

Highland Council
Communities and Place Committee
19 August 2020

Agenda Item	6.
Report No	CP/08/20

Performance against the Highland Local Policing Plan 2017-20

Report by the Highland Local Policing Commander – Chief Superintendent George Macdonald

Summary

To provide an update to Committee Members on the progress with reference to the objectives outlined in the Highland 2017-20 Policing Plan. To seek approval of the Highland 2020-23 Policing Plan.

1. Performance

- 1.1 Crime in the Highland area has decreased in comparison to 2018/19; Recorded Class 1-4 Crimes have decreased from 5282 (2018/19) compared to 4905 (2019/20) - a decrease of 7.1%.

The Performance in Highland remained strong with an overall detection rate of 68.7% (Class 1-5 Crimes) for 2019/20.

Class 1- Crimes of Violence: 2.2% increase from 2018/19 (232 compared to 227).

Class 2- Sexual Crimes: 29.0% decrease from 2018/19 (462 compared to 651).

Class 3- Crimes of Dishonesty: 6.0% reduction from 2018/19 (2751 compared to 2927).

Class 4- Fire-raising, Malicious Mischief: 1.2% reduction from the previous year (1460 compared to 1477).

Class 5- Other Crimes: 5.7% reduction from 2018/19 (2343 compared to 2485).

- 1.2 A summary of the current performance against the 2017-20 Highland Local Policing Plan objectives is at Appendix 1. The period covered by the report is as at 31 March 2020 unless stated otherwise.
- 1.3 Highland 2020-2023 Policing Plan which has been drafted in cognisance of the Highland Outcome Improvement Plan 2017-2027 and priorities for Highland.

Recommendation: It is recommended that members:

1. Scrutinise local performance report against Highland Policing Plan Objectives- April 2019- March 2020.
2. Approve the Highland 2020-2023 Policing Plan

Chief Superintendent George Macdonald
Highland and Island Divisional Commander
1 August 2020

Appendix 1: Performance report against Policing Plan Objectives- April 2019 – March 2020.
Appendix 2: Highland 2020-2023 Policing Plan

HIGHLAND PERFORMANCE AGAINST LOCAL POLICING PLAN 2017/20
01 April 2019 – 31 March 2020

PRIORITY – Road Safety and Road Crime

Intention - With Partners, enhance Road Safety across the Highland Area

Objective – With Partners, deliver a Road Safety Strategy which focuses on: Challenging Driver Behaviour; Education at the road side and elsewhere; Detection of offences linked to contributing factors of Fatal and Serious Road Collisions; and collectively reducing potential harm.

Target	Baseline 5 Year Average	Baseline 3 Year Average	YTD 2018/19	YTD 2019/20	YTD Variation	Context/Narrative
Reduce the number of people killed on the roads in Highland.			21	23	2	19 road traffic collisions resulting in 23 fatalities over the reporting year.
Increase the number of people detected for drink / drug driving offences	357.6	361.3	376	351	-25	Moving towards education and engagement. Increase of 13% in reported drug driving incidents since legislation came into force on 21/10/20.
Increase the number of people detected for driving with no insurance			620	726	106	
Increase the number of people detected for speeding.	4326.6	3975.7	3662	2288	-1374	
Increase the number of people detected for mobile phone offences.	421.8	255.3	149	132	-17	
Increase the number of people detected for seat belt offences	552.6	334.7	174	143	-31	
Road Traffic Operations/Campaigns/Prevention and Intervention Activity	<p>Operation Cedar - (Challenge, Educate, Detect and Reduce) builds on established practices and will continue to focus on various agencies working in partnership to reduce the number of people killed and seriously injured in the area. Operation CEDAR involves proactive multi-agency enforcement operations on the roads, which sits alongside education activity and is aimed at improving the behaviour of drivers of all ages behind the wheel. Partner agencies continue to work together to gain a greater understanding of the factors which could be used to improve the safety of everyone on the roads and together respond to these issues.</p> <p>Driver Engagement North - a multi-agency initiative makes use of an interactive driving simulator designed to assess and highlight a participant's reactions, hazard awareness and any potential vulnerabilities on the roads.</p>					

The project, launched in Inverness during October, received funding from Transport Scotland and is led by Police Scotland, with support from a number of partners including the NHS, Local Authority Community Safety Groups, IAM Roadsmart, Age Concern and RoSPA. The simulator has been specially designed to assess and demonstrate a driver's reactions and abilities in a safe environment under the supervision of specialists who will be able to offer support and advice. While this initiative is aimed at older drivers, we will also be able to offer advice to family members or friends who are concerned about whether someone they know is fit to drive.

