ANNUAL POLICING PLAN

2016 – 2017

CHAIRMAN'S FOREWARD

The Annual Policing Plan for 2016-2017, effective from 1st April 2016, sets out the action areas and delivery plans for the Royal Gibraltar Police (RGP) for the period of 12 months ending 31st March 2017.

The views and comments of the public, obtained through the Authority's annual public consultation survey have been taken into account.

The Governor and the Government have submitted their priorities and these are reflected in the Plan.

The Commissioner of Police was consulted at length by the Authority and his vision, contained in the RGP's Strategic Plan, afforded due consideration.

The Plan identified five policing priorities, namely –

- Counter-terrorism and protecting our internal security;
- Victim-based crime and public order;
- Anti-social behaviour;
- Safer roads;
- Our commitment to the public

The Authority sets out the actions to be taken by the RGP towards delivering the relevant plans.

The threat of terrorism is global and, once again, the prime area in this year's Plan is the provision of security and safety.

The Authority looks to the RGP for excellence of service, delivered efficiently and effectively.

J. Gonçalves

Annual Policing Plan 2016/17

The RGP's Mission Statement

The RGP's core mission is to protect Gibraltar from crime and make it a safe place to work and live. They will do this by upholding the law fairly and firmly; preventing crime and anti-social behaviour; keeping the peace; protecting and reassuring the community; investigating crime and bringing offenders to justice.

They will do this through their core values of integrity, fairness and professionalism

Developing our Policing Plan Priorities

Our priorities, which form the core of our Policing Plan, are determined in collaboration with the RGP. We engage with the community and listen to concerns and thereby adapt how policing is delivered in Gibraltar.

This allows the Force to build a bespoke service specifically for the needs of those who live in and visit Gibraltar.

The RGP's resources are finite as it is required to operate within the limits of an annually approved budget. Notwithstanding the Force is faced with an ever increasing demand profile. Managing the provision of an effective service within these financial constraints is challenging. The Government and the Authority are aware of these constraints and therefore require the RGP to conduct an internal assessment of all its processes and procedures in order to maximise and prioritise its resources. The Government and the Authority further require the RGP to submit an evidence based proposal for additional human resources if that is determined by the assessment. This should encompass the creation of new units as necessitated by legislative advancements.

The Authority is pleased that Government has enlarged police operational premises with the opening of the new Central Police Station and is further enthused with Government's announcement of a new bespoke Police Headquarters building. The Authority expects the RGP to fully engage with Government on this project in order that the public's needs are met.

The RGP is committed to an ethos of continuous improvement, which the Authority welcomes. To achieve this the Authority expects the RGP to take into account of and action the recommendations contained in the 2016 HMIC Report within the time scales set out therein and to take stock of recent assessments on capability and capacity undertaken by the City of London Police Economic Crime Directorate and the National Crime Agency.

The provision of effective customer care is key to the success of any people organisation and the RGP is no exception. The Authority continues to require the RGP to build upon the advances it has already made in customer focus.

Policing Priorities

Counter-Terrorism and Protecting our Internal Security

Unfortunately, the global threat from terrorism remains high and is becoming more diverse and complex in how it is manifested. Gibraltar, in line with other western countries, must remain vigilant to this phenomenon. The RGP must continue to undertake its responsibilities in protecting Gibraltar's internal security and augment, together with strategic partners, Gibraltar's security posture. The RGP will continue to develop different methodologies to engage and work with partners in a coordinated way to deter, detect and disrupt terrorist activity.

Delivery Plan: The RGP will

1. devise and implement a Gibraltar CONTEST strategy, continue delivering Project Citadel and undertake operations designed to protect our national security and support the matters arising in the Strategic Threat and Risk Assessment (STRA);
2. provide up to date protective security advice and guidance to residents and businesses;
3. engage with community groups to highlight concerns about terrorism and extremism;
4. make full use of existing and emerging technology to complement our service delivery;
5. engage in a programme of exercises specifically designed to test its [and strategic partners'] preparedness to effectively deal with a terrorist incident and major emergencies.
6. Endeavour to maximise the effectiveness of our armed response team actions by frequent training and refresher courses

Victim-Based Crime and Public Order

Gibraltar remains a safe place to live, work in and visit and it is incumbent on the RGP to continue to focus on those areas that intelligence and our community tell us are the most important. Tackling this area entails intelligence led enforcement as well as awareness and education. The focus will cover both land-based and maritime operations and responsibilities. Gibraltar hosts a number of high-profile events annually – collaborative working with partners will ensure that planning for large scale events is supported with a proportionate and effective policing plan.

