-29%*</p>  <p>1,911 *against 4YA</p>
<p>Missing People</p> <p>138.7%*</p>  <p>148 *against PYTD</p>	<p>Counter Terrorism</p>  <p>The threat level from INTERNATIONAL TERRORISM is SUBSTANTIAL —an attack has been deemed as likely to occur.</p>		<p>Housebreaking</p> <p>-11.6%</p>  <p>114</p>

*All data provided is for the period 1 April 2022 - 31 December 2022 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 14 January 2023.

Inverclyde Performance Summary Report Reporting Period: 1 Apr 2022 to 31 December 2022



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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 preceding five year average.

CI Damian Kane

Inverclyde Area Commander

INVERCLYDE POLICING PRIORITIES 2020 – 2023



PRIORITY AREA	EXECUTIVE SUMMARY
<p>Drug supply and misuse</p> 	<p>Drug dealing and misuse continues to be a priority area for our attention in Inverclyde, with communities continuing to express concern about the harm caused by this issue. In the reporting period there have been 21 confirmed and a further two suspected drug related deaths (with forensic toxicology reports awaited in relation to the latter). Toxicology results revealed a variety of controlled substances were involved in confirmed drug related deaths, with cocaine, etizolam and heroin featuring most commonly. Year to date there have been 36 drug supply detections in Inverclyde, compared to a five year average of 44 detections. However, we continue to gather intelligence for further enforcement action in Inverclyde.</p>
<p>Violence & ASB</p> 	<p>Overall violent crime has fallen by 3.2% on five year average figures, with a total of 574 crimes recorded in the reporting period. This includes a drop in both serious assaults (-17.8%) and minor assaults (-2.9%). The detection rate for violent crime overall is 73.5%, an increase on the five year average of 68.9%. Recorded disorder complaints have fallen by 29% on the previous four year average.</p>
<p>Dishonesty</p> 	<p>Recorded crimes of dishonesty have fallen by 0.8% against the five year average, to a total of 986. Most categories of acquisitive crime have fallen, with the notable exceptions of shoplifting, and common theft. These crimes constitute a large proportion of the overall total of crimes of dishonesty and both have increased on respective five year average figures.</p>
<p>Road Safety</p> 	<p>While the number of road fatalities remain unchanged on the previous year, overall road casualties have increased by six, to a total of 41– with both serious and slight injuries rising on the previous year. Meanwhile, offences relating to motor vehicles have fallen by 28.9% on the previous five year average, to a total of 714. The detection rate for offences relating to motor vehicles is 84.7%, as compared to the previous five year average (87.6%).</p>

POLICE SCOTLAND’S POLICING PRIORITIES 2022/23

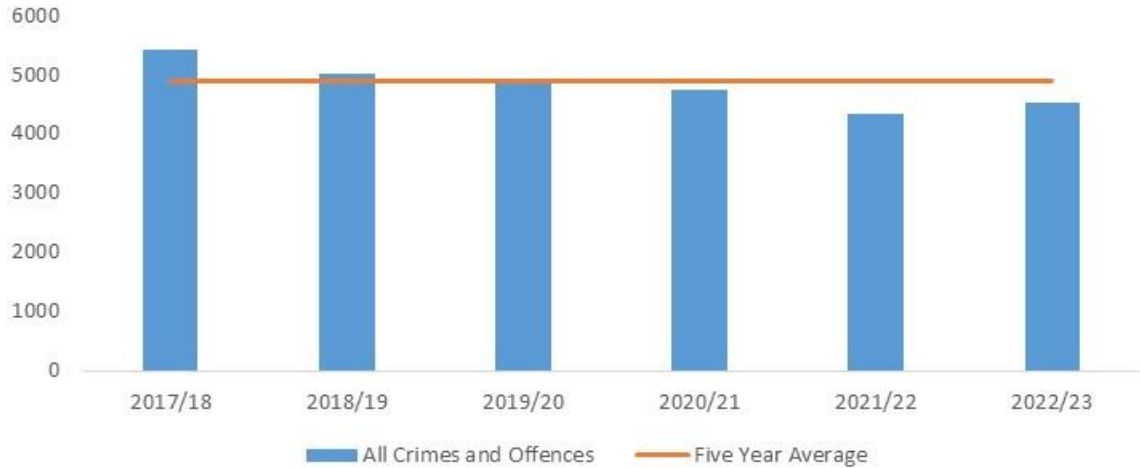
1. Protecting vulnerable people
2. Working with communities
3. Tackling crime in the digital age
4. Support for operational policing

DEMAND ANALYSIS - *

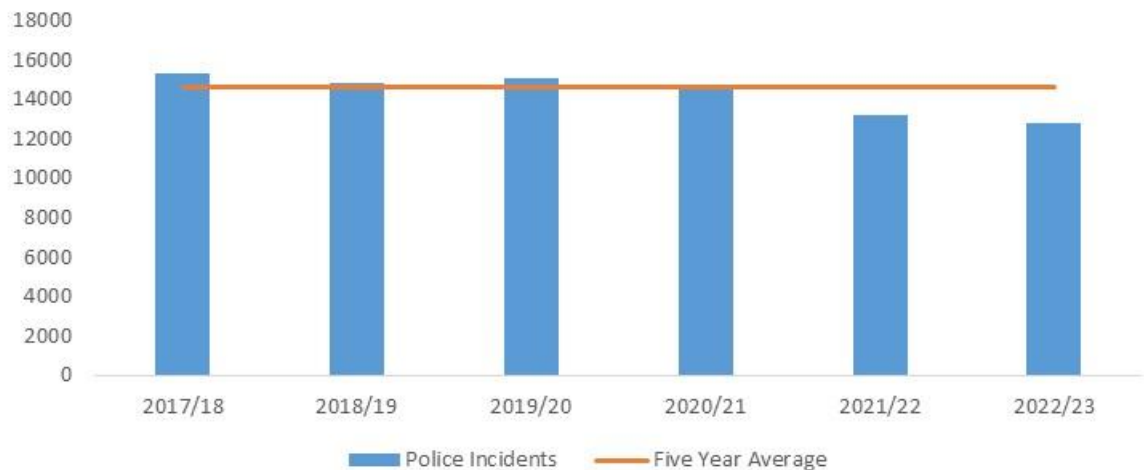
5YA - PREVIOUS FIVE YEAR AVERAGE CYTD - CURRENT YEAR TO DATE

CRIME	5YA *	CYTD *	INCIDENTS	5YA	CYTD
Total Crimes & Offences	4,884.2	4,515	Total number of incidents	14,584.4	12,765

