
NORTH AYRSHIRE COUNCIL

7 February 2023

Police and Fire and Rescue Committee

Title: Local Police Plan 2023-26

Purpose: To enable the Committee to consider the North Ayrshire Local Police Plan 2023-26.

Recommendation: The Committee is asked to consider the terms of the North Ayrshire Local Police Plan 2023-26 and thereafter to delegate any further proposals or comments to the Chair and Clerk to respond to the Consultation on the Committee's behalf.

1. Executive Summary

- 1.1 The North Ayrshire Local Policing Plan 2023-26 is attached at Appendix 1.
- 1.2 In terms of Section 47 of the Police and Fire Reform (Scotland) Act 2012 each Local Police Commander must prepare a Local Policing Plan setting out the main priorities and objectives for the policing of each Local Authority Area. This must be approved by each Local Authority.
- 1.3 The North Ayrshire Local Policing Plan 2023-26 has been updated following feedback from Committee members at an Elected Member Briefing session delivered by Superintendent Frew on 12 January 2023.
- 1.4 The purpose of this report is to give the Committee an opportunity to consider the revised Plan. The Committee is invited to consider any further proposals or comments on the draft Plan and to delegate authority to issue a final response to the Chair and Clerk.

2. Background

- 2.1 In terms of Section 47 of the Police and Fire Reform (Scotland) Act 2012, the Local Policing Plan must:-
 - Set out the main priorities and objectives for the policing of the Local Authority area;
 - Explain the reasons for selecting each of those priorities and objectives;
 - Set out the arrangements for the policing of the Local Authority's area and how these are expected to achieve the main priorities and objectives;
 - Where reasonably practicable, identify outcomes, against which the priorities and objectives can be measures; and
 - Describe how those priorities, objectives and arrangements will contribute to the delivery of local outcomes which are identified by community planning.
- 2.2 When preparing the plan, the Local Commander must consult widely. The Plan has been produced after local, public consultation and data gathering and engagement with the Community Planning Partnership. The plan highlights the "locality partnership

model” tailored to meet local needs and deliver a wide range of services.

2.3 There are five policing priorities detailed in the Plan. These are:-

- Serious Crime
- Violence Against Women and Girls
- Safer Communities
- Community Wellbeing
- Road Safety

2.4 The Local Policing Plan for 2023-26 continues to be reflective of Community Planning Partners’ priorities and is aligned with Police Scotland’s and the Scottish Police Authority’s Joint Strategy for Policing, “Policing for a safe, protected and resilient Scotland”, together with Police Scotland’s national priorities for policing:

- Protecting vulnerable people;
- Tackling crime in the digital age;
- Working with communities; and
- Support or Operational Policing.

2.5 The key priorities and objectives set out in the plan will be monitored and success measured in accordance with the national performance framework. Performance reports and updates will be reported to Committee through the Local Policing Commander’s reports to Committee.

2.6 Following Members’ comments, the section on Local Policing Delivery Context in the draft Plan has been updated to include a reference to Campus Officers as being integral to the delivery of policing services from their designated schools, feeder primary schools and surrounding areas.

2.7 The consultation on the Plan closes on 13 February 2023.

3. Proposals

3.1 The Committee is asked to consider the terms of the Local Policing Plan 2023-26 and to delegate any further proposals or comments to the Chair and Clerk to respond on the Committee’s behalf by 13 February 2023.

4. Implications/Socio-economic Duty

Financial

4.1 None.

Human Resources

4.2 None.

Legal

4.3 None.

Equality/Socio-economic

4.4 Police Scotland will assess the plan for equality and socio-economic outcomes.

Climate Change and Carbon

4.5 None.

Key Priorities

4.6 The Plan has implications for the Council priorities of working together to develop stronger communities and supporting all of our people to stay safe, healthy and active.

Community Wealth Building

4.7 None.

5. Consultation

5.1 Police Scotland have consulted on the content of the Local Policing Plan. As stated, Elected Members met with Superintendent Frew and provided initial comments on the draft Plan.

Aileen Craig
Head of Democratic Services

For further information please contact **Raymond Lynch, Senior Manager (Legal Services)** by email to raymondlynch@north-ayrshire.gov.uk.

Background Papers

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North Ayrshire Local Policing Plan

2023 – 2026

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Foreword

In developing our Local Police Plan for 2023-2026 we have built on the foundation of the preceding plan and taken cognisance of the unprecedented demand experienced by policing and our wider public services in the past two years. There is undoubtedly continued socio-economic challenges for our communities, however the Community Planning Partnership (CPP) in North Ayrshire is working tirelessly to ensure that we can collectively mitigate challenges for the most vulnerable.

The CPP is working together with positivity and optimism and share North Ayrshire's vision of 'Fair for All' that seeks to address poverty and inequalities in our communities. North Ayrshire have been instrumental in developing a Community Wealth Building approach across Ayrshire and we are proud to have signed up as an Anchor institution. Ayrshire Police Division recognises that reduced poverty and increased opportunity are the foundations for a safe and thriving community and we are looking forward to contributing wherever possible to support positive change.