Any interested parties looking for more information can contact

highlandandislandsdriverengagement@scotland.pnn.police.uk

Rider Refinement North - 'Rider Refinement North' is a one day course, which has been part funded by Transport Scotland's Road Safety Framework Fund. During 2019, 9 Rider Refinement North days were run in Highland between May and October resulting in 68 riders participating in the one day programme. Positive feedback received with 90% of participants saying they were 'very satisfied' with the course and a 96% satisfaction rate. Including comments such as "...would be great if mandatory for new riders ...", "...I do believe they (the courses) will save lives

Festive Safety Campaign 2019 –ran between 1 December 2019 and 2 January 2020. Police Scotland is committed to achieving the Scottish Government's 2020 casualty reduction targets. Increasing awareness of the risks associated with drink/drug driving supports the Force's efforts to reduce road casualties. The campaign was conducted through a combination of intelligence-led high visibility patrols and static road checks.

Thirty one drink drivers were reported in the Highland area, this is an increase of +10 on the same period last year. Following the introduction of S5A Road Traffic Act 1988 in October 2019, preliminary drug drive testing is now available to officers. There were 22 positive drug tests obtained in the Highland area command during the campaign period.

	Drink Driving			Drug Driving		
	18/19	19/20	Change	18/19	19/20	Change
Inverness	5	13	+8	0	9	+9
North	14	7	-7	1	6	+5
South	2	11	+9	0	7	+7
Total	21	31	+10	1	22	+21

	<p>Operation Close Pass – Cyclists are welcome visitors to the Highland and Islands, they contribute to the local economies and in addition, urban cycling whether for leisure or commuting is becoming increasingly more popular throughout Highland and Islands. Operation Close Pass encourages motorists to give consideration to cyclists when passing and respect their status as vulnerable road users. Initial sessions took place during June 2019 and continue annually.</p>
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PRIORITY – Violence, Disorder and Anti-social Behaviour including Alcohol and Drugs Misuse

Intention – With partners, better understand the causes to prevent and reduce instances of Anti-social Behaviour, Violence and Disorder to enhance community safety across the Highland Area

Objective – Work with partners to share information, support Education, Prevention, Diversionary and Enforcement Measures linked to harmful alcohol consumption; maintain robust procedures around licensed premises; support victims of violent crime by working with partners to improve service provision and prevent repeat victimisation.

Target	Baseline 5 Year Average	Baseline 3 Year Average	YTD 2018/19	YTD 2019/20	YTD Variation	Context/Narrative
Licensed Premises Checks			9740	10262	522	5% increase in licensed premises checks. 17% of all licensed premises checks carried out in Police Scotland (10262 of 57802 checks)
Increase the number of offences reported for the supply and possession of drugs.	1396.4	1536.0	1575	1447	-128	In addition 34 suspect packages seized
Supply of Drugs	172.6	173.7	159	144	-15	
Drug Deaths			42	23	-19	45% decrease on same period last year
Reduce the number of Breach of the Peace/Threatening, Abusive behaviour Crimes	1822.6	1709.0	1620	1385	-235	92.9% detection rate. Figure well below 5 and 3 year average.
Reduce the occurrences of common assault	2251.8	2178.0	2029	1975	-53	79.0% detection rate. Figure well below 5 year and 3 year average.
Reduce instances of serious assault	119.6	132.0	118	102	-16	87.3% detection rate. Figure well below 5 and 3 year average.
Reduce instances of robbery	27.2	29.7	38	25	-13	34% reduction on previous year. Figure below 5 year and 3 year average.

Reduce instances of murder	1.0	1.3	2	2	-	No increase on previous year
Reduce the number of premises currently escalated to Stage 3 noisy behaviour through Operation Notebook.				0		Police continue to work closely with partnership agencies and a multi-agency robust response to instances of antisocial behaviour. Through early intervention, there are no Stage 3 Notebook addresses. Joint visits regularly conducted reinforcing the message that any form of Anti-social behaviour will not be tolerated.
Number of antisocial behaviour orders in place.				4		
Reduce the incidents of vandalism	1617.6	1608.7	1394	1353	-41	16% reduction on 5 year average.
In relation to vehicles; increase the use of antisocial behaviour warnings.				23		Issued to drivers using their vehicles in an improper manner, increasing danger on the road and causing alarm, annoyance or distress to members of the public.
In relation to vehicles; increase the number of vehicles seizures for antisocial behaviour				1		
Prevention and Intervention Activity	<p><u>No Knives, Better Lives</u> - No Knives, Better Lives (NKBL) is a national capacity-building programme that supports primary prevention work related to knife carrying in Scotland. In 2009, the NKBL National Delivery Team at YouthLink Scotland and the Scottish Government began supporting partners in 11 selected local authority areas to implement NKBL. The approach to prevention is informed by the principles and values of youth work and a public health approach to violence prevention. The focus is not just on what it is we don't want young people to do and how to stop them doing it, but also what we do want young people to be able to do, how we support them to understand and navigate risk and to make positive life choices. Police Prevention & Intervention officers supported this initiative in Highland. This is further complemented by the Joint Education and Police Knives In School Protocol which has been progressed and awaits final sign off by one of the Partners.</p> <p><u>Caithness Violence Reduction Initiative</u> - Caithness Violence Reduction Plan – Partnership working with Highland Council, housing providers, Procurator Fiscal Service, Caithness Community Planning Partnership, elected members and Caithness Community Council Association led to the development of a violence reduction group in order to address the increase of low level disorder and assaults in the Caithness area. High profile offenders were targeted and enforcement activity and wider prevention work has already led to a marked decrease in reported crimes on the same period last year and has contributed to collective community reassurance.</p>					

Violence, Disorder & Antisocial Behaviour - Stop and Searches			
		April 2019 – March 2020	April 2019 – March 2020
	Number of stop and searches conducted (total)	1802	792 (44.1%)
	Number of statutory stop and searches conducted	-	-
	Number of consensual stop and searches conducted	-	-
	Number of consensual stop and searches refused	-	-
	Number of seizures made	4	-
<p>Positive Stop Search - A positive stop and search is when an item is recovered where possession of same implies criminality on the part of the individual being searched or any other; or potentially compromises the safety of that individual or another.</p> <p>A seizure occurs when - alcohol, and/or; tobacco product, and/or; cigarette papers are surrendered, or are removed from an individual by a Police Officer, for the purpose of safeguarding the health and well-being of that individual or any other, in circumstances where the stop and search tactic has NOT been utilised and no physical search of an individual has taken place.</p>			

PRIORITY – Acquisitive Crime

Intention – With Partners and Communities, prevent instances of acquisitive crime across the Highland area

Objective – With Partners, share information, support education, prevention, diversionary and enforcement activity linked to acquisitive crime; develop work with targets – recidivist offenders to reduce reoffending linked to acquisitive crime e.g. Persistent Offenders programme; enhance the use of all media platforms to raise awareness of local and national preventative initiatives.

Target	Baseline 5 Year Average	Baseline 3 Year Average	YTD 2018/20	YTD 2019/20	YTD Variation	Context/Narrative
Reduce the number of Theft by Housebreaking (inc attempts)	298.4	258.3	231	279	48	Figure below 5 year and 3 year average
Reduce number of theft by shoplifting	751	891.3	1107	919	-188	Reduction of 17.0%. High detection rate of 84.5%.
Reduce number of motor vehicle crime (inc attempts)	287.6	292.3	210	253	43	13.3% reduction on 3 year average.
Prevention and Intervention Activity	<p>City Centre Policing Team, Inverness – Continues to work with all retailers within Inverness city centre to standardise security approach and ensure the focus is on crime prevention and target hardening.</p> <p>Rural Watch - Highlands are renowned for great natural beauty and their rural communities are safe places in which to live, work and visit. However, the nature of the environment and way of life means there are some crime prevention tips particularly relevant to rural life. Watch Schemes work well as a crime prevention and detection tool but are also extremely valuable in terms of enabling Highland communities to share information, allow agencies to send out relevant crime alerts, and empower local communities to be more resilient.</p> <p>To receive local ALERTS about crime and other threats in your area, simply click the green JOIN button on the Rural Watch Website www.ruralwatchscotland.co.uk.</p>					

PRIORITY – Protecting People at Risk of Harm

Intention – Protect people at risk of harm

Objective – With Partners and as corporate parents we will deliver the C.H.A.M.P.S (Highland Champion Board) strategy; with Partners we will focus on safeguarding communities; with Partners we will address emerging issues through Prevention and Intervention

Target	Baseline 5 Year Average	Baseline 3 Year Average	YTD 2018/19	YTD 2019/20	YTD Variation	Context/Narrative																								
Number of sexual crimes	538	596	651	462	-189	This figure includes non-recent offences																								
Number of domestic crimes			1081	1136	55	71.7% detection rate.																								
Increase in reporting of Hate crimes			125	75	-50	84.4% detection rate. N Division HMICS Thematic Inspection of Hate Crime.																								
Missing Persons	<p>Police Scotland takes every report of a missing person seriously and investigates appropriately with access to local, regional and national specialist resources. Missing persons investigations are a core part of local policing and it is local officers who undertake all investigations, supported by specialist colleagues where necessary. Further, each Division including N Division has an allocated Missing Persons Co-ordinator who advises on operational and preventative approaches.</p> <table border="1"> <thead> <tr> <th>Number of Missing Person Investigations</th> <th>18/19</th> <th>19/20</th> <th>Variation</th> </tr> </thead> <tbody> <tr> <td>Adult</td> <td>388</td> <td>360</td> <td>-28</td> </tr> <tr> <td>Cared for Adult</td> <td>32</td> <td>61</td> <td>+29</td> </tr> <tr> <td>Care Experienced Child</td> <td>437</td> <td>379</td> <td>-58</td> </tr> <tr> <td>Child</td> <td>415</td> <td>235</td> <td>-180</td> </tr> <tr> <td>Total</td> <td>1272</td> <td>1035</td> <td>-237</td> </tr> </tbody> </table> <p>Note: the Police Scotland National Missing Persons Database definition of a child changed from <16 in 2016/17 to <18 in 2017/18 to reflect the changes introduced by the Criminal Justice (Scotland) Act 2016.</p>						Number of Missing Person Investigations	18/19	19/20	Variation	Adult	388	360	-28	Cared for Adult	32	61	+29	Care Experienced Child	437	379	-58	Child	415	235	-180	Total	1272	1035	-237
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	<p>N Division has seen an 18.0% decrease in missing persons investigations over the last reporting year. Over the last reporting year, each area command have appointed a local police liaison officer who maintains contact and liaison with the residential units in the area. This role has developed and regular contact has built a good relationship with residential unit(s). Where required this officer also works in conjunction with the missing person co-ordinator who similarly enjoys a good working relationship with residential units.</p>
<p>Prevention and Intervention Activity</p>	<p>Police Scotland will underwent an HMICS National inspection in relation to Hate Crime and N Division Highland and Islands was identified as one of the three focussed Divisions. The result of this report will be circulated to elected members when available.</p>