All Crimes and Offences



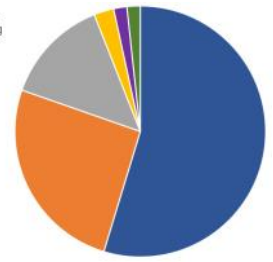
Police Incidents



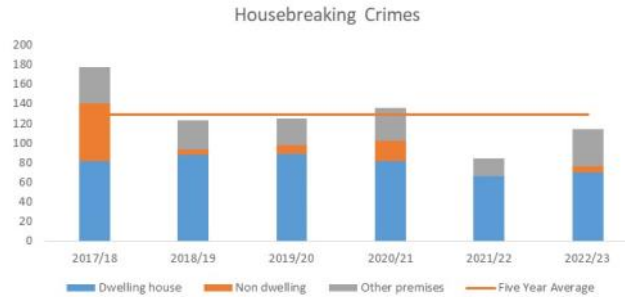
The volume of recorded crime and offences has fallen by 7.6% on the preceding five year average, primarily being driven by a drop in recorded offences relating to motor vehicles, miscellaneous offences, and sexual crimes. Meanwhile, recorded police incidents have fallen by 12.5% on the five year average, and remain 3.2% below 2021/22 figures.

ONLINE & CYBERCRIME - DATA OVERVIEW

Cyber-enabled crime continues to impact on the communities of Inverclyde, with analysis indicating that the threatening and abusive communications offences constituted the largest proportion of digitally-enabled crime. This was followed by cyber-fraud and online sexual crimes. Inverclyde Police continue to issue guidance and attend events to promote awareness of current scams taking place. Regular interaction takes place within local schools to make children aware of the dangers of Social Media.



ACQUISITIVE CRIME — DATA OVERVIEW



CONTEXT

381 shoplifting crimes have been recorded – an increase of 15.7% compared to the five year average. The detection rate has increased from a five year average of 78.3% to 83.7% in the current year. Exclusion zones have been introduced in Inverclyde with radio link systems rolled out to businesses across Inverclyde to enhance communications amongst businesses.

Housebreaking crimes (including attempts) fell from a five year average of 129 crimes, to 114 crimes in the current year (-11.6%). Housebreaking crimes which involves dwelling houses and non-dwellings have fallen on respective five year averages, however housebreaking involving other premises (such as sheds, outbuildings) have increased by 44.3%. The detection rate has increased from the five year average rate of 20.2%, to 29.8% in the current reporting period.

Acquisitive crimes targeting motor vehicles have fallen by 37.7% on the five year average to a total of 76 crimes. Thefts of motor vehicles continue to account for the highest proportion of motor vehicle crime (n=39). The motor vehicle acquisitive crime detection rate is 32.9%, a rise on the five year average rate (31.6%).

COUNTER TERRORISM & DOMESTIC EXTREMISM

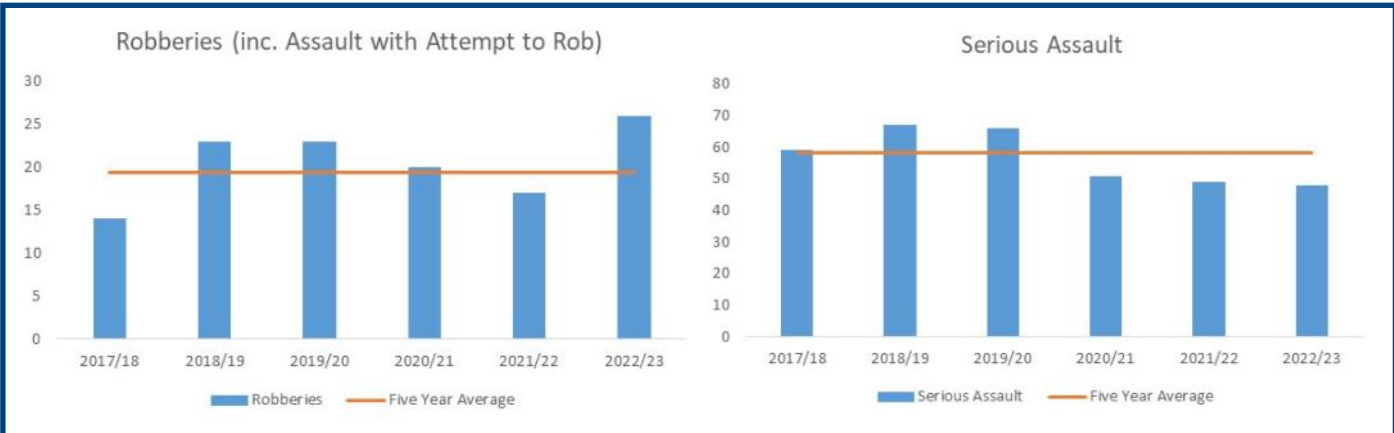
In February 2022 the Home Secretary announced a decrease in the UK's Terrorist Threat Level from 'Severe' to 'Substantial'. This means it is deemed an attack is likely. At this time there is nothing to suggest that there is any specific threat to Scotland. However, the threat from Islamic, Northern Ireland and Right-wing terrorism remains a serious threat.

Renfrewshire and Inverclyde has an embedded CTLO (Counter Terrorist Liaison Officer) who provides expert guidance and support regarding emerging threats from national and international terrorism & extremism.

ANTISOCIAL BEHAVIOUR, VIOLENCE & DISORDER

DATA OVERVIEW

1 April 2022 to 31 December 2022 - OBJECTIVE: Reduce the number of victims of violent crime



Overall violent crime has fallen by 3.2% on five year average figures, with a total of 574 crimes recorded in the reporting period. This includes a drop in both serious assaults (-17.8%) and minor assaults (-2.9%). While reported robberies and crimes of assault with intent to rob have increased from a five year average of approximately 19 crimes to 26 in the current year, this rise was predominantly due to an isolated spike earlier in 2022 and crimes of this type have fallen considerably in the recent period. The detection rate for violent crime overall is 73.5%, which is a small but encouraging rise on the five year average (68.9%), testament to the continued focus and efforts of investigating officers in Inverclyde on this priority.

58 wilful fireraising crimes have been recorded— an increase of 57.6% on the previous five year average. However, the current detection rate is 27.6%, a substantial rise on the five year average rate of 12%. Advice is being issued to all householders regarding the dangers of leaving combustible items in common close areas. Meanwhile, recorded vandalism crimes fell by 4.9% on the five year average, to a total of 400 crimes in the reporting period.