Alongside partners, we are supportive of the NHS Ayrshire and Arran strategic plan of Caring for Ayrshire. We recognise that the police respond to many incidents for which we are not always the most appropriate agency but we are available at the time of crisis. This is more so when dealing with individuals with mental health or substance use challenges. Using a partnership approach we will be seeking innovative ways that we can support and sign-post the most vulnerable to engage with services that will provide the right care, in the right place, at the right time. With our professional support we will seek to achieve sustainable outcomes for individuals and families.

In January 2022, Ayrshire Division established a Community Wellbeing Unit to take an innovative trauma-informed operational approach to supporting people who are unable to break the cycle of offending and addiction or are involved in anti-social or disruptive behaviour. Working with partners, officers seek to build trusted relationships with individuals to give them the confidence to set personal goals. This involves identifying or developing pathways and support networks that will enable them to achieve positive outcomes. Partnership working is key to the success of this work and there have already been excellent connections made with a range of statutory and third sector partners, which is reflective of North Ayrshire's Local Outcomes Improvement Plan focus on 'Wellbeing'.

Our Local Police Plan incorporates Police Scotland's national priorities and strategic outcomes, but just as importantly focusses on priorities that are reflective of our CPP commitments. Our areas of focus are cognisant of North Ayrshire Council's Local Outcome Improvement Plan 2022 - 2030 and the supporting Safer Communities Delivery Plan.

The delivery of a responsive policing service with a commitment to public protection is central to our local operational delivery. As you can see from our 'Plan on a Page' our areas of focus are those crimes and incidents that have the most impact on our communities. We are also committed to the less visible policing response that supports survivors of physical and sexual abuse.

In a positive step to support those who have experienced Domestic Abuse, a Multi-Agency Risk Assessment Conference (MARAC) has been established in North Ayrshire. This involves North Ayrshire Council, NHS, Woman's Aid, ASSIST and the police. MARAC protects victims of domestic abuse who are at risk of significant harm.

The community has an expectation that their local police service will respond to issues that cause them the greatest concern, such as anti-social behaviour. Officers have an excellent working relationship with North Ayrshire Council and the Connected Communities team; regularly undertaking joint working to address local issues. This has also seen the welcomed investment by the Council to provide quad bikes that improve our capability to patrol. This will be particularly beneficial in developing our already well established Safer Shores plans.

Organisationally, although not specifically detailed in this Plan, we are focussed on sustainability and our responsibilities in respect of climate change. We are progressing with Police Scotland's fleet strategy to have all our vehicles replaced by Ultra Low Emission Vehicles (ULEV) by 2030.

The next three years will present challenges to the communities in North Ayrshire and we are committed to delivering a professional and compassionate policing service that complements our partner's priorities and addresses local concerns.

We police through the consent of our communities and three key aspects that influence public confidence, namely: police visibility and accessibility, community engagement and by positively demonstrating our values and behaviours.

We value and respect the opinion from all members of our community and we would invite and welcome residents and partners continued engagement.

Further information can be found in our consultation and engagement hub at:

<https://consult.scotland.police.uk/>

Chief Superintendent Faroque Hussain

Local Police Commander, Ayrshire Division

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Introduction

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

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

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

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

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

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.

The following strategy documents helped shape the Local Policing Plans for Ayrshire:

- 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

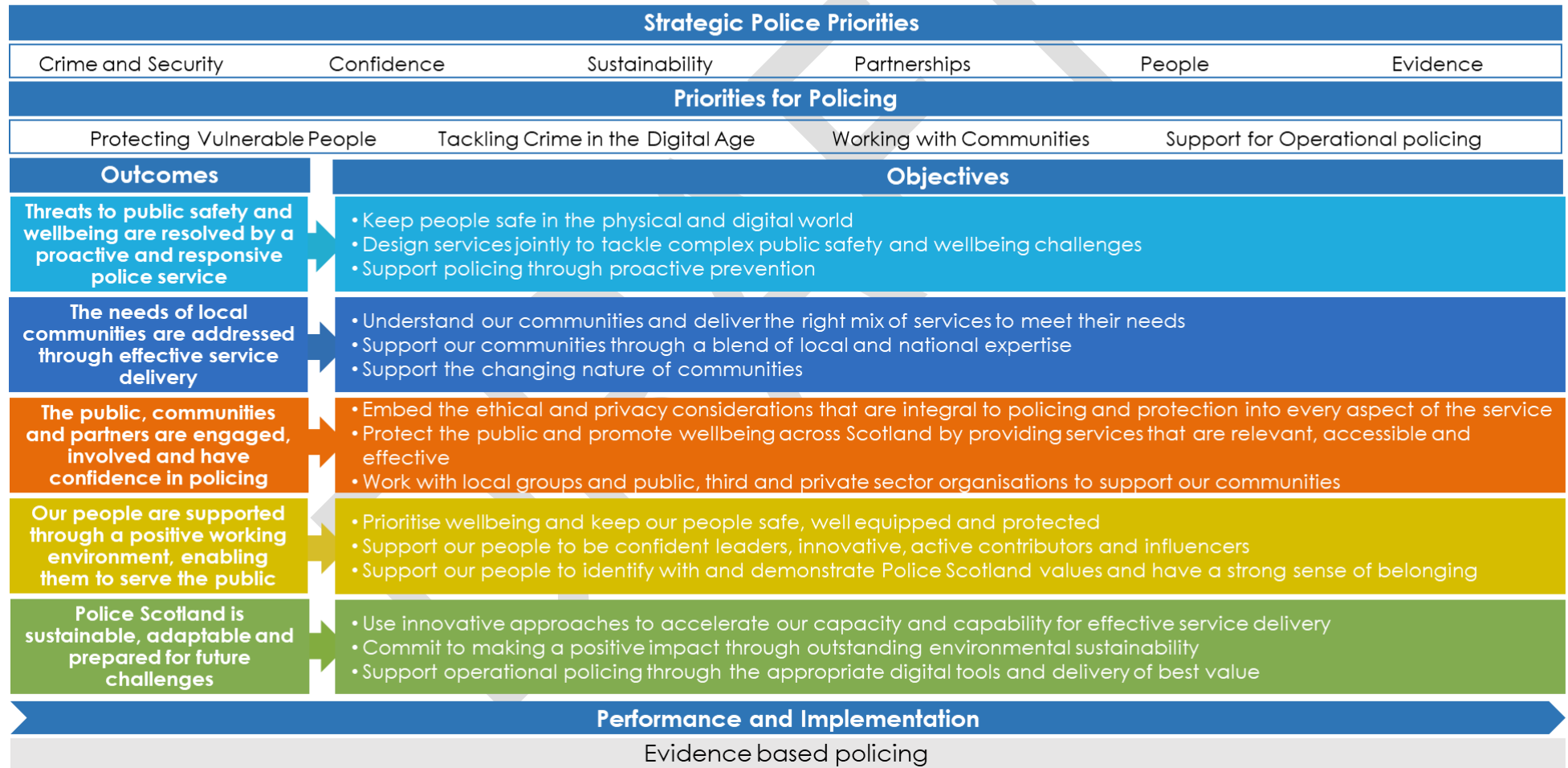
In order to achieve the outcomes, Police Scotland has developed the following enabler strategies:

- 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

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



Local Policing Delivery Context

Ayrshire Police Division is committed to providing a professional, compassionate and effective policing service to all the communities of North Ayrshire. We do not do this in isolation and work closely with the Community Planning Partnership (CPP) to ensure we collectively deliver services that meet the needs of individuals and communities.

The CPP is committed to the vision of 'Fair for All' that seeks to address poverty and inequalities in our communities. The revised Local Outcomes Improvement Plan will drive this forward with a strategic focus on Work, Wellbeing and World. Through our commitment to Community Wealth Building and our local approach to wellbeing we will be active partners and contributors.

This Local Police Plan is also complementary to the Safer North Ayrshire Strategy and delivers against the following priorities:

- Reducing crime and anti-social behaviour
- People feel safe and vulnerable people are protected
- Improving road safety

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

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

The safety of the community and our officers is of primary concern when responding to incidents. We have specially trained officers equipped with TASER who are on patrol and deployable at all times should they be required.

We also have dedicated teams for Community Engagement and Community Wellbeing so that we can undertake problem solving with community and partners. These links are strengthened with every secondary school benefitting from a Campus Officer jointly funded by North Ayrshire Council and Police. These officers are integral to the delivery of policing services for their designated schools, feeder primary schools and surrounding areas.

There is also a range of specialist resources in Ayrshire that are deployed to support local resources as and when required, these include the Criminal Investigation Department, Roads Policing, Domestic Abuse Investigation Unit and Rape Investigation Unit.

North Ayrshire also benefits from access to regional and national specialist resources that will deploy to the area to support local resources, for example: Air Support, Negotiators, Mounted Branch, Dog Branch, Police Search Advisors and the Marine Unit.

The detail contained within this Local Police Plan focusses on the operational activity that collectively contribute to achieving the following strategic outcomes:

- Threats to public safety and wellbeing are resolved by a proactive and responsive police service.
- The needs of local communities are addressed through effective service delivery.
- The public, communities and partners are engaged, involved and have confidence in policing.

Although not contained in this document Ayrshire Division's leadership team promote and drive activity in support of the remaining two outcomes, namely:

- Our people are supported through a proactive working environment, enabling them to service the public, and
- Police Scotland is sustainable, adaptable and prepared for future challenges.