PRIORITY – Serious & Organised Crime

Intention – With Partners, reduce the threat, risk and harm caused by Serious Organised Crime

Objective – With Partners work to safeguard the Highland area by taking all opportunities to prevent crime and make the Highland area a hostile environment for Serious & Organised Crime Groups; to improve outcomes for individuals and communities and reduce offending through prevention, early intervention and diversion; in support of our Partners in the Local Authority and NHS via the Highland Alcohol and Drug Partnership Strategy we will direct those who are substance dependant towards recovery through prevention, treatment and support services; with Partners work to reduce the instances of substance misuse in our communities

<p>Serious & Organised Crime</p>	<p>Over the last reporting year, 5 significant nominals were sentenced to a total of 56 months for their involvement in the supply and distribution of drugs. All subjects were the focus of targeted activity resulting in significant cash and drug seizures and revealing further lines of enquiry currently being developed. Information and intelligence submitted by communities in the Inverness and Highland area is always well received and actioned appropriately by Police.</p> <p>Over the last reporting year in Highland, 131 individuals were arrested for supply of drugs resulting in 210 charges and 1320 individuals were charged with possession type offences totalling 921.</p> <p>Approximately £696,495 (street value) of drugs were seized within the Division while £181,208 of cash and assets were seized.</p>
<p>Prevention and Intervention Activity</p>	<p>County Lines - when criminals from major cities such as Liverpool, Manchester, London and Birmingham are expanding their drug networks to other areas, bringing with it serious criminal behaviour such as violence, exploitation and abuse. The term County Lines refers to the use of a single telephone number to order drugs, operated from outside the local area. They often set up a base in a rural area for a short time, taking over the home of a vulnerable person by 'cuckooing' and use adults and children to act as drug runners. Preventions and Interventions delivered advisory presentations to Partner agencies including Housing, Social Work and NHS.</p> <p>Police Scotland has relaunched an awareness-raising initiative aimed at preventing young people from falling into a life of crime. Working in partnership with the Scottish Government, police have devised an educational pack for young people that shows the devastating effects of Serious Organised Crime.</p>

PRIORITY – Counter Terrorism & Domestic Extremism

Intention – Support the delivery of the CONTEST strategy to reduce the threat posed by terrorism and domestic extremism

Objective – Strengthen PREVENT work with Partners and institutions; with Partners, support individuals who are vulnerable to terrorism and violent extremism; strengthen PREVENT work in relation to the internet and Social Media; Effective Multi-agency planning in respect of Counter Terrorism is taking place; Develop our ability to respond effectively to any terrorist attack (with a specific focus on emerging high-risk threats, and specialist capabilities).

Counter Terrorism & Domestic Extremism	WRAP (Workshop to Raise Awareness of Prevent) The workshop covers issues such as crime, normal social processes that are used to influence and manipulate, case studies that cut across the spectrum of extremism, terrorist ideologies and factors which may contribute to an individual's susceptibility to a terrorist ideology.
Prevention & Intervention Activity	<p>In particular, it seeks to support them to recognise that using their existing expertise and professional judgement, they may be able to recognise potentially vulnerable individuals who may be susceptible to being persuaded by an extremist or terrorist ideology. Workshops delivered to partners across the Highlands.</p> <p>ACT Now delivered to schools across the Highlands.</p>

Local Police Plan 2020 - 23



**POLICE
SCOTLAND**
Keeping people safe

POILEAS ALBA

Communities, People and Partnerships ... at the
Heart of the Highlands

Highland

Planning Framework



The Chief Constable has responsibility for the policing of Scotland

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Foreword

Police Scotland's Annual Police Plan 2020/21 sets the direction for policing over the next year and central to our plan are strategic outcomes, which describe the impact and difference Police Scotland aims to make to the lives of people across the country.

Chief Constable Iain Livingstone's role is to set the priorities for policing that will allow us to do this, based on our ongoing assessment of threat and risk, and our knowledge and experience of policing in Scotland.