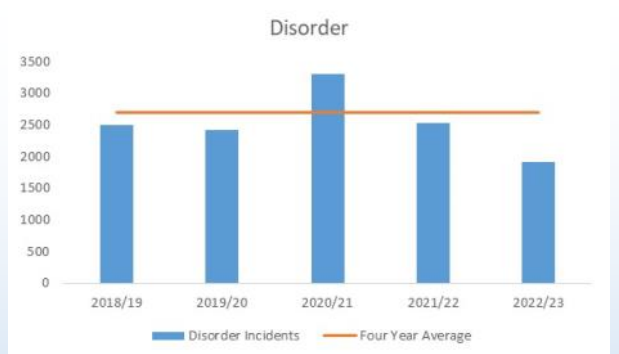
DISORDER & ANTISOCIAL BEHAVIOUR

CONTEXT

1,911 complaints regarding disorder have been recorded year to date, a decrease of 29% on the previous four year average. While the multi-member ward of Inverclyde North continues to account for the highest volume of recorded disorder within the local authority area (with over 31% of reported disorder occurring in this ward), it has also experienced a decrease of 12.5% in reported disorder compared to the previous year.

A festive Action Plan was put in place throughout December to tackle areas where disorder has been highlighted previously. This involved engagement with our key partners at Inverclyde Council Community Wardens, Youth Workers and BTP.

Youth disorder continues to be an issue and we are continually looking at ways to reduce this further with engagement taking place with retailers who have experienced instances of antisocial behaviour, providing advice and support.



SERIOUS ORGANISED CRIME - DATA OVERVIEW

Renfrewshire and Inverclyde Division is committed to pursuing those responsible for supplying controlled drugs throughout the area, through our local drugs initiatives, and to working with partners to support those exploited by organised crime groups. We are also working closely with partners to reduce the numbers of drug related deaths in the Division.

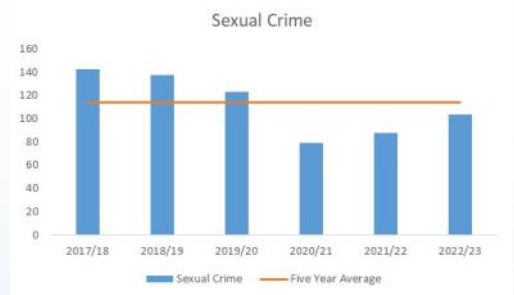
YTD, there have been 36 drug supply detections in Inverclyde, compared to a five year average of 44 detections. Meanwhile, 392 drug possession offences were detected, a decrease of 8.2% on the previous five year average. In Inverclyde, there were 21 confirmed and a further two suspected drug related deaths in the reporting period. This compares to 16 confirmed and three suspected drug related deaths in the same period in 2021.

The Division continues to target serious and organised crime in Inverclyde via the 'Four D' strands - Divert, Deter, Detect and Disrupt and utilises the Management of Risk in Law Enforcement (MoRILE) risk assessment tool to identify and prioritise the SOC networks which pose the greatest threat and risk of harm to Inverclyde's communities.

PROTECTING PEOPLE AT RISK FROM HARM - DATA OVERVIEW

Sexual Crime

104 sexual crimes have been recorded in Inverclyde in the reporting period - a decrease of 8.9% on the previous five year average. The detection rate for sexual crimes has increased by 5.5 percentage points on the five year average, to 51.9%. 34.6% of all recorded sexual crime involved non-recent reporting - a lower proportion than has been noted in the preceding five years (38.6%).

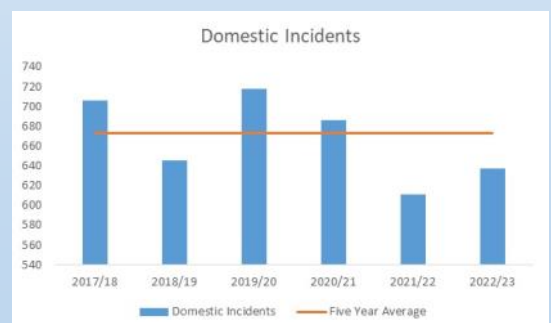


Missing People

In the period April to December 2022, 148 missing person reports have been recorded in Inverclyde, more than double the number recorded in the same period in 2021 (n=62). The increase was most evident in missing person reports involving younger people, with the incidents involving people aged under 20 years rising from 23 to 88 year on year. Repeat missing persons continue to be a concern, with the top five repeat missing people (all of whom were aged under 18 years) featuring in a total of 38 incidents. 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 Inverclyde, 77% of missing people were traced within 24 hours of being reported as missing, with this proportion rising to 91% 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 Inverclyde have fallen by 5.4% on the previous five year average, to a total of 637. 44.9% of all recorded incidents resulted in a crime being recorded – no change on the five year average proportion. The detection rate for domestic crime has increased considerably from the previous five year average of 64.1%, to 74.7% in the current reporting year.

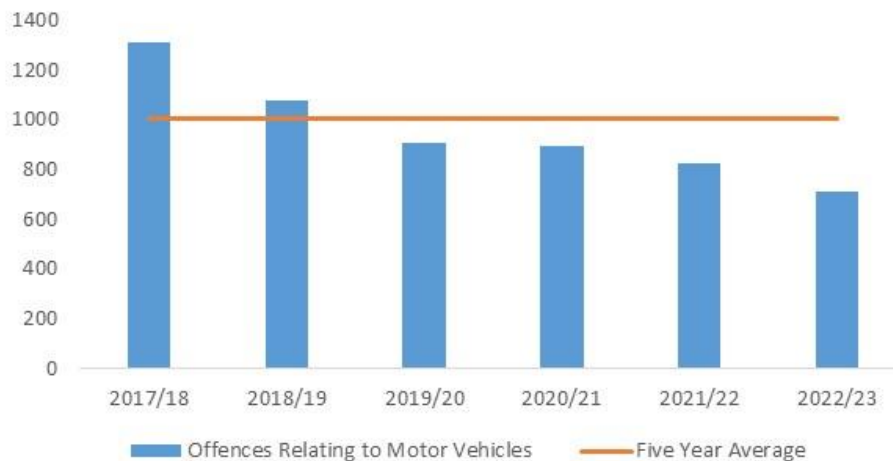


ROAD SAFETY & ROAD CRIME - DATA OVERVIEW

PRIORITY: REDUCE THE NUMBER OF PERSONS KILLED OR INJURED ON OUR ROADS

Road Traffic Casualties		2021/22	2022/23
	Number of persons killed on our roads	1	1
	Number of persons seriously injured	13	18
	Number of persons slightly injured	21	22
	Number of children seriously injured	3	3
Road Traffic Data from 01/04/2022 to 31/12/2022			

Offences Relating to Motor Vehicles



Overall, road casualties have increased by six on the previous year, to a total of 41. While the number of road fatalities remain unchanged on the previous year (n=1), serious injuries have risen from 13 to 18, while slight injuries have increased by one, to a total of 22. While no children have been killed on Inverclyde’s roads, three have been seriously injured in the current reporting year.

