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Edinburgh Local Policing Plan 2023-26



SCOTTISH POLICE
AUTHORITY
ÙGH DARRAS POILIS NA H-ALBA

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Contents

Chief Constable’s Foreword	3
Divisional Commander’s Foreword	5
Introduction	8
National strategic alignment	10
Policing in Edinburgh	11
Local priorities – Our plan on a page	13
Local objectives and activities	14
Strategic Outcome 1: Threats to public safety and wellbeing are resolved by a proactive and responsive police service	14
Strategic Outcome 2: The needs of local communities are addressed through effective service delivery	19
Strategic Outcome 3: The public, communities and partners are engaged, involved and have confidence in policing	23
Strategic Outcome 4: Our people are supported through a positive working environment, enabling them to serve the public.....	25
Strategic Outcome 5: Police Scotland is sustainable, adaptable and prepared for future challenges	26
Governance and performance	27
Equality, Diversity and Inclusion	28
Inclusive and accessible engagement	29

Chief Constable's Foreword

This Local Police Plan provides a clear statement to our citizens and partners about our commitment to developing our service and addressing areas that are of particular importance in this area. Throughout my time as Chief Constable, Police Scotland has continually developed to ensure we provide effective policing now and in the future.

Our communities are now better served and protected from the threats of today and of tomorrow. I have great confidence that the Police Service of Scotland will continue to build upon the progress made and the stability which now exists in policing.

In our recent Joint Strategy for Policing (2023), *Policing for a Safe, Protected and Resilient Scotland*, we describe how Police Scotland has people and communities at the heart of its vision for a better society, and will continue to provide modern, visible and accessible policing to local communities, supplemented with new support services that adapt and respond to societal shifts.

Policing in Scotland is incredibly varied, and we recognise the differences and strengths of communities across the country. Our people are vital members of those communities and our trusted relationship with the public and communities we serve is fundamental to maintaining their confidence in us to protect them at their most vulnerable and to keep us all safe from existing and emerging threats and harms.

This plan has been developed with partners and the local public using evidence, insights and professional expertise. We are committed to listening and responding to all communities across Scotland, including those who do not often engage with policing.

We understand our shared responsibility to ensure that our services are trauma-informed and person-centred as outlined in the Scottish Government's Vision for Justice. Across society, and in part exacerbated by the challenging economic circumstances we all face, vulnerability, mental ill-health and substance misuse continues to impact on both individuals and wider society and on policing. We recognise that ours is very often not the most appropriate service to best support peoples' needs and we will work our public sector partners to address challenges and support community wellbeing.

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I am extremely proud of the service that we provide to our communities from Edinburgh City Division and from the specialist and operational divisions that provide additional support to them. As colleagues deliver the priorities set out in this plan and respond to new developments, our commitment to keeping people safe and demonstrating our values of integrity, fairness, respect and to upholding human rights is unwavering.

Sir Iain Livingstone QPM
Chief Constable

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Divisional Commander's Foreword

The Police and Fire Reform (Scotland) Act 2012 requires Divisional Commanders to produce a Local Police Plan covering a three year period.

The 2021 tri-partite review of Local Police Plans, undertaken by COSLA, the Scottish Police Authority and Police Scotland, identified national best practice, with the plan acknowledging and incorporating relevant recommendations.

As Divisional Commander for Edinburgh City Division, I have the great pleasure and privilege of sharing this plan, which outlines our policing priorities for 2023 – 2026.

Whilst the plan reflects our strategic outcomes and priorities, there is obvious and direct connectivity to our vision, our purpose and our values.

In practical terms, this means that our visible and accessible policing response seeks to ensure a safe and resilient city, with the overarching purpose of improving the safety and wellbeing of people, places and communities across Edinburgh, doing so, with integrity, fairness and respect, whilst upholding human rights.

Ultimately, we police for and with you.

Your views and concerns, as individuals, within and across the capital's diverse communities, have been integral in shaping our priorities and ensuring a responsive local policing model. The plan will remain subject of periodic review to ensure that it continues to accurately reflect local priorities throughout its lifespan.

To ensure the widest possible representation, in addition to our network of partners, public consultation focused on capturing the views of less-engaged and seldom-heard communities.

Extending far beyond law enforcement, our policing priorities demonstrate the breadth and scope of the 'ask' placed on front-line policing on a daily basis, which in an Edinburgh context, also includes discharging the unique demands and profile associated with policing in the Scottish capital.