The Highland Local Policing Plan, complementing the National Police Plan, sets out the local policing priorities and objectives for the Highland area for 2020 - 2023 and is a statutory requirement of the Police and Fire Reform (Scotland) Act 2012.

This plan is based on consultation, feedback and broader analysis of crime and other supporting data. It outlines what our priorities will be and how our services will be delivered over the next three years.

The communities across the Highlands have unique challenges. Whilst the area remains one of the safest in the United Kingdom in terms of the overall levels of crime,

we are far from being immune from such occurrences and we experience similar issues to urban areas, but at a less concentrated level.

In Highland and across Scotland, Policing now involves providing emergency and acute support to individuals, and indeed communities, in a huge variety of crisis situations ranging from vulnerabilities to resilience planning.

Accordingly this Highland Local Policing Plan has been designed to articulate our broad contribution to the Highland Outcome Improvement Plan, in keeping with our commitment to tackle challenging, chronic and long term issues while supporting resilience in partnership with our communities and other public and voluntary agencies.

The Highland Local Policing Plan for 2020-2023 is a live document which can evolve to meet emerging threat, risk and harm across our communities and will be subject to annual review to ensure validity.



George Macdonald
Chief Superintendent
Divisional Commander
Highland and Islands Division

Highland area profile

IAL

Highland area has a population of around 250,000

There are 23 Police Stations across the Highland area

91% of people who responded to our survey in Highland felt safe in their local area

Highland takes up 1/3 of the land mass of Scotland



Given the vast geography of the Highlands mobile technology is hugely beneficial

The Highlands has one of the longest road networks in the UK

Inverness is regarded as the capital of the Highlands and has a population of around 55,000

Road Safety & Misuse of Drugs are the top 2 priorities for Highland Communities

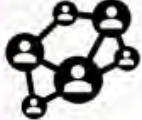
Our priorities

OFFICIAL




ROAD SAFETY AND ROAD CRIME

Collaborate to reduce casualties and crime on our roads



SERIOUS ORGANISED CRIME

Reduce the harm caused by serious organised crime including cyber related crime



ACQUISITIVE CRIME

Reduce crime through preventing offending and reducing re-offending



ANTISOCIAL BEHAVIOUR, VIOLENCE AND DISORDER

Engage with the public and communities to reduce and prevent crime



PROTECTING VULNERABLE PEOPLE

Support people considered vulnerable through working with partners



TERRORISM AND PUBLIC ORDER

Prevent, Pursue, Protect and Prepare through collaborative preparedness

CROSS CUTTING THEMES

CYBER CRIME

VULNERABILITY

OFFICIAL

Plan on a page – Highland



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

Our local policing priorities

 **Antisocial Behaviour, violence and disorder**

 **Acquisitive crime**

 **Road safety and road crime**

 **Protecting Vulnerable People**

 **Serious organised crime**

 **Terrorism and Public Order**



Objectives

Engage with the public and communities to reduce and prevent crime

Reduce crime through preventing offending and reduce re-offending

Collaborate to reduce casualties and crime on our roads

Support People considered vulnerable through working with partners

Reduce the harm caused by Serious Organised Crime, including cyber

Prevent, Pursue, Protect and Prepare communities through collaborations



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

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

Police Scotland is sustainable, adaptable and prepared for future challenges

How we identified our priorities



Loch Clair, Torridon – A. MacLeod

To identify the Highland local policing priorities for 2020-2023 we have utilised a wide range of information, intelligence and processes including an extensive process of consultation, which include:

- Police Scotland Strategic Assessment 2020/23 for the Highland and Islands Division which details threats that impact on policing at both divisional and local authority level.
- Community consultations.
- Community Planning Partnership- Highland Outcome Improvement Plan 2017-27 (see page 9)
- Police Scotland Annual Police Plan