Offences relating to motor vehicles have fallen by 28.9% on the previous five year average, to a total of 714. The detection rate for offences relating to motor vehicles is 84.7%, as compared to the previous five year average (87.6%).

Drink and drug driving offences have increased by 35% compared to the five year average, which is 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 - 31/12/2022

<i>Complaints and Allegations received in the Inverclyde Council Area, by Financial Year (Apr – Dec)</i>					
TOTAL COMPLAINT CASES RECEIVED			TOTAL NUMBER OF ALLEGATIONS RECEIVED		
YTD	LYTD	% Change	YTD	LYTD	% Change
53	40	32.5%	93	76	22.4%

<i>Allegations received in the Inverclyde Council Area, by Category, Type and Financial Year (Apr – Dec)</i>			
Allegation Category and Type	PYTD	YTD	% change from PYTD
On Duty - TOTAL	57	55	-3.5%
Assault	9	5	-44.4%
Discriminatory Behaviour	0	1	x
Excessive Force	11	10	-9.1%
Incivility	10	13	30.0%
Irregularity in Procedure	19	22	15.8%
Neglect of Duty	1	0	-100.0%
Oppressive Conduct/Harassment	2	1	-50.0%
Other - Criminal	2	3	50.0%
Other - Non Criminal	2	0	-100.0%
Unlawful/Unnecessary Arrest or Detention	1	0	-100.0%
Quality Of Service - TOTAL	19	38	100.0%
Policy/Procedure	5	9	80.0%
Service Delivery	3	10	233.3%
Service Outcome	11	19	72.7%
Grand Total	76	93	22.4%

A total of 53 complaint cases and 93 allegations have been received in Inverclyde in the reporting period. 55 allegations were 'On Duty' with a further 38 relating to quality service.

3.0 SCOTTISH POLICE AUTHORITY (SPA) CORPORATE STRATEGY 2023-26 CONSULTATION

3.1 The SPA conducted a review exercise to inform proposed outcomes and activities for the Corporate Strategy for the period 2023-26. This included a review of existing outcomes, and delivery against these, a strategic horizon scanning exercise, and a light touch benchmarking exercise against similar oversight organisations. The Authority initially sought open-ended responses to test the conclusions, with a view to consulting more widely and in a more structured way when there is a final draft of the strategy. Inverclyde Council officers responded to this request for comments on 16 January 2023.

3.2 At its meeting of 2 Feb 2023, it was noted that Council Officers will report the comments at the next meeting of this Panel.

3.3 Inverclyde Council's comments on the draft SPA strategic outcomes and implementation plan

The high-level strategic outcomes are viewed as still fit for purpose and reflect a continuation of the strategic direction required to provide a modern, evidence-led, and responsive police service.

The strategic outcomes are reasonable and demonstrate recognition of:

- the importance of increasing public confidence in a transparent and accountable police service through improved community engagement. Community engagement within Inverclyde needs to achieve a greater understanding of the public view on policing at a local level;
- the added value which joint working brings, and a commitment to maintaining effective collaboration with partners. It is necessary to build on the existing foundations of partnership working in Inverclyde in a meaningful way to ensure the ambitions of the strategy can be delivered at a local level;
- decision-making should be based on an evidence-informed approach. There is a need to ensure that resources are targeted towards the differing needs and agreed priorities for local authority areas and the communities within them. Resources also need to adapt to the shifting policing landscape to meet the demands of emerging issues such as cybercrime, while still working towards prevention of other local concerns around crime in Inverclyde; and
- the importance of investing in the wellbeing of the workforce. People are a vital resource to the police and a well-motivated and supported staff will provide a proactive and responsive service to our communities.

The aims of the strategy and activities are clear however they remain high-level and still requires the development of SMART objectives to demonstrate how the aspirational aims will be achieved.

Inverclyde Council welcomes the priorities suggested by the SPA and looks forward to continuing to work in partnership with the Police to improve outcomes for our communities.

3.4 On 13 February the Authority opened an online survey to consult more widely with the members of the public to gain feedback on a final draft of the strategy and implementation plan which now contains specific activity milestones. The survey closes on 6 March 2023. The consultation survey, and a copy of the draft plan and strategy can be accessed here <https://www.spa.police.uk/news/spa-corporate-strategy-2023-26/>

4.0 LOCAL POLICE PLANS 2023 – 2026 CONSULTATION

4.1 Section 47 of the Police and Fire Reform (Scotland) Act 2012 states that a local commander must prepare a local police plan. The planning cycle for the development of the Local Police Plans 2023-26 has commenced. Priorities have been established through the Your Police survey mechanism, which has allowed members of the public and private and third sector organisations to tell local divisions what is important to them, and what they want officers and staff to prioritise during the lifespan of the Local Police Plan.

4.2 The draft Inverclyde Local Policing Plan attached at appendix 2 to this report, has identified the following priorities:

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

The plan outlines key activities, milestones, and performance measures for achieving objectives.

4.3 The legislation also requires the local commander to consult on the local police plan with such other persons as they consider appropriate and subsequently an invitation was made to Inverclyde Council, as a community partner, to respond to the consultation. At its meeting of 2 Feb 2023, it was noted that Council Officers consulted with the convener of the panel and would report the comments at the next meeting of the Panel. These are detailed in section 4.4 below.

4.4 Inverclyde Council’s comments on the draft Local Policing Plan 23-26

Inverclyde Council welcomes the approach and focus set out in the Local Policing Plan 2023-2026, and the recognition of the strong partnership working already well established in Inverclyde that will help support the Police priorities which are aligned to priorities within the Local Outcome Improvement Plan. There are also clear links, shown in the table below, between the Local Police Plan priorities and those identified by Inverclyde Community Safety Partnership’s proposed strategic priorities in keeping our communities safe from harm.

Links between Local Police Plan priorities and proposed Community Safety Partnership priorities

LPP Priority	LPP Focus areas	Links to proposed Inverclyde CSP strategic priority outcomes
Violence, disorder, and Anti-Social Behaviour	<ul style="list-style-type: none"> • Violent crime • Hate crime • ASB/disorder 	There is a reduction in the level of violence and antisocial behaviour within our communities
Protecting Vulnerable People	<ul style="list-style-type: none"> • Sexual crimes • Adult & child protection • Missing people • Domestic abuse • Human trafficking 	Communities in Inverclyde feel safe and are protected, particularly those most at risk
Acquisitive, Cyber and Digital Crime	<ul style="list-style-type: none"> • Drug manufacture, distribution and supply • Money laundering • Quasi-legitimate business enterprises 	

Road safety and road crime	<ul style="list-style-type: none"> • Drink and drug driving • Speeding 	There is a reduction in the number of serious accidents at home and on our roads
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Strong partnership arrangements have been in place in Inverclyde for many years and the Local Policing Plan recognises that as key community planning partners Police Scotland will work closely with local partners to strengthen our joint approaches. The partnership hub within Inverclyde has proven to be an effective mechanism for partnership working, combining swift sharing of relevant information around emerging concerns and encouraging a joint early intervention approach, which is contributing to achieving positive outcomes. The joint approaches advocated within this plan will continually be important in prevention, early intervention, enforcement, and rehabilitation. Coordinating positive messaging and awareness raising will also help to reach wider audiences with concerted efforts of partners working together with Police Scotland.

4.5 Police Scotland provided responses during the consultation period on queries relating to provision of Your Police survey response levels from Inverclyde, evidence used in the determination of priorities for Inverclyde, school liaison work, and links between priorities and activity milestones.

4.6 Under Section 47 of the Police and Fire Reform (Scotland) Act 2012 a local commander must prepare and submit the local police plan to the relevant local authority for approval.

5.0 LOCAL POLICE PLANS – A FRAMEWORK FOR SCRUTINY

5.1 During 2022 the Scottish Police Authority and COSLA worked in partnership with local government representatives to develop new guidance for Elected Members to support their scrutiny of local police planning. The framework for scrutiny was endorsed in December at the COSLA Police Scrutiny Conveners' Forum, which represents scrutiny arrangements for all 32 Local Authority areas.

5.2 At its meeting of 2 Feb 2023, it was noted that Council Officers will report on the new guidance at the next meeting of the Panel.

5.3 This non-statutory national framework for scrutiny is intended primarily for use by Elected Members in local authorities, who are responsible for scrutinising delivery of local police and fire and rescue services. It describes the relationship between the Local Police Plan and other strategic plans at a national and local level and suggests areas where scrutiny may have a focus at different times during the planning cycle. A copy of the framework is attached at appendix 1.

5.4 The framework covers key areas including:

- Principles of scrutiny with reference to other existing guidance documents including Elected Member Notebook: Scrutiny ([Elected Member Notebook: Scrutiny; \(improvementservice.org.uk\)](https://www.improvementservice.org.uk)) and Scrutiny: What Elected Members Need to Know ([Scrutiny: What elected members need to know \(improvementservice.org.uk\)](https://www.improvementservice.org.uk));
- Explanation of a Local Police Plan and its relationship with other plans;
- The three stages of scrutiny – plan development, monitoring progress and performance, and reviewing delivery prior to renewal; and
- Scrutiny checklists

5.5 Officers will now develop proposals for a future Police and Fire Scrutiny Panel on how to engage with the framework to assist in the ongoing scrutiny of the Local Police Plans.

6.0 POLICE SCOTLAND VIOLENCE AGAINST WOMEN AND GIRLS STRATEGY ENGAGEMENT

6.1 Police Scotland continue their public engagement on the development of their Violence Against Women and Girls Strategy with a range of public engagement events between July 2022 and February 2023. The strategy delivery is planned for Spring 2023.

Emerging themes from the public engagement include:

Initial emerging high-level themes:

- Violence taking place in public by a stranger, in private by a spouse, or in private by a family member;
- Victims not reporting due to the perpetrator, a lack of trust in police or having reported with negative outcome; and
- Violence leaves women and girls with a low self-worth, feeling vulnerable, and with various mental health difficulties.

From further analysis, deeper emerging themes included:

- Physical violence by a spouse in private will most often correlate with emotional violence, and vice versa;
- Domestic abuse by a spouse in private where the respondent mentions they have children, will also most often discuss a level of child abuse, or children will be used as a means to control the survivor;
- Negative outcomes after reporting have been related to officer insensitivity or lack of understanding, the process of reporting, and court proceedings which are highlighted to be traumatic for survivors; and
- The most common mental health difficulties for survivors are post-traumatic stress disorder, anxiety, and depression.

Further ideas posted on Dialogue relate to:

- Inclusivity in campaigns for violence against women;
- Domestic abuse training for police officers;
- More accessible reporting and the use of technology for reporting; and
- Safer places out in public.

7.0 FBU STRIKE ACTION

7.1 Following the closure of the strike ballot on 30 January it was confirmed that members of the Fire Brigades Union (FBU) voted in favour of industrial action. The planned industrial action has been postponed following an increased pay offer from Fire and Rescue Service employers

8.0 IMPLICATIONS

8.1 The table below shows whether risks and implications apply if the recommendation(s) is(are) agreed:

SUBJECT	YES	NO	N/A
Financial		X	
Legal/Risk		X	
Human Resources		X	
Strategic (LOIP/Corporate Plan)		X	
Equalities & Fairer Scotland Duty			X
Children & Young People's Rights & Wellbeing			X
Environmental & Sustainability			X
Data Protection			X

8.2 Finance

One off Costs

Cost Centre	Budget Heading	Budget Years	Proposed Spend this Report	Virement From	Other Comments
N/A					

Annually Recurring Costs/ (Savings)

Cost Centre	Budget Heading	With Effect from	Annual Net Impact	Virement From (If Applicable)	Other Comments
N/A					

8.3 Legal/Risk

There are no legal/risk implications contained within this report.

8.4 Human Resources

There are no human resource implications contained within this report.

8.5 Strategic

There are no strategic implications contained within this report.

9.0 CONSULTATION

9.1 There were no consultations required outside those noted in the report.

10.0 BACKGROUND PAPERS

10.1 Local Police Plans: A Framework for Scrutiny; Inverclyde Local Policing Plan - Consultation Draft



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Local Police Plans

A Framework for Scrutiny



Version 1.0
January 2023

Introduction and Context

Local scrutiny is critical to the effective oversight and delivery of local policing across Scotland. Local Authorities were given responsibility for local scrutiny and engagement arrangements by the Police & Fire Reform (Scotland) Act 2012. Scrutiny in this context is the process of holding local commanders to account for delivery of, and improvement in, policing in the area.

This non-statutory national framework for scrutiny is intended primarily for use by Elected Members in local authorities, who are responsible for scrutinising delivery of local police and fire and rescue services. It describes the relationship between Local Police Plan and other strategic plans at a national and local level, and suggests areas where scrutiny may have a focus at different times during the planning cycle.