In no way exhaustive, this includes key political and heritage sites, a significant visitor footprint, events, protests, demonstrations and a significant foreign consulate profile, all undertaken alongside the real and ongoing challenges presented by protecting communities across public, private and digital domains.

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My officers and staff are critical to delivering a relevant and professional policing response, underpinned by our values and a commitment to upholding human rights, and my personal commitment to assuring their safety and welfare, which includes an inclusive and supportive working environment, remains integral to my personal responsibilities as Divisional Commander.

We will always strive to meet expectations, however, I acknowledge that we may not do so on every occasion. Policing legitimacy is built on trust and confidence, and, in such circumstances, you have my absolute assurance that concerns will be listened to, and where we have not got things right, we will apologise and take proportionate and timely action to redress.

Cross sector fiscal challenges, and ever evolving demands, remain an operational reality, necessitating that finite policing resources are effectively and efficiently utilised to deliver maximum effect.

It's widely accepted that policing cannot, nor could be expected, to tackle the root causes of offending and/or other complex inter-generational social issues in autonomy.

I both welcome and value the professionalism, skills, experience and contribution of statutory and non-statutory partners in developing sustainable solutions to address these challenges. Embodied by our Public Health Policing approach, and informed by professional experience, holistic approaches which are focused on prevention and early intervention, often prove more effective in delivering positive outcomes than traditional police led enforcement activities alone.

As an advocate of The Christie Principles, I firmly believe that Edinburgh's communities will be best served by the development and delivery of placed-based integrated public service provision.

These collaborative tenets are also enshrined within the Community Empowerment (Scotland) Act 2015, which creates a statutory duty for community planning partners, like ourselves, to play a full and active role in delivering services to reduce inequalities and improve the lives of those most in need of support.

As a strategic lead, I form part of the membership of the Edinburgh Partnership Board, the city's Community Planning Partnership, which oversees and monitors delivery across the three shared priorities, outlined within the 10 year Local Outcome Improvement Plan.

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This established multi-agency framework, demonstrates the efficacy of what can and should be achieved in partnership, and I remain committed to working with colleagues across the city, to realise my ambition, wherein our locally tailored policing response forms part of a wider multi-faceted public service offer.

This integrated approach will undoubtedly ensure that those in need have ready access to a suite of services, led and delivered by the agencies and practitioners best skilled and equipped to do so.

As ever, I thank you for your continued support, and in closing, I wish to reaffirm that officers and staff in Edinburgh, and indeed, across Police Scotland, will continue to do their utmost to keep Edinburgh's communities safe from harm.



A handwritten signature in black ink, which appears to be 'Sean Scott', written in a cursive style.

Chief Superintendent Sean Scott

Divisional Commander, Edinburgh City Division

Introduction

Local policing arrangements

Edinburgh City Division covers a large geographic area in the East of Scotland from Leith in the north to the Pentland Hills in the south, with a resident population of approximately 530,000, almost doubling during the summer months when tourism, and most notably, the internationally renowned Edinburgh Festival, attracts thousands of additional visitors to the city.

The local policing structure aligns with City of Edinburgh Council's locality boundaries, with day to day policing within each of the four areas being led by a dedicated Local Area Commander.

South East locality comprises the city centre and south of the city. This area faces a unique set of challenges and pressures, commensurate with the status and profile of Scotland's capital city. More specifically, the city centre footprint encompasses the Scottish Parliament, Edinburgh Castle and the Palace of Holyroodhouse, allied with a variety of cultural attractions, including festivals, events and celebrations. Owing to this heightened profile, the city centre attracts a significant number of protests and demonstrations, whilst remaining a preferred, and consistently popular, destination for millions of visitors, both national and international. The area has a vibrant and diverse population, and accommodates major healthcare, academic, religious and cultural facilities spread across a broad range of residential areas and various green spaces. It also boasts a significant number of small-scale commercial enterprises supporting the local community.

North West locality incorporates a diverse range of communities, from the historic villages of Cramond and South Queensferry in the semi-rural west, to the residential areas of Corstorphine and Ravelston, and the wards of Almond, Forth and Inverleith. Housing throughout is a blend of social and privately owned properties, characterised by areas of relative affluence juxtaposed with those of significant levels of social need, resulting in higher than average levels of unemployment and poverty. The area also includes a scenic coastline, Scotland's busiest airport, two large shopping centres and Murrayfield Stadium, the home of our National rugby team.

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North East locality includes an historic castle, parks and beaches. Various community and social housing projects, backