

Meeting	SPA Policing Performance Committee
Date	9 March 2021
Location	Video Conference
Title of Paper	2021/22 Annual Police Plan
Presented By	Tom McMahon, Director of Strategy and Analysis
Recommendation to Members	For Discussion
Appendix Attached	NO

PURPOSE

The purpose of the paper is to present the approach to develop the Annual Police Plan 2021/22 and update members on progress and next steps.

Members are invited to discuss the content of this paper.

1. BACKGROUND

- 1.1 Strategic planning arrangements for policing in Scotland are set out in the Police Fire and Reform (Scotland) Act 2012.
- 1.2 S35 of the Police and Fire Reform (Scotland) Act 2012 is the statutory requirement for the Chief Constable to prepare an Annual Police Plan (APP) for each yearly period beginning on 1 April. The APP has developed each year and is now a holistic, outcomes focused plan that sets out the objectives for the year across not only operational policing, but including the transformational change portfolio and corporate support services. The plan is also fully aligned to the Joint Strategy for Policing (2020) *Policing for a Safe, Protected and Resilient Scotland* and Police Scotland's Performance Framework.

2. Development of the Annual Police Plan 2021/22

- 2.1 The APP has been developed collaboratively with colleagues across the service and takes full account of the most recent Strategic Assessment. A significant number of strategic planning workshops have taken place across all areas of operational policing and corporate support services to inform the key areas of activity set out in the plan. In addition, demand data has been scrutinised and a range of research and insights have contributed to the evidence base including public responses to both the User Satisfaction and Your Police surveys.
- 2.2 In accordance with statute, the APP describes Police Scotland's policing arrangements for the year ahead, sets out priorities for policing based on our overall strategic assessment and outlines activity to demonstrate how Police Scotland will meet the needs of the people of Scotland. This follows our agreed strategic outcomes and objectives. The plan sets out activity at strategic level and to continue to mature the strategic planning approach and support scrutiny high level milestones and planned reporting periods have been set out. Progress is and will continue to be reported on a quarterly basis to the SPA Board.
- 2.3 The APP describes the areas of greatest threat and risk to public safety and wellbeing and the challenges for policing, as detailed in our strategic assessment. This has informed a robust process to identify and set our priorities for policing which describe the areas where we must direct our resources to ensure the greatest impact. Our priorities for policing are as follows:

- **Protecting vulnerable people** – supporting people considered vulnerable and working with partners to reduce harm;
- **Tackling crime in a digital age** – building capability to address the threat from cyber-related crime;
- **Working with communities** – engaging with the public and communities to build resilience and prevent crime; and
- **Support for operational policing** – delivering change that enables our people to deliver an effective and sustainable service

- 2.4 Under each of our strategic outcomes the APP describes the objectives and activity that will allow the service to focus on its priorities; delivering effective operational policing services and addressing the areas that pose the greatest threat and risk whilst continuing to improve and work towards long term financial stability.
- 2.5 The performance framework is in the process of being refreshed and this will fully align to the strategic outcomes and objectives set out in the Joint Strategy (2020), *Policing for a Safe, Protected and Resilient Scotland*, and the APP. This will provide the means to monitor and measure progress on our strategic outcomes and priorities for policing through the quarterly performance reporting process.
- 2.6 The COVID-19 pandemic has had a significant impact on policing and will continue to do so in the year ahead. We will continue to review our delivery of this plan to take into account current developments and requirements of the Scottish and UK governments in relation to the pandemic as it develops.
- 2.7 The APP has been shared in draft with the Scottish Police Authority, in line with the Police and Fire Reform (Scotland) Act 2012, and with other key stakeholders.
- 2.8 Authority Board members have been provided the opportunity to review and comment on the draft ahead of Police Scotland's Executive approval through the Strategic Leadership Board. The APP will be presented in public at the Authority Board meeting on 23 March 2021.
- 2.9 Public engagement is taking place through additional questions in the Your Police survey for six weeks during February and March

2021. The insights from the public and stakeholder engagement will be provided to the Police Scotland Strategic Leadership Board with the final draft APP in March 2021 for approval.

- 2.10 A summary Equalities and Human Rights Impact Assessment (EqHRIA) and Police Scotland's first Island and Remote Area Assessment (IsRAA) in line with Islands (Scotland) Act 2018 and Environmental Assessment will be published alongside the APP.
- 2.11 **Next Steps** – Feedback from the SPA, stakeholders and the public will be taken into consideration and a copy of the final APP will be lodged at the Scottish Parliament by the end of March as required by legislation
- 2.12 The APP will be published on 1 April 2021 and will be supported by a communication plan to raise awareness both internally and with the public.

3. FINANCIAL IMPLICATIONS

- 3.1 The financial implications will be set out in the sustainability section of the final APP.

4. PERSONNEL IMPLICATIONS

- 4.1 There are personnel implications associated with this paper.
- 4.2 Police Scotland's officers and staff will be directly involved in, and impacted by delivery of the plan. The priorities for policing, objectives and activity set out within the plan will guide service and individual objectives.

5. LEGAL IMPLICATIONS

- 5.1 S35 of the Police and Fire Reform (Scotland) Act 2012 means that the Chief Constable is statutorily required to prepare an Annual Police Plan (APP) for each yearly period beginning on 1 April.

6. REPUTATIONAL IMPLICATIONS

- 6.1 There are reputational implications associated with this paper. Any unforeseen delay to the progress of the APP will impact on the deadline to lodge the APP with the Scottish Parliament by 31 March 2021.

7. SOCIAL IMPLICATIONS

7.1 There are not anticipated social implications associated with this paper.

8. COMMUNITY IMPACT

8.1 There are community implications associated with this paper. The priorities for policing, objectives and activity in the APP describe our approach to delivering improved outcomes for people and communities. The delivery of change programmes and projects are designed to benefit communities through improvements to service delivery.

9. EQUALITIES IMPLICATIONS

9.1 There are equalities implications associated with this paper.

9.2 An Equality and Human Rights Impact Assessment (EqHRIA) has been conducted for the APP and we will continue to monitor impact throughout the year. The plan includes specific objectives and activity relating to the Police Scotland equalities outcomes and we will report on progress to deliver against the Equality Duty through the performance framework and the quarterly performance reporting process.

9.3 An Island and Remote Area Assessment (IsRAA) has been conducted for the APP for the first time in line with and expanding upon the requirements contained in the Islands (Scotland) Act 2018.

10. ENVIRONMENT IMPLICATIONS

10.1 There are environmental implications associated with this paper.

10.2 The APP contains specific activity regarding our environmental responsibilities and we will report on progress to deliver this through the performance framework and quarterly performance reporting process.

10.3 An Environmental Impact Assessment has been conducted for the APP for the first time and we will continue to monitor throughout the year.

RECOMMENDATIONS

Members are invited to discuss this paper.