This Framework has been produced by the Scottish Police Authority (SPA) and COSLA in close collaboration with key strategic partners, including representatives from several Local Authorities. It has been produced in response to a recommendation made in a [Tri-partite Review of Local Police Plans](#), undertaken by the Scottish Police Authority, COSLA and Police Scotland in 2021-22. The work to produce this initial Framework was taken forward by a jointly-chaired SPA-COSLA Short Life Working Group during the summer and autumn of 2022.

The Framework draws and seeks to build on examples of existing good practice from local partners. The document itself should be regarded as being a 'living document', being kept under regular review and adapted in accordance with feedback from users. Elected Members and officers at Local Authority Level will be able to provide feedback on an ongoing basis using the SPA's Engagement Hub – Citizen Space. Also, it is intended that this Framework will be adapted and expanded upon, as appropriate, at a local level to reflect local arrangements, structures and processes, in partnership with the local area commander.

What is a Local Police Plan?

The Police and Fire Reform (Scotland) Act 2012 (S. 47) requires Police Scotland to produce Local Police Plans for each of the 32 local authorities in Scotland.

A Local Police Plan is a document which: describes the main priorities and objectives for policing in the local area; explains the reasons for selecting the priorities and objectives; and sets out the proposed arrangements for delivery of policing to meet the priorities and objectives.

It is important that delivery of an approved Local Police Plan is measurable using performance indicators, so wherever practicable, outcomes (with indicators of progress and performance) should be described for priorities and objectives.

A Local Police Plan should also describe how its priorities, objectives and arrangements contribute to the delivery of other relevant local outcomes, strategies and development plans, including those that are defined through community planning, namely in **Local Outcome Improvement Plans (LOIPs)**.

Local Police Plans should be seen, and therefore scrutinised, through the lens of being Plans that aim to make a positive contribution locally, to both policing-specific matters and wider community concerns. A substantive part of service delivery undertaken by the police service to implement Local Police Plans uses local and national police assets, in partnership with the local authority assets and those from other organisations.

Local Police Plans are produced by Local Commanders. Commanders have a statutory duty to consult with the local authorities when developing a Local Police Plan, prior to obtaining approval from the local authority. As an Elected Member, you have a key role in ensuring that the Plan reflects and addresses local challenges and priorities in your area.

Local Police Plans should be in place for no longer than a three year period before being reviewed, and should be consistent with the latest published version of the Scottish Police Authority's Strategic Police Plan.

Relationship with other Plans

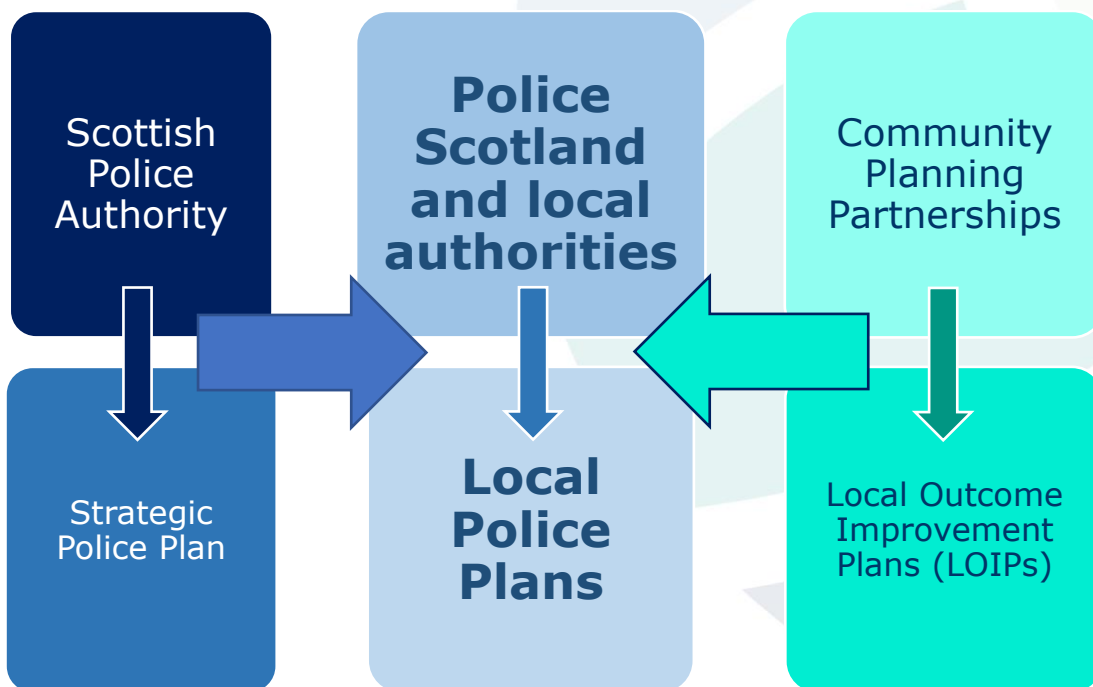
Local Police Plans are part of an integrated suite of strategic planning tools within policing and between policing and communities.

The Police and Fire Reform (Scotland) Act 2012 requires the Scottish Police Authority to develop a Strategic Police Plan in partnership with the Chief Constable. The Strategic Police Plan informs Police Scotland’s approach to all other strategies and implementation plans, ensuring a consistent cascade of purpose for all operational policing in Scotland. Local Police Plans require to be consistent with the Strategic Police Plan, and reviewed whenever a new Strategic Police Plan is published by the Scottish Police Authority.

Local Police Plans should also be consistent with, and contribute to, Local Outcome Improvement Plans (LOIPs). These LOIPs are produced by Community Planning Partnerships, and Police Scotland has a statutory duty to participate in community planning.

Nationally, the Policing Performance Committee of the Authority oversees and scrutinises Police Scotland’s performance in delivering the Strategic Police Plan, Annual Police Plan and operational policing policy. The COSLA Community Wellbeing spokesperson is a member of the Committee. Elected members can access national performance reports and watch the Committee proceedings [here](#).

The Chief Constable also provides updates on policing in Scotland to every Scottish Police Authority meeting. Elected members can access the Board proceedings [here](#).



The Three Stages of Scrutiny

Local authority scrutiny regarding Local Police Plans is especially important at three stages, as each stage has a distinct focus:

Stage 1

Development of the Local Police Plan, prior to its approval by the local authority (engagement, consultation, content and supporting evidence).

Stage 2

Monitoring progress and performance during the life of the Plan's delivery (actions and results – measurable impact on the priorities and outcomes as seen through performance indicators).

Stage 3

Reviewing Local Police Plan delivery prior to renewal (accomplishment of the Plan, continued strategic relevance, what to take forward in the next Plan).

Suggested checklists for use at each of the three stages are located at the end of the document.