To achieve these outcomes Police Scotland has created and implemented a range of enabler strategies as detailed on page 7 of this Plan. As a consequence, there is a wide range of activity and developments being meaningfully progressed internally.

The safety and wellbeing of our officers and staff are at the heart of Police Scotland's commitments. We strive to create an environment for our staff to be able to work effectively and equip them to make decisions, ensuring they are trusted and empowered to do so.

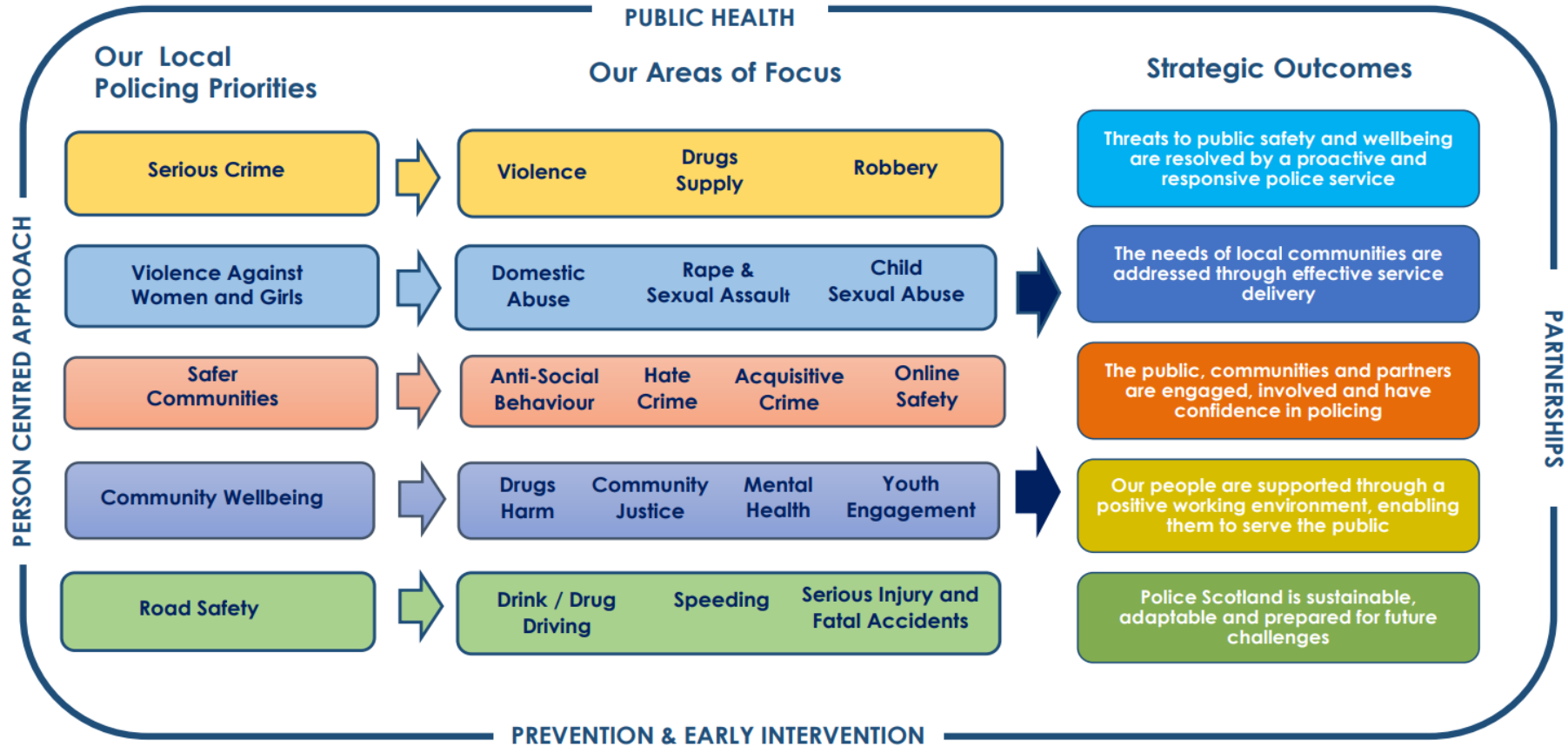
Ongoing political, technological, economic and societal changes as well as unforeseeable emergencies on a local and global scale require the police service to adapt. This includes working to reduce the impact of our activity, estates and fleet on the environment. Police Scotland aims to make a significant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

Our Plan on a Page



Plan on a Page North Ayrshire

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



Local Priorities, Objectives and Milestones

The priorities for North Ayrshire are decided by data from our strategic assessment that details national and local threats and risks. They are also informed by feedback from North Ayrshire Council colleagues, Community Planning partners, and importantly by residents through the 'Your Police' survey.

Whilst this plan spans a three-year period, we recognise that the issues affecting our communities and the associated demands on our service are changing and will continue to change. This will require us to review our approach periodically and dynamically throughout the duration of this plan to ensure that:

- We are continuing to focus on the priorities identified through assessment and input from the public and stakeholders things.
- Our people are suitably equipped and supported to deal with demands.
- Our approach remains effective and sustainable for the future.

