

South Ayrshire Council

**Report by Director of Strategic Change and Communities
to Cabinet
of 14 March 2023**

Subject: Local Police Plan 2023-26

1. Purpose

- 1.1 The purpose of this report is to invite members of the Cabinet to consider the revised draft Local Police Plan 2023-26 (Appendix 1).

2. Recommendation

- 2.1 **It is recommended that the Cabinet agrees the revised draft Local Police Plan 2023-26 (Appendix 1).**

3. Background

- 3.1 The Police and Fire and Rescue Reform (Scotland) Act 2012 created a national police force and a national fire and rescue service. The implications of the legislation for local authorities are that the Council will:

- Comment on SPA (Scottish Police Authority) and SFRS (Scottish Fire and Rescue Service) Strategic Plans;
- Contribute to the preparation of the local plan for police and local fire and rescue plan and approve the plans;
- Monitor the delivery of police and fire and rescue functions in the area and make recommendations for improvement; and
- Provide feedback to the Local Police Commander and the Fire and Rescue Service Local Senior Officer.

- 3.2 The Local Police Plan 2021-23 was agreed by the [Leadership Panel on 25 May 2021](#).

4. Proposals

- 4.1 The plan is organised around five local priorities:

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

- Road Safety.

4.2 The draft Local Police Plan has been considered by the Partnerships Panel and the final document reflects the feedback received.

5. Legal and Procurement Implications

5.1 There are no legal implications arising from this report.

5.2 There are no procurement implications arising from this report.

6. Financial Implications

6.1 Not applicable

7. Human Resources Implications

7.1 Not applicable

8. Risk

8.1 *Risk Implications of Adopting the Recommendations*

8.1.1 There are no risks associated with adopting the recommendations.

8.2 *Risk Implications of Rejecting the Recommendations*

8.2.1 Rejecting the recommendations may impact on the reputation of the Council

9. Equalities

9.1 The proposals in this report have been assessed through the Equality Impact Assessment Scoping process. There are no significant potential positive or negative equality impacts of agreeing the recommendations and therefore an Equalities Impact Assessment is not required. A copy of the Equalities Scoping Assessment is attached as Appendix 2.

10. Sustainable Development Implications

10.1 ***Considering Strategic Environmental Assessment (SEA)*** - This report does not propose or seek approval for a plan, policy, programme or strategy or document otherwise described which could be considered to constitute a plan, programme, policy or strategy.

11. Options Appraisal

11.1 An options appraisal has not been carried out in relation to the subject matter of this report.

12. Link to Council Plan

12.1 The matters referred to in this report contribute to Commitments 1 and 6 of the Council Plan: Fair and Effective Leadership/ Leadership that promotes fairness; and

A Better Place to Live/ Enhanced environment through social, cultural and economic activities.

13. Results of Consultation

- 13.1 Police Scotland have consulted on plan, the results of which are reflected in the final document.

14. Next Steps for Decision Tracking Purposes

- 14.1 If the recommendations above are approved by Members, the Director of Strategic Change and Communities will ensure that all necessary steps are taken to ensure full implementation of the decision within the following timescales, with the completion status reported to the Cabinet in the 'Council and Cabinet Decision Log' at each of its meetings until such time as the decision is fully implemented:

<i>Implementation</i>	<i>Due date</i>	<i>Managed by</i>
No action required	Not applicable	Not applicable

Background Papers Report to Leadership Panel of 25 May 2021 - [Local Police Plan 2021-23](#)

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Date: 6 March 2023

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South 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 throughout the past two years. There are undoubtedly continued socio-economic challenges for our communities, however the Community Planning Partnership (CPP) in South 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 South Ayrshire's Strategic Economic Plan – Vision 2030, that will see 'South Ayrshire as the place where businesses thrive and people enjoy an outstanding quality of life'. The Ayrshire Growth Deal is a major opportunity for businesses and communities, which is complemented by the CPP commitment to Community Wealth Building that Police Scotland are proud to have signed up to 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 a variety of 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 collective 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. Our focus has initially been in the Wallacetown area, supported by a range of CPP partners who have also dedicated time and resource.

Partnership working is key to the success of this work to identify or develop pathways and support to support individuals and families achieve positive outcomes. We hope to build on early successes in the next three years.

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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 Community Planning Partnership commitments. Our areas of focus are cognisant of South Ayrshire Council's Local Outcome Improvement Plan and Community Safety, Wallacetown and Children's Services priorities.

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 South Ayrshire. This involves South 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 South Ayrshire Council and the Thriving 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 off road and rural areas. 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 offer challenges to the communities in South 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.

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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

Introduction

South Ayrshire is home to over 110,000 residents and spans an area of some 472 square miles, from Ballantrae in the south to the town and busy harbour of Troon in the North. South Ayrshire shares borders with neighbouring local authorities East Ayrshire, Dumfries and Galloway and North Ayrshire.