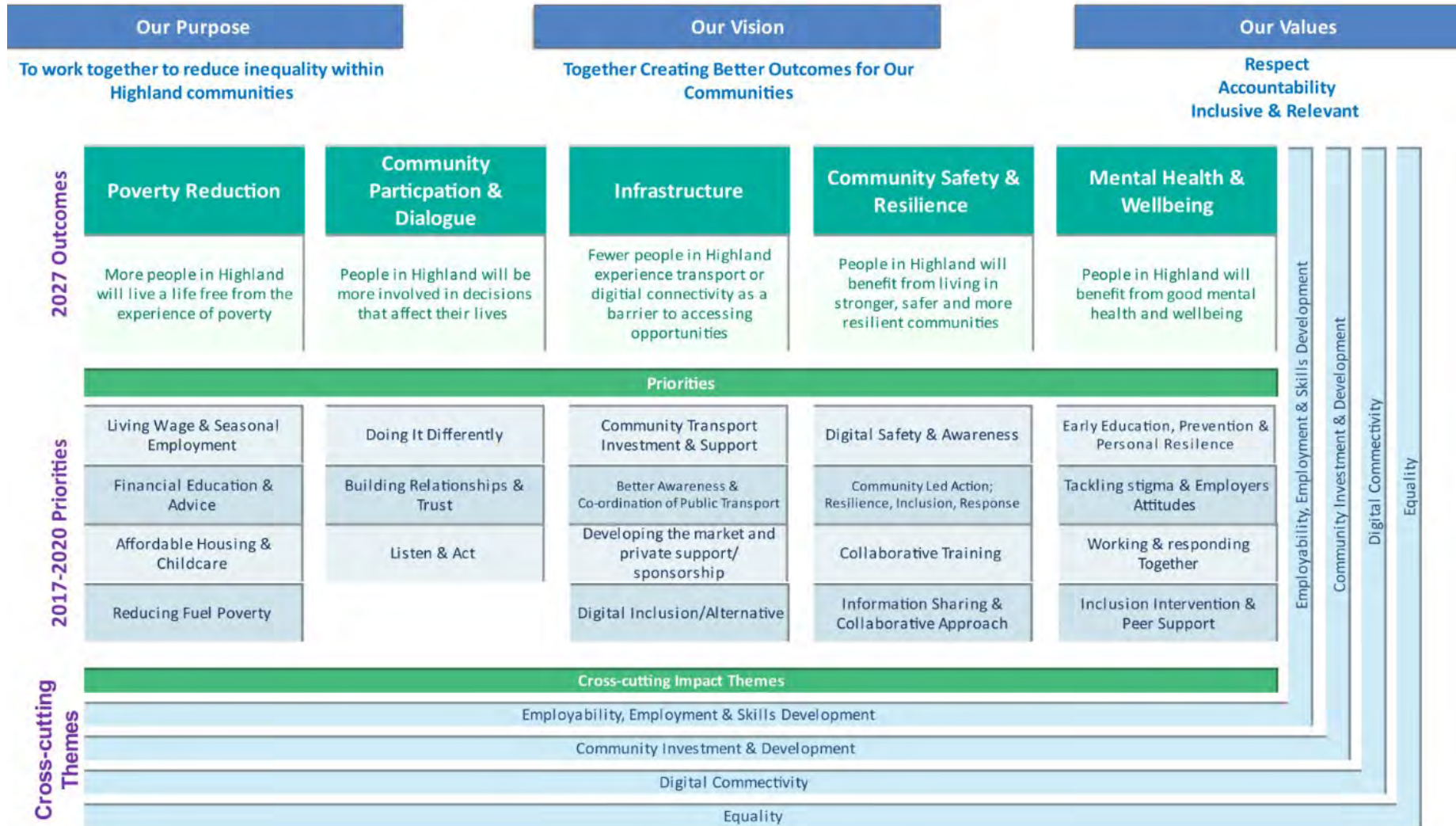
- Joint Strategy for Policing (2020)

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

“Effective Policing is not just about enforcement. It’s about working in and with our communities to identify and solve problems.”

Chief Constable- Iain Livingstone

Highland Outcome Improvement Plan 2017 - 2027 - Overview



Our priorities in detail



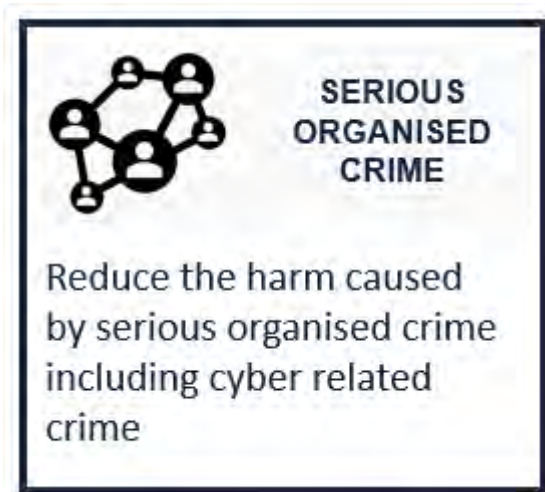
Road Safety and Road Crime remain a local priority in Highland. When fatal or serious collisions do occur, they have a significant impact on families and communities. As we see increased vehicle journeys on our roads through tourism, it is important to engender a positive attitude and response.

We will continue to target and enforce inappropriate driving and behaviour through the delivery of Operation CEDAR (Challenge, Educate, Detect and Reduce) which focuses on challenging driver behaviour through detection of

offences, linked to contributing factors of fatal and serious road collisions, with the ultimate aim of collectively reducing potential harm. With Partners we will focus on education and prevention.

We know that vulnerable road users account for 29% of road deaths in Scotland, in Highland we are committed to ensuring that all road users are encouraged to take responsibility for their own safety and to share our road space respectfully and responsibly.

Drug driving is a particular area of focus and specially trained officers in the Highlands are now able to carry out roadside screening in relation to drugs. This approach also enhances our commitment to tackling the wider issues around drug related harm in our communities.



Serious Organised Crime (SOC) takes numerous forms, many of which affect our communities in Highland. We are committed to pursuing those responsible for supplying controlled drugs throughout our area.