We police with the consent and support of our communities so it is important that you continue to let us know what you think of policing in your area and what our areas of focus should be.

Local Police Plans (LPPs) are an intrinsic part of our planning framework and are key to the delivery of positive outcomes for the communities we serve. Ayrshire Division is committed to supporting Police Scotland's national priorities for policing:

- Protecting vulnerable people
- Tackling crime in the digital age
- Working with communities
- Support for Operational Policing

Our focus in North Ayrshire over the next three years will be on the following local priorities:

- Serious Crime
- Violence Against Woman and Girls
- Safer Communities
- Community Wellbeing
- Road Safety

Local Priority: Serious Crime

Area of Focus:

- Violence

Local Objective:

- Deliver an effective policing response and work in partnership to reduce violence and prevent further offending.

Milestones:

- Understand the impact of violence in communities and effectively manage the policing response through best use of management information and analysis.
- Maximise intelligence gathering to target those involved in violent crime and use of weapons.
- Analyse violence used against police officers, police staff, emergency workers and retail staff to identify learning for future mitigation.
- In conjunction with partners, work with potential offenders to divert them from criminal activity

Update Expected: Quarterly

Performance Measure and Insights:

- Crime trends relating to the range of violent crimes
- Qualitative information that demonstrates the impact of our preventative partnership initiatives, and intelligence led operations in protecting our communities from identified threats, risk and harm

Area of Focus:

- Drugs Supply

Local Objective:

- Conduct intelligence-led enforcement activity on groups and individuals involved in the supply of illegal drugs.

Milestones:

- Maximise intelligence opportunities to disrupt serious organised crime groups operating in our local area and seize their assets.
- Carry out proactive enforcement activity on groups and individuals involved in Serious and Organised Crime.
- Work with Public Health and partners to develop approaches to drugs death / near fatal overdose analysis that will inform enforcement action that directly correlates to the cause of drug deaths and greatest harm.
- Work with our partners to deprive serious organised crime groups' access to legitimate business enterprise and public funds.
- Campus Officers to highlight the risks and dangers to students of involvement in illegal activity associated with drugs use.

Update Expected: Quarterly

Performance Measure and Insights:

- Crime trends relating to our areas of focus including violent crime.
- Qualitative information that demonstrates the impact of our preventative partnership initiatives, and intelligence led operations in protecting our communities from identified threats, risk and harm.

Area of Focus:

- Robbery

Local Objective:

- Deliver an effective policing response and work in partnership to reduce incidents of robbery and prevent further offending.

Milestones:

- Maximise intelligence gathering and analysis of incidents to identify those involved in violent crime.
- Implement local initiatives and action plans to detect and deter robbery incidents.
- Conduct proactive patrols at locations identified through intelligence and analysis.
- In conjunction with partners, work with potential offenders to divert them from criminal activity.

Update Expected: Quarterly

Performance Measure and Insights:

- Crime statistics and trends, including detection rates, relating to robbery and related acquisitive crime.
- Qualitative information that demonstrates the impact of our preventative partnership initiatives, safety campaigns and intelligence led operations.
- Analysis of locations and repeat offenders / victims.

Local Priority: Violence Against Women and Girls

Area of Focus:

- Domestic Abuse

Local Objective:

- Work with partners to ensure that individuals who are vulnerable to, or have experienced Domestic Abuse, are offered relevant support and that perpetrators' offending behaviour is pro-actively addressed.

Milestones:

- Take a victim-centred approach to reports of Domestic Abuse and ensure a thorough investigation is conducted.
- Daily review of any unresolved domestic abuse crime reports.
- Support the Multi-Agency Risk Assessment Conference (MARAC) process to safeguard vulnerable individuals.
- With partners, proactively support the Disclosure Scheme for Domestic Abuse in Scotland (DSDAS); ensuring victims and those potentially at risk of becoming victims are empowered to make decisions to increase their safety.
- Work collaboratively with partners and third sector to support survivors of domestic abuse.
- Support the Multi-Agency Tasking and Coordinating (MATAC) group to address serious offending by perpetrators to influence behaviour change.
- Work with the Violence Against Women Partnership to support local action and initiatives.
- Work with partners to develop information sharing for statistical data that will enable a joint understanding of the scale of domestic abuse in the area.
- Support national and local social media campaigns by Police Scotland and our partners.

Update Expected: Quarterly

Performance Measure and Insights:

- Crime statistics, including detection rates, relating to Domestic Abuse.
- Information on the effectiveness of the MARAC and MATAC processes.
- Analysis of trends with the inclusion of partnership data.

Area of Focus:

- Rape and Sexual Assault

Local Objective:

- Ensure a victim centred approach is taken to the recording and investigation of all sexual crime.