Stage 1 Scrutiny

During the development stage of a new Local Police Plan it is suggested that scrutiny focusses on:

- the nature and quality of consultation and engagement activity;
- how the outputs from consultation and engagement activity have influenced the Local Police Plan (alongside other evidence, for example, crime/incident/demand/intelligence data);
- how the Local Police Plan aligns with both the latest published Strategic Police Plan and the relevant Local Outcome Improvement Plan;
- what outcome-based measures (indicators) are proposed for reporting on performance and delivery progress;
- what data/information will be available to Elected Members at the level of the local authority and sub-local authority level, and how this can be accessed; and
- whether what is proposed in the Local Plan can be evidenced in its approach, reflecting research and/or tested policing approaches.

Stage 2 Scrutiny

During the ongoing monitoring stage of Local Police Plan delivery (through regular performance reporting to the local authority) it is suggested that scrutiny focusses on:

- progress by Police Scotland on delivering the objectives in the plan;
- updates on emerging local policing issues outwith the local police plan;
- aspects of progress and performance as it relates to the wider Community Planning Partnership and Police Scotland;
- changes to the policing performance indicators;
- the range and quality of both numeric (quantitative) and narrative (qualitative) evidence being used to evidence progress and impact across both crime-related as well as non-crime demand, such as antisocial behaviour, roads policing matters, public welfare concerns and major events policing;
- external (non-police) evidence, information and opinion from across the partnership; and
- clear demonstration of collaborative partnership working, both being led or contributed to by Police Scotland.

Members are encouraged to refer to the Improvement Service resources on scrutiny for further advice on scrutiny methods, tools and approaches.

Stage 3 Scrutiny

When a Local Police Plan approaches its completion or is otherwise due for review/renewal, it is suggested that scrutiny focusses on:

- what has been achieved during the life of the Plan, with reference to completion of the objectives and measurable performance change;
- how has policing contributed, through the Local Police Plan, as a partner to delivery of the LOIPs and other relevant local outcomes, strategies, development plans;
- how the selected priorities in the Local Police Plan now compare with other priorities; and
- what factors could be considered valuable in shaping the next Local Police Plan.

Suggested Scrutiny Checklists

These checklists have been developed to help Elected Members at each stage in the cycle of the Local Police Plan development, delivery and review.

Stage 1 Development of a Local Police Plan	Checklist
Police Scotland provide a sufficient consultation period with communities/stakeholders in developing the Local Police Plan (3 months minimum), including with Elected Members	
Findings from consultation/engagement activity are included in Local Police Plan or otherwise available for review/inspection	
Consultation/Engagement processes and methods are accessible and inclusive to communities, and relevant local partners and other stakeholders	
Selected Priorities and Objectives in the Local Police Plan take account of Consultation/Engagement Outputs	
Broader policing evidence is presented in the Local Police Plan to justify selection of Priorities and Objectives, reflecting research and/or tested policing approaches e.g. crime, incident, demand, intelligence information	
The Local Policing arrangements are articulated in the Local Police Plan. Arrangements might include how local policing teams are organised across the local authority and the local command structure, and reference to key premises such as HQs, and local police stations	
Sufficient explanation is given on how the policing arrangements are expected to deliver against the Priorities and Objectives	
Outcome measures for the Priorities/Objectives are defined in the Local Police Plan	
Baseline measures are provided for the Outcome measures	
Links to wider relevant local outcomes, strategies, development plans and community planning outcomes (the LOIPs) are articulated in the Local Police Plan	
The Local Police Plan is consistent with the most recently published Strategic Police Plan, especially the priorities, objectives and outcomes in the Strategic Police Plan	
Sufficient notice and time (months rather than weeks) is given to the local authority to review and comment on the draft Local Police Plan prior to its approval	
Feedback from the local authority should be responded to by Police Scotland, with an explanation given for why points raised have been taken on board or otherwise	

Stage 2 Delivery of a Local Police Plan	Checklist
Delivery milestones (where set in the Local Police Plan) are being met	
Numeric / quantitative performance measures are being reported consistently – if not, is a satisfactory explanation provided given?	
Numeric / quantitative performance measures are moving in the expected direction – if not, is a satisfactory explanation provided given?	
Narrative / qualitative performance information is being reported in sufficient detail and depth– if not, is a satisfactory explanation provided given?	
Emerging or high-risk issues outwith the Priorities in the Local Police Plan are being reported, alongside detail of how these are being addressed and implications, if any, for delivery of the Plan	
Best practice and other successes are being identified in performance reports	
Where performance is unsatisfactory, explanation is given on what actions will be taken and when performance levels will be expected to improve by	
Performance reports outline anticipated performance (or challenges to performance) in the period ahead (e.g. the quarter or six-month period ahead)	
Clear demonstration of collaborative partnership working is provided, both being led or contributed to by Police Scotland	
Stage 3 Review of a Local Police Plan	Checklist
A review of the existing Local Police Plan is being carried out by Police Scotland with the local authority and will report findings to Elected Members	
Stakeholders, including Elected Members, are invited to contribute to the review	
The review covers progress made and an assessment of measurable performance change	
Changes to the strategic landscape are considered as part of the review	
The review has identified areas to be taken on board when preparing the next iteration of the local police plan.	

Sources of Support

In addition to support from officers in relevant local authorities, the Scottish Police Authority and COSLA welcome enquiries and contact from Elected Members involved in the scrutiny of Local Police Plans and local policing.

The Scottish Police Authority and COSLA, in partnership with local area commanders, are also supportive of local authorities adapting and building on this framework document to better meet local circumstances and arrangements, and would be able to provide assistance if this is required.

For support regarding any aspect of Local Police Plans please contact:

- **Scottish Police Authority**
SPAStrategyandPerformance@spa.police.uk
- **COSLA** info@cosla.gov.uk
- **Your local police commander**

Improvement Service

The Improvement Service produces Community Planning Outcomes Profiles to support Elected Members to help you assess if the lives of people in your community are improving. They contain a set of core measures on important life outcomes including early years, older people, **safer/stronger communities**, health and wellbeing, and engagement with local communities. The Profiles also give you a consistent basis for measuring outcomes and inequalities of outcome in your area.

[Community Planning Outcomes Profile | Improvement Service](#)

Providing Feedback

The Scottish Police Authority and COSLA intend to update this document, based on feedback from Elected Members and local officials who have been making use of it.

Reviews will take place at various points in the three stages of the local scrutiny cycle:

Stage 1 review – expected Summer 2023

Stage 2 review – expected at regular intervals between late 2023 and late 2025

Stage 3 review – expected Winter 2025/2026

Please provide your feedback on using this document to support your scrutiny activity by clicking [here](#) – the link takes you to the Scottish Police Authority’s Citizen Space engagement hub.