Just over two thirds of South Ayrshire residents live in the towns of Ayr, Prestwick or Troon. The remainder of the population live in Maybole, Girvan and the more rural towns and villages in the Kyle and Carrick areas.

South Ayrshire attracts many visitors to the area due to its popularity, including tourism, sporting events, shopping and hospitality. High profile sporting events of national and worldwide interest are held at Royal Troon, Turnberry and Ayr Racecourse; these events attract thousands of visitors to the area.

South Ayrshire's coastline, parks and places of historical significance or interest also bring many visitors from our surrounding area and further afield.

Police Scotland works in partnership with South Ayrshire Council, other emergency services, resilience partners and many others to ensure that South 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

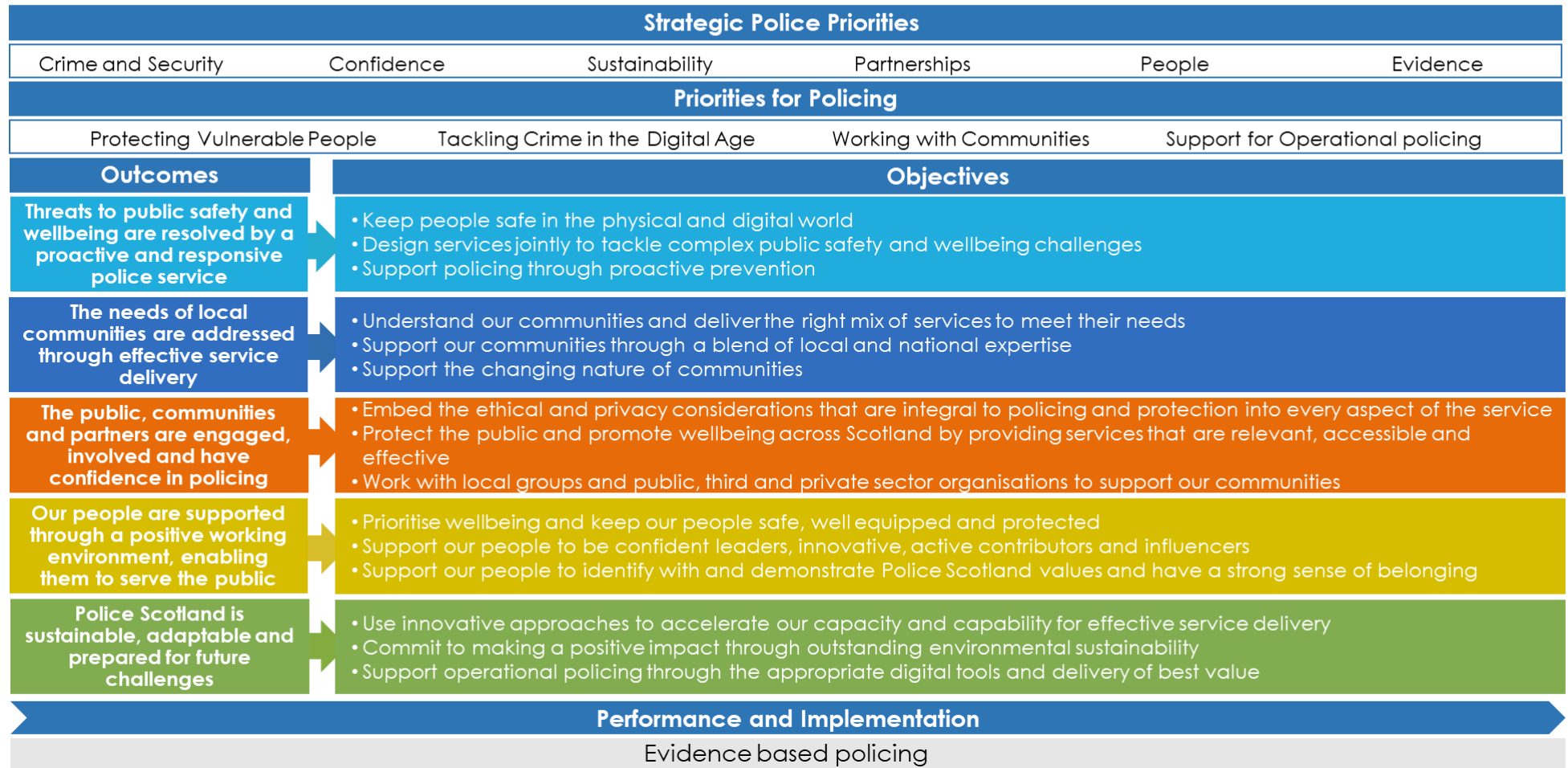
In order to achieve the outcomes, Police Scotland has developed the following enabler strategies:

- 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 South 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 key CPP outcomes that policing contribute too are:

- Improving outcomes for Children and Young People
- Safer Communities
- Developing a 'Team around the Community' approach
- Strengthening Community Engagement

In South Ayrshire we have dedicated teams for Community Engagement and Community Wellbeing; these officers build links with the communities and partners to deliver a service that addresses local concerns. These links are further enhanced with every Local Authority secondary school benefitting from a dedicated Campus Officer, jointly funded by South Ayrshire Council and Police. These officers are integral to the delivery of policing services for their designated schools, feeder primary schools and surrounding areas.