A particular area of focus is a tactic known as 'Cuckooing'; this is where experienced drug suppliers from elsewhere in UK travel to an area and utilise the homes of vulnerable individuals in order to supply controlled drugs through intimidation, violence or the promise of reward.

It is also recognised that the Highlands and Islands are targeted by organised crime groups from elsewhere in the UK who coordinate their activities from out with the area by use of technology and structured people networks. This tactic is known as 'County Lines'.

The Highland area is also experiencing an increase in the uptake and usage of cocaine and non-prescribed pharmaceutical drugs. We are firmly focused on prevention and rehabilitation and are committed to working with our key partners to support those with addiction and the associated vulnerabilities.

Other forms of serious organised crime include Human Trafficking and elements of Cyber Crime. We will ensure that our staff are equipped to deal with crimes of this nature should they occur and that we have ready access to national resources and expertise.



Acquisitive crime encompasses a wide range of crime types and accounts for a significant proportion of overall crime in the Highland area. The most common relate to online fraud activity and crimes committed by travelling criminals.

We will continue to work with businesses and communities to tackle this type of crime through implementing crime reduction strategies and participating in national campaigns.

Similar to other areas of Scotland,

the Highlands are experiencing an increase in online/phone fraud activity, where offenders target individuals and businesses purporting to be someone of trust and obtain funds through bank transfer and other such means. We will continue to work with businesses including financial institutions to prevent people and companies being the victim of scams and we will educate our communities on how to keep themselves safe from this type of criminal activity.

Travelling criminals are targeted through partnership and intelligence led operations which link with other areas of Scotland. Through pro-active approaches, utilising local and national resource including Rural Watch, we will work hard to make the area more resilient and hostile for such criminals who are targeting this area.



Antisocial behaviour is a wide-ranging issue which encompasses many aspects of criminal and non-criminal behaviour. The term is used to describe a range of issues which cause distress to communities and make them feel unsafe. Issues include vandalism to noisy neighbours and youth disorder. Alcohol and associated behaviours continue to be a significant factor in disorder in the area. We will continue to work closely with the licensing industry to share best

practice and maintain robust licensing monitoring.

We will continue to work with partners to share information, support education, prevention, diversionary and enforcement measures linked to harmful alcohol and drug consumption. We will better understand the causes to reduce instances of antisocial behaviour, violence and disorder to enhance community safety across the area.

We recognise the strong sense of community identity and resilience across the Highlands and seek with partners, to build on this to make all of our communities stronger, more agile and able to lead and take responsibility on local issues.



View from Struie Hill, Ardgay – M. Thain



Vulnerability is one of the most significant demands on Police resources not only in Highland but across Scotland. At a national level, the Risk and Concern Hub covering the Highland and Islands area is held in high regard and is a strong building block for better and more integrated cross sector working.

Early intervention and shared management of risk is key to protection from harm. We will continue to develop our processes around early and effective intervention in relation to young people, diverting them away from offending and supporting positive

future outcomes.

We will continue to underpin this process with GIRFEC (Getting It Right For Every Child) and the eight wellbeing indicators known as SHANARRI (Safe, Healthy, Achieving, Nurtured, Active, Respected, Responsible and Included). We take our responsibility as Corporate Parents seriously and recognise the need to better understand and support our care experienced young people.

The internet has led to an increase in cyber-related crime ranging from child abuse, fraud, sexual extortion and a gambit of other activities. We will continue to use best practice to develop strategies and initiatives to prevent harm, investigate and target those who abuse, exploit and pose the greatest risk of harm in our communities.



Counter Terrorism is a national priority and no community is immune from the impact of terrorism. With partners, we will continue to deliver the UK Contest Strategy utilising the Prevent, Prepare, Protect and Pursue model.

The Highland area has strategic sites and a vast coastline with numerous small ports. It is important that we develop watchful, knowledgeable

and resilient communities who can ultimately help prevent terrorism occurring through education, enforcement and vigilance. We will work with communities to increase understanding and awareness of how to recognise and report concerns to safeguard those who may be vulnerable.

Underpinning our approaches is our focus of keeping people safe and our values of fairness, integrity, respect and human rights.

We are committed to supporting the safe delivery of public events whether commercial, organised or public spirited, whilst protecting the rights and freedoms of others.



St Andrew Cathedral, Inverness – A.Arnott

Our people

OFFICIAL



OFFICIAL

Local policing arrangements

We aim to deliver policing that is visible, accessible and responsive to the needs of the people of the Highland area. We recognise the unique geography of the Highland area and we will continue to work with Partners to be accessible and engaged within all our local communities.

The Divisional Commander is supported by four Superintendents who have Operational, Criminal Investigation, Partnership and Support functions.

Highland has three Command Areas within the Highland and Islands Division of Police Scotland:

- **North Highland** covering Caithness, Sutherland, Easter Ross and Ross and Cromarty.
- **South Highland** covering Lochaber, Skye & Lochalsh, Badenoch, Strathspey and Nairn.
- **Inverness** covering Inverness, Culloden & Ardersier and Aird & Loch Ness.