Milestones:

- Provide an effective, supportive and trauma informed victim-centred approach to recording reports of rape and sexual assault.
- All reports of rape and sexual assault (recent / non-recent) are investigated thoroughly and professionally.
- Work collaboratively with partners and third sector to appropriately signpost and refer victims to the range of support mechanisms available in the area, such as Rape Crisis and Women's Aid.
- Continue to work closely with the NHS Ayrshire and Arran Sexual Assault Referral Centre (SARC), to support victims, including the ability to confidentially self-refer and receive support outwith the Criminal Justice System
- Ensure a robust and effective partnership approach is taken to the management of Registered Sex Offenders through Multi-Agency Public Protection Arrangements.
- Support national and local social media campaigns by Police Scotland and our partners that challenge the behaviour of perpetrators.

Update Expected: Quarterly

Performance Measure and Insights:

- Crime statistics and trends, including detection rates, relating to rape and sexual assault.
- Assessment of effectiveness of victim centred service provision, including feedback from service users and partners / third sector.

Area of Focus:

- Child Sexual Abuse

Local Objective:

- Ensure that survivors of child sexual abuse / exploitation are supported to have the confidence to report incidents and crimes.

Milestones:

- Provide an effective, supportive and trauma informed victim-centred approach to recording reports of child sexual abuse / exploitation
- Ensure that all reports of child sexual abuse / exploitation (recent / non-recent) are investigated thoroughly and professionally.
- A robust and effective partnership approach is taken to the management of Registered Sex Offenders through Multi-Agency Public Protection Arrangements.
- Support relevant national and local social media campaigns by Police Scotland and our partners to raise awareness and reporting of child sexual abuse / exploitation.

Update Expected: Quarterly

Performance Measure and Insights:

- Crime statistics and detection rates for sexual crimes committed against females under 16.
- Crime trends relating to child sexual exploitation.
- Assessment of effectiveness of victim-centred service provision, including feedback from service users and partners / third sector.

Local Priority: Safer Communities

Area of Focus:

- Anti-Social Behaviour

Local Objective:

- Minimise disruption caused by Anti-Social Behaviour (ASB) and disorder to individuals, communities and businesses.

Milestones:

- Engage with the community and partners to identify ASB that cause concern and work collaboratively to improve community cohesion.
- Analyse data to identify opportunities for early intervention and engage with individuals and key partners as appropriate.
- Develop local action plans and initiatives to address anti-social behaviour and disorder in conjunction with partners.
- Through collaborative working with our partners, ensure non-criminal justice measures such as Acceptable Behaviour Contracts (ABCs), Antisocial Behaviour Orders (ASBOs), recorded police warnings and reports to the procurator fiscal are utilised to divert lower level criminal behaviour and as an alternative to prosecution.
- Take a collaborative approach with partners to address anti-social housing issues.
- Campus Officers to promote good citizenship in schools, highlighting the impact of ASB on the community and vulnerable people.

Update Expected: Quarterly

Performance Measure and Insights:

- Crime and incident statistics / trends relating to ASB.
- How effective is collaboration with partners at addressing ASB?
- Examples of diversionary activities provided by police and partners.
- Information on the use of ABCs, ASBOs and Recorded Police Warnings.

Area of Focus:

- Hate Crime

Local Objective:

- By taking a zero tolerance approach to hate crime, provide a professional and supportive response, ensuring victims have the confidence to report incidents to the Police or recognised partners.

Milestones:

- Take a victim-centred approach to reports of Hate Crime, ensuring a thorough investigation is conducted.
- Analyse data to establish trends / patterns and identify repeat offenders, victims and locations.
- Engage with the Ayrshire Equality Network to develop our working relationships with partners and our communities.
- Review our network and use of third party reporting centres, ensuring our partners and third sector are confident to support victims of Hate Crime to report the circumstances.
- Engage with North Ayrshire Council and partners to undertake activity that supports in our community.
- Support relevant national and local social media campaigns by Police Scotland and our partners to raise awareness of different types of Hate Crime.
- Campus Officers to promote good citizenship in schools, highlighting the impact of Hate Crime.

Update Expected: Quarterly

Performance Measure and Insights:

- Crime and incident statistics / trends relating to Hate Crime.
- How well are we engaging with groups that support all protected characteristics?
- Qualitative feedback from refugee groups indicating how well they feel supported by Police Scotland.
- Details of the outcome of local and national campaigns and initiatives.

Area of Focus:

- Acquisitive Crime

Local Objective:

- Effectively respond to acquisitive crimes that impact on individuals, communities and businesses.

Milestones:

- Maximise intelligence gathering and analysis of incidents to identify those involved in criminality.
- Maximise the use of Ayrshire Division and regional resources to complement North Ayrshire policing resources to support investigative response.
- Engage with partners and communities to highlight emerging risks and provide crime prevention advice and conduct security surveys.
- Engage with local partners and communities to establish innovative ways of promoting and highlighting the risk from fraud.
- Engage with our rural community, provide information on trends and support them to be more resilient to the risks of criminality.
- Work with partners to divert offenders from criminal activity.
- Support relevant national and local social media campaigns by Police Scotland and our partners.