We have community response policing hubs in Ayr, Troon, Girvan and Maybole. 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. Our resources are flexible so that we can utilise them for pre-planned events and operations or respond effectively to spontaneous incidents.

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.

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.

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South Ayrshire also benefits from access to regional / 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.

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.

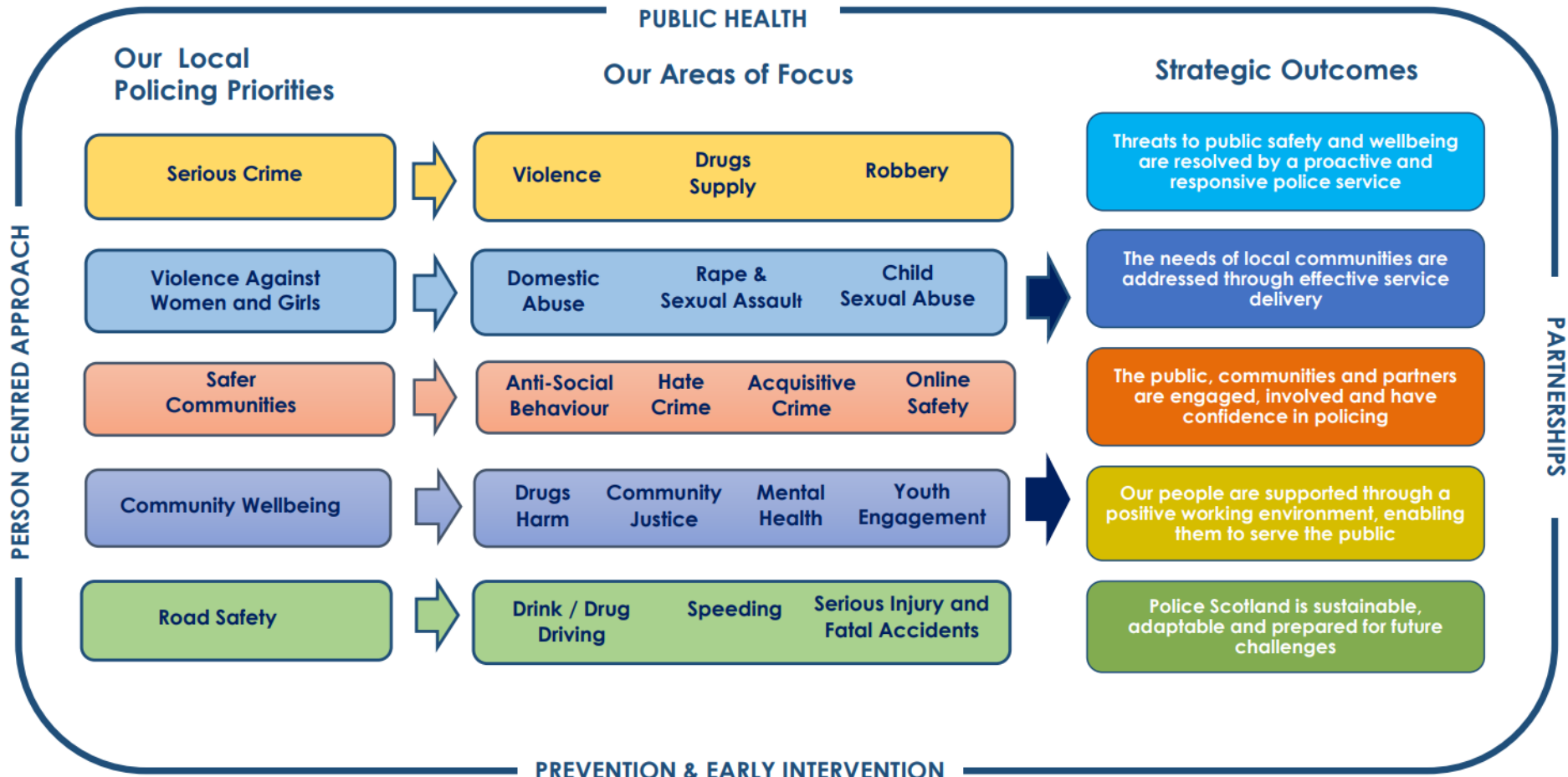
Police Scotland aims to make a significant contribution to the Scottish Government's 2040 carbon neutral target and 2045 zero greenhouse gas emissions target.