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Engagement Hub Find Activities

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COSLA

Local Police Plans - A Framework for Scrutiny Feedback

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Inverclyde Local Policing Plan

Public Consultation Draft

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Foreword

As Divisional Commander I am pleased to introduce the Inverclyde 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

Inverclyde is located on the west coast of Scotland and is one of the smallest local authorities in Scotland. Located at the mouth of the River Clyde, Inverclyde has a proud history in shipbuilding which continues to be evident throughout the area.

Local officers and staff provide policing to a population of 77,060 people covering an area of 62 square miles. The area is a mixture of urban and rural areas including Greenock, Port Glasgow, Gourock, Inverkip, Kilmacolm, Wemyss Bay and Quarriers Village.

Inverclyde is home to a number of popular visitor attractions including Finlaystone Park, Clyde Muirshiel Regional Park and the Waterfront Leisure Complex. The Ocean Terminal in Greenock is also a regular stop for cruise ships from all over the world with around 60 of the largest liners calling each year.

Inverclyde has a diverse and vibrant range of communities and we aspire to meet the needs and interests of 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 change 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		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 Inverclyde

Inverclyde is a popular tourist area of Scotland attracting visitors from all over the world. With an increasing number of cruise ships visiting the area, visitors are attracted to events such as the British Pipe Band Championship, Gourock Highland Games and the Meliora Festival.

Inverclyde has an estimated population of 77,060 which is predicted to decline by 6.1% in the following 5 years. With a higher than national average of the population being over 60 years old, 21% of Inverclyde's population is of pensionable age.

There is a strong sense of community throughout the area and a recent survey indicated that 86% of residents believed Inverclyde was a very or fairly good place to live. 77% of respondents to our recent Renfrewshire & Inverclyde Police Survey said they feel safe or very safe in the local area.

Like many other local authorities, Inverclyde does have areas of deprivation and the associated social challenges. Life expectancy is lower than the national average for Inverclyde whilst 23% of children in Inverclyde are living in poverty.

The Scottish Index of Multiple Deprivation has highlighted that persistent levels of deprivation within a number of Inverclyde communities. With this in mind, tackling inequalities and building safer healthier communities is essential.

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

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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 Air Support, Dog Branch, Mounted Unit, Negotiators and Firearms Units.

Inverclyde Local Outcome Improvement Plan (LOIP)

The Inverclyde Local Outcome Improvement Plan 2017-2022, was extended for a further year and will be refreshed in 2023. This is a key element in the delivery of service at a local level, sets a clear focus for Inverclyde with the vision of 'Nurturing Inverclyde: Getting it right for every Child, Citizen and Community'.

Strategic priorities were identified:

- Population
- Inequalities
- Environmental, Culture and Heritage

Police Scotland is committed to working with our partners to deliver the outcomes for Inverclyde and will continue to collaborate with community partners to develop new and innovative ways of working. As key partners in the Inverclyde Community Partnership Hub we work closely with the local authority and various other 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.

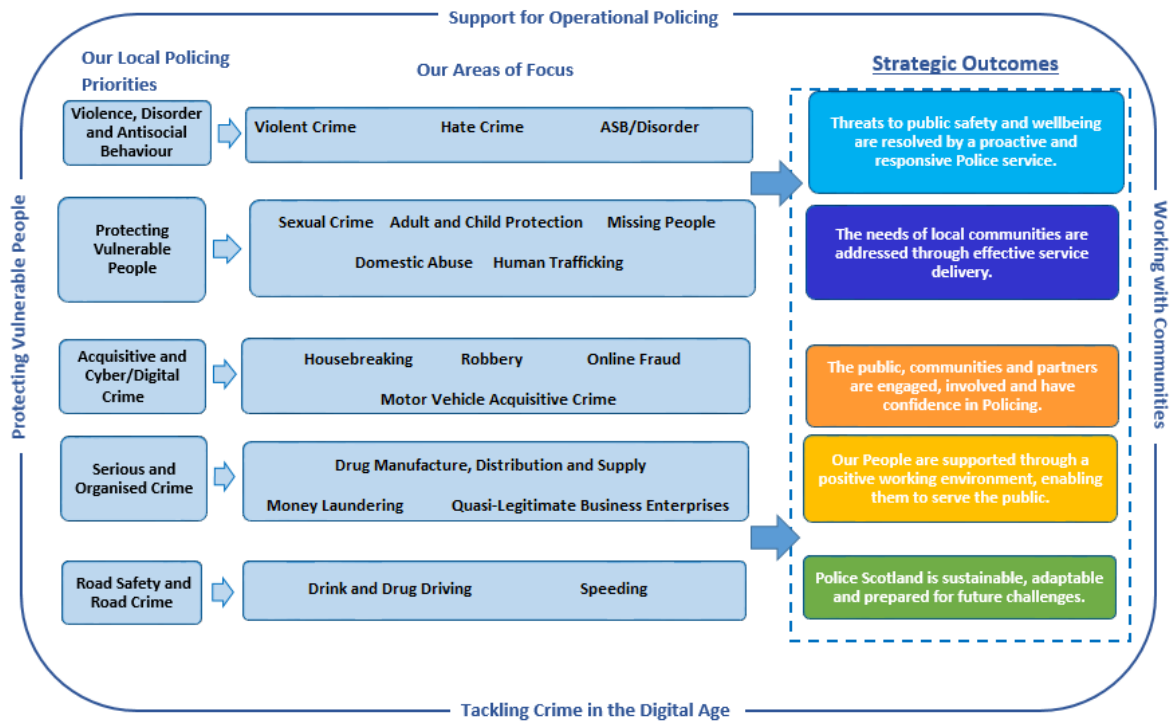
This feedback was captured and used to shape the final version of the plan. To further shape our future priorities and outcomes referenced in this plan we also considered the following sources:

- Inverclyde Council's Strategic Needs Assessment 2022
- Community consultations
- Inverclyde Community Planning Partnership Local Outcome Improvement Plan 2019-22
- 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 Inverclyde and how we will structure 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**



Public Consultation

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 Inverclyde 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 Inverclyde

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 Inverclyde 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 Inverclyde'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

Update expected: Y1-3 Q3

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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
- Design and implement local engagement initiatives

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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 Inverclyde

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

Performance measures and insights:

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- 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

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.

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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 Inverclyde
- 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

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

Key milestones:

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- 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:

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- 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?

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Public Consultation Draft

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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. Inverclyde 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

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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

Greenock Police Station

160 Rue End Street

Greenock

PA15 1HX

Dial 999 for an emergency that requires urgent police attention.

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

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

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

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

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

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

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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 [\(TBU\)](#)

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/>.

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

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