Update Expected: Quarterly

Performance Measure and Insights:

- Crime statistics and trends, including detection rates, relating to the range of acquisitive crime.
- Qualitative information that demonstrates the impact of our preventative partnership initiatives, safety campaigns and intelligence led operations.

Area of Focus:

- Online Safety

Local Objective:

- With the support from Police Scotland cybercrime resources, improve community understanding of the varying types of risks from online activity.

Milestones:

- Analyse crimes and offences being recorded / committed and be responsive to new methodologies being used by perpetrators.
- Engage with partners to ensure accurate and informative crime prevention and safety advice is available in varied formats to reach different generations and communities.
- Raise awareness through social media and engagement events involving young people, of the threats posed from online grooming and the sharing of self-generated indecent images amongst children and young people.
- Campus Officers will engage with school pupils and highlight ways to keep themselves safe online to varied risks; in particular, highlighting the personal risk of sharing images of themselves or others.
- Support relevant national and local social media campaigns by Police Scotland and our partners to raise awareness of the risks and changing methodologies being used.

Update Expected: Quarterly

Performance Measure and Insights:

- Crime trends relating to the range of crimes that are committed or facilitated online.
- How successful have we been at delivering educational inputs on online harm?
- Qualitative information that demonstrates the impact of local and national campaigns.
- Qualitative information of activity undertaken with partners to engage with different groups in the community.

Local Priority: Community Wellbeing

Area of Focus:

- Drugs Harm

Local Objective:

- Develop partnership approaches to tackle the harm caused by substance use.

Milestones:

- Provide individuals who come into police custody with addictions with advice and signposting to supportive pathways / partners.
- Contribute to local Alcohol and Drugs Partnership outcomes.
- Campus Officers to promote wellbeing and risks associated with substance use.
- Engage with partners and contribute to local approaches to prevent drug related deaths.
- Review our approach to enforcement action, taking cognisance of drug type trends that cause the greatest harm in the community.
- We will train our staff and provide them with Naloxone sprays to add to their personal first aid options and have the ability to treat persons they find experiencing an opioid overdose.
- Review partnership approach and information sharing regarding near fatal overdoses.
- Support relevant national and local social media campaigns by Police Scotland and our partners.

Update Expected: Quarterly

Performance Measure and Insights:

- Qualitative information with regards to partnership working and initiatives.
- Update on Naloxone training provision and operational use.
- Information on analysis of drug trends.
- Statistics and trends of suspected drug related deaths.
- Outcome of local and national campaigns.

Area of Focus:

- Community Justice

Local Objective:

- To actively contribute to a partnership approach to prevention and effective community interventions, seeking opportunities to address re-offending.

Milestones:

- In conjunction with partners, support the outcomes of the Community Justice Ayrshire strategy and action plan.
- Community Wellbeing Unit to identify repeat / vulnerable offenders and identify opportunities for intervention and diversion.
- In conjunction with partners, support individuals who present a risk of re-offending with throughcare from prison back into the community.
- Promote use and monitor the use of Recorded Police Warnings by officers as an alternative to prosecution.
- Ensure the content of Standard Prosecution Reports meet the standard required to support 'Diversion from Prosecution' decision making by the Crown Office and Procurator Fiscal Service.

Update Expected: Quarterly

Performance Measure and Insights:

- Community Wellbeing Unit activity with offenders.
- Statistics of use of Recorded Police Warnings.
- Qualitative information on partnership working and initiatives.

Area of Focus:

- Mental Health

Local Objective:

- Improve and enhance our partnership approach to identify and support individuals at risk of harm.

Milestones:

- Ensure concern reports are submitted and shared for adults and children at risk due to mental health.
- Ensure incidents involving mental health are appropriately marked on police systems to support analysis.
- When responding to individuals experiencing a mental health crisis, maximise use of the Crisis Resolution Team service to ensure the right care is provided at the right time by the right people.
- Work with partners to provide the response and support to adults assessed as 'at risk'.
- Engage with Children and Adolescent Mental Health Services (CAHMS) and other partners to identify how police can contribute to children and young people being supported at school or in the community.
- Promote use of the Philomena and Herbert protocols. These respectively support the response to missing young people from residential homes and missing people with dementia.
- Support relevant national and local social media campaigns by Police Scotland and our partners.

Update Expected: Quarterly

Performance Measure and Insights:

- Statistics and trends for Adult Concerns, Child Concerns and incidents relevant to mental health.
- Statistics and outcomes of use of crisis resolution team.
- Qualitative information of engagement and partnership working.
- Update on Philomena and Herbert protocols.

Area of Focus:

- Youth Engagement

Local Objective:

- Enhance our existing approaches to engagement with children and young people.

Milestones:

- In partnership with North Ayrshire Council's Connected Communities, improve engagement with elected youth representatives, youth volunteers, and youth groups.
- Improve engagement with care-experienced young people and Champions Boards.
- Participate in local Corporate Parenting planning groups.
- Support outcomes of North Ayrshire Council's Children Services Plan.
- Community Wellbeing Unit to monitor youth offending (aged 12 and over) and identify opportunities for intervention and diversion.
- Support the continuous professional development of Campus Officers to ensure they have the skills and knowledge to support young people.
- Promote and maintain our Police Scotland Youth Volunteer (PSYV) scheme in North Ayrshire.

Update Expected: Quarterly

Performance Measure and Insights:

- Qualitative information on engagement activity.
- Community Wellbeing Unit activity with young people.
- Qualitative information on PSYV activity.

Local Priority: Road Safety

Area of Focus:

- Drink / Drug Driving

Local Objective:

- To proactively undertake road policing patrols to identify and respond to reports of drink / drug drivers.

Milestones:

- Undertake intelligence-led road policing patrols to identify offenders.
- Design and implement action plans in support of local and national road safety campaigns.
- Support relevant national and local social media campaigns by Police Scotland and our partners.

Update Expected: Quarterly

Performance Measure and Insights:

- Crime statistics and trends.
- Qualitative information on the outcome of campaigns and initiatives.

Area of Focus:

- Speeding

Local Objective:

- To improve road safety through education and enforcement activity to address the dangers of speeding.

Milestones:

- Address speeding concerns identified by the local community and carry out static speed checks in identified 'hot spot' areas.
- Undertake road policing patrols based on analytical assessment of areas that present greatest threat, risk and harm.
- Engage with schools and colleges to influence driver behaviour through education and awareness raising.
- Support relevant national and local social media campaigns by Police Scotland and our partners.

Update Expected: Quarterly

Performance Measure and Insights:

- Crime statistics.
- Qualitative information on the outcome of campaigns and initiatives.

Area of Focus:

- Serious Injury and Fatal Accidents

Local Objective:

- Positively influence driver and road user behaviour with the intention of reducing injury on our roads.

Milestones:

- Encourage the safe use of vehicles on roads and undertake intelligence-led road policing patrols to address dangerous driving.
- Undertake road policing patrols based on analytical assessment of areas of greatest threat, risk and harm.
- Address road policing concerns identified by the local community.
- Effectively investigate all serious and fatal road traffic collisions.
- Engage with schools and colleges to influence driver behaviour through education and awareness raising.
- Work closely with the Ayrshire Roads Alliance and partners to address local safety concerns.
- Support relevant national and local social media campaigns by Police Scotland and our partners.

Update Expected: Quarterly

Performance Measure and Insights:

- Serious injury and fatalities statistics and trends.
- Qualitative information on the outcome of campaigns and initiatives.
- Qualitative information on the trends of contributory factors and causes.

Governance and Performance

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

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

Equality, Diversity and Inclusion

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

We are committed to developing and promoting best practice in the delivery of our Equality outcomes. These can be found along with our commitment and duties to equality, diversity & inclusion at:

<https://www.scotland.police.uk/about-us/equality-and-diversity/>.

In North Ayrshire we deliver a policing style that meets the differing needs of the communities we serve and we are dedicated to promoting equality within our own workforce.

We realise that every Police Officer, Special Constable and member of Police Staff is responsible for delivering a fair and professional service, promoting equality for all. We are committed to being an anti-discriminatory service.

This plan was subject to an Equalities and Human Rights Impact Assessment (EqHRIA) in compliance with the Scottish Public Sector Equality Duty.

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/>.

Ethics and Values

Police Scotland's code of ethics sets out the standards we expect of all our employees and the standards that the public can expect to ensure we provide a professional service to all.

Encompassing the values of Integrity Fairness and Respect and our commitment to human rights, the code is designed to help us provide positive outcomes and improve the safety and wellbeing of people, places and communities in Scotland.

In North Ayrshire, we are continually working to ensure that these values and the code are understood by all our officers and staff and are preserved in all of our decisions and actions.

Engaging with us

Local Area Commander

Police Scotland

Irvine Police Office

Kilwinning Road

Irvine

KA12 8RR

Dial **999** for an emergency that requires urgent Police attention.

For non-emergency contact, call **101**, the single non-emergency number.

If you have information about crime in your area and wish to provide it anonymously, call **CRIMESTOPPERS** on **0800 555111**.

Service users who are deaf or have a hearing impairment can contact Police Scotland via **TextRelay** on **18001 101** for non-emergency, or **18000** in an emergency.

For more detailed information on how to contact your local officers please refer to the 'Your Community' section of our website at:

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

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:



[@AyrshireNPolice](#) and [@AyrshirePolice](#)



[Ayrshire Police Division](#)

Please note that our social media channels are not monitored 24/7 and should not be used for reporting crime.