Our Plan on a Page



Plan on a Page South 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 South Ayrshire are decided by data from our strategic assessment that details national and local threats and risks. They are also informed by feedback from South 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.
- 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 South 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 and impacts 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

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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.

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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 the relevant support and perpetrators offending behaviour is pro-actively addressed.

Milestones:

- Provide an effective, supportive and trauma informed 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

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Area of Focus:

- Rape and Sexual Assault

Local Objective:

- Ensure that 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 organisations 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 that 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.

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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.

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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 South 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.

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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 South 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

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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 support our people and provide by ensuring they are trained and equipped 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.

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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.

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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.

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Area of Focus:

- Youth Engagement

Local Objective:

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

Milestones:

- In partnership with South Ayrshire Council's Thriving 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.
- Improve engagement with young carers.
- Support outcomes of South 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 South 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.

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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

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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 in will be scrutinised by South Ayrshire Council's Performance Panel. The Local Policing Commander, accompanied by the Area Commander for South Ayrshire, will provide regular reports to this Panel on the objectives and milestones identified in this Plan. In addition, Community Engagement 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 South 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 South 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

Ayr Police Station

Newton House

30 Green Street Lane

Ayr

KA8 8BH

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/south-ayrshire/>

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Meaningful and effective engagement involves genuine dialogue, respect, integrity, transparency and accountability. It provides an opportunity for people to shape our services and influence decisions made. Insight from effective engagement helps identify practical solutions and determine changes required to meet the needs of the communities we serve.

Police Scotland is committed to continuous improvement in all that we do. If you have something to tell us about our service, please contact us at:

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

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

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

Police Scotland has a number of active social media channels that provide a range of information and insight into policing, both nationally and in your local area. A full list of our social media accounts can be found on our website. Our local channels can be found at:



[@AyrshireSPolice](#) 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.

Equality and Human Rights Impact Assessment (EqHRIA)

Appendix 2

Summary of Results

Policy/Practice Name:

Local Police Plans

Owning Department:

Ayrshire Police Division

Date EqHRIA Completed:

02 March 2023

Purpose of Policy/Practice:

In terms of Section 47 of the Police and Fire Reform (Scotland) Act 2012 each Local Police Commander must prepare a Local Policing Plan (LPP) setting out the main priorities and objectives for the policing of each Local Authority Area. This must be approved by each Local Authority.

The LPP sets out how Ayrshire Police Division will deliver policing over the period 1 April 2023 – 31 March 2026 and is aligned to:

- Joint Strategy for Policing (2020): Policing for a Safe, Protected and Resilient Scotland
- Annual Police Plan (APP) – updated annually
- Deputy Chief Constable / Deputy Chief Officer Delivery Plans
- Joint Equality Outcomes for Policing 2021
- Local Outcome Improvement Plans
- Community Planning Partnership Priorities
- Police Scotland Performance Framework

A summary of the LPP priorities is provided on the 'Plan on a Page' within each of the Local Authority Plans. The LPPs describe how we will work collaboratively with partners and the community to deliver on Police Scotland's five strategic outcomes.

Summary of Analysis / Decisions:

What the assessment found, and actions already taken.

It is assessed that the implementation of the LPPs will not result in any disproportionate impact on any of the protected characteristics. Police Scotland's eight Joint Equality Outcomes (2021) have been considered when developing the Local Policing Plans. These are monitored locally via our internal Divisional Equality, Diversity and Inclusion Group.

All incident, crimes and offences that impact on the protected characteristics are scrutinised on a daily basis. Performance reporting against progress of the LPPs is subject to public scrutiny by each of the Local Authorities and reports are publicly available.

The Division maintains representation on a wide range of groups including Community Planning Partnerships, Violence Against Woman and Girl groups and the Ayrshire Equalities Partnership. This representation allows Ayrshire Division to draw experiences from a range of partners to better understand how policing activities impact on our communities.

Summary of Mitigation Actions:

What the assessment found, and actions already taken.

During the development of the Local Police Plans (LPPs) cognisance has been taken of the impact on all protected characteristics and incorporated into the priority setting. This was enhanced through the learning emanating from the Health Inequalities Impact Assessment to support the process.

The LPP milestones and performance measures / insights described for each of the 'Areas of Focus' have been set as a result of the assessment of the evidence collated. There are no bespoke mitigating actions that require to be addressed at this time but this will remain under review and can be updated at any time.

Of note, Police Scotland corporately carries out EqHRIAs for standard operating procedures and guidance associated with the operational delivery of the LPPs. The Summary of Results for these can be found on the Police Scotland website via the following link:

[Standard Operating Procedures - Police Scotland](#)