Delivery Plan: The RGP will –

1. continue to provide reassurance, crime prevention advice and expand awareness programmes on the use of the internet to all sectors of the community;

2. conduct intelligence-led policing operations and patrols, on land and at sea to combat all forms of crime including illegal fishing activity and the targeting of drug trafficking;

3. together with key strategic stakeholders, the RGP will aim to reduce repeat offending and repeat victimisation by devising and implementing appropriate measures;

4. maintain our focus on incidents of domestic violence and child protection;

5. devise measures that will govern large scale community and sporting events in order to provide for public safety;

6. enhance their understanding of cyber crime and train their officers in the skills necessary to investigate cyber crime effectively;

7. adopt a collaborative approach with key partners to address the threat from economic crime and fraud; and

8. ensure victims can easily report crime and thereafter, receive a professional response.

Anti-Social Behaviour

Neighbourhood Policing is at the core of the RGP's service delivery to the community. Anti-Social Behaviour (ASB) takes many forms but it all affects the quality of life of those who live and work in Gibraltar, and often those who visit. Prevention is a key element of the RGP's approach to ASB but when it occurs they will deal with it effectively, ensuring victims receive excellent quality of service, particularly if they are vulnerable members of our community.

Delivery Plan: The RGP will -

1. in partnership with key strategic stakeholders, engage with community groups to identify and address the ASB concerns of individuals and groups;

2. design and deliver a strategy together with training on dealing with vulnerable adults, in particular those suffering with mental health issues;

3. deploy resources to provide a visible policing presence in the neighbourhoods in support of the STRA;

4. assess and review the way in which it engages in partnerships with community stakeholders in order to reduce crime, the fear of crime and enhance their service to the community; and

5. act on feedback from the survey about how they have dealt with ASB to improve their service delivery.

Safer Roads

Road Traffic management is, and will remain a challenging area given Gibraltar's finite road space and congestion Reducing the number of people injured on Gibraltar's road is a goal we share with partners through implementation of the Government's Sustainable Traffic, Transport and Parking Plan and through enforcement and education, whilst at the same time improving road use for all users.

Delivery Plan: The RGP will -

1. proactively target offenders who use the roads to cause danger to other road users;
2. review the effectiveness of Operation Roadwatch by considering its ability to impact on reducing road traffic collisions and improving the safety of road users;
3. make use of traditional and social media to encourage good road-user behaviour, paying particular attention to vulnerable road users (pedestrians, cyclists and motorcyclists);
4. investigate serious accidents, support victims and their families and, where appropriate, prosecute offenders that flout road safety laws; and
5. engage with stakeholders on the RGP's contribution to the success of HM Government of Gibraltar's Sustainable Traffic Management Plan.

Our Commitment to the Public

Effective communication is the key to success not least when faced with the perceptional challenges attaching to policing. The RGP enjoys a very good reputation both locally and internationally and a great deal of this is down to effective communication. The Authority urges the RGP to continue with its incremental style of community engagement through traditional and social media, with dialogue as the basis for this engagement.

The Authority is encouraged by the openness of internal communication and applauds initiatives such as the Suggestion Box, SMT feedback and the SMT drop in clinic all of which

serve to foster communication flow and dialogue. It therefore urges the RGP to continue the momentum, look to embed these communication streams and identify new ones.

Delivery Plan: The RGP will -

1. implement and embed effective internal and external communication processes that facilitate dialogue and feedback among all the RGP's people and as between the RGP and the community respectively.

2. maintain or increase the volume and quality of public awareness information delivered through its traditional and social media outlets.

3. solicit information of community concerns through its social media platforms.

4. continue to promote equality, diversity and inclusivity in the workplace and conduct at least one awareness campaign during the currency of this plan.