Each have their own dedicated Local Area Commander (Chief Inspector) who is responsible for day to day policing.

The local Criminal Investigation Department work alongside the national Specialist Crime Division to deal with the most serious and complex crime.

In addition to the local Policing resource; there are numerous specialist resources which provide local support, these include:

Specialist Crime Division, Custody Division, Operational Support Division (Armed Policing, Specialist Operations and Road Policing), Licensing and Violence Reduction Unit, Emergency, Event and Resilience Planning, Criminal Justice Division, Border Policing, Contact, Command and Control Division and Corporate Communications.

Special Constables are valued members of our team and we are continually seeking to enhance the numbers in this area.

Effective policing within our diverse environments can be challenging, however, our supportive collaborations with partners both within the Community Planning arena and the wider community are a huge asset in overcoming challenges.

Performance, accountability & scrutiny

To support this plan, Police Scotland have a National Performance Framework. This allows the organisation to measure progress, monitor activity, identify areas where resources should be deployed and demonstrate how we are meeting our intentions and objectives.

We are committed to providing an annual report for strategic scrutiny to the Highland Council who have considered and approved this Policing Plan. Local arrangements

for scrutiny will continue at Area Committee level. Local Area Commanders and/or their deputies, will represent Police Scotland in their respective areas at the ten local Area Committees. Reports will be submitted on a bi-annual basis alternating with Scottish Fire and Rescue Service.

Local Police Inspectors, or their deputies, will continue to engage with elected members, communities, community councils and other key stakeholders.



Sanna, Kilchoan – A. Arnott

Equality, diversity and human rights

Police Scotland promotes equality and diversity, both externally and internally, striving to exceed the requirements of the Scottish Public Sector Equality Duty. Across Police Scotland we are committed to developing and promoting best practice in the advancement of our Equality Outcomes. In order to support this requirement, we embed equality, diversity and human rights in all of our strategies,

plans and performance framework. Equality and Human Rights Impact Assessment (EqHRIA) is used to help us to ensure that policy and practices proactively consider the potential impact on equality and human rights. We will ensure that all of strategic plans and activities relating to delivery are assessed to a high standard using relevant evidence in a systematic and structured way.

Local contact details

We are here to help

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.

You can also follow us on the following social media sites:



<https://twitter.com/northernpolice>



<https://en-gb.facebook.com/HighlandislandsPoliceDivision/>

*See next page for more local contact details

North Area Command

North Highland Area Commander – Chief Inspector Jamie Wilson

Caithness Area Inspector - Inspector Alasdair Goskirk

Easter Ross, Tain & Sutherland Inspector - Inspector James Rice

Black Isle, Dingwall & Wester Ross - Inspector Kevin Macleod

Inverness Area Command

Inverness Area Commander – Chief Inspector Mairi MacInnes

Inverness Area Inspector – Inspector Alastair Garrow

South Area Command

South Highland Area Commander (interim) – Chief Inspector Ian Graham

Skye, Raasay & Lochalsh Inspector – Inspector Lynda Allan

Lochaber Inspector – Inspector Isla Campbell

Nairn, Badenoch & Strathspey Inspector – Inspector Vincent Tough

Stations

North

Alness Police Station

Obsdale Road
Alness IV17 0TU

Dingwall Police Station

Bridaig Avenue
Dingwall, IV15 9QH

Gairloch Service Point

Gairloch, IV21 2BP

Golspie Service Point

Golspie KW10 6TQ

Lochinver Police Station

Lochinver, IV27 4XF

Muir of Ord Police Station

Muir of Ord, IV6 7SX

Rhichonich Police Station

Rhichonich, IV27 4RN

Tain Police Station

Victoria Road
Tain IV19 1AU

Tongue Police Station

Tongue IV27 4XF

Ullapool Police Station

Argyle Street
Ullapool IV26 2UB

Wick Police Station

Wick, KW1 5LB

Inverness

Burnett Road Police Station

Burnett Road
Inverness IV1 1RL

Fort Augustus Police Station

Fort William Road
Fort Augustus PH32 4BH

South

Aviemore Police Station

Grampian Road
Aviemore PH22 1RH

Dunvegan Police Station

Dunvegan
Isle of Skye IV55 8WA

Fort William Police Station

Blar Mhor
Fort William PH33 7GA

South cont.

Glencoe Police Station
Tyndrum Road
Glencoe
Lochaber PH49 4HP

Kyle Police Station
Main Street
Kyle IV40 8BY

Lochcarron Police Station
High Street
Lochcarron IV54 8YE

Mallaig Police Station
Harbour Road
Mallaig PH41 4QS

Nairn Police Station
King Street
Nairn IV12 4BQ

Portree Police Station
Somerled Square
Portree
Isle of Skye IV51 9EH

Strontian Police Station
Strontian PH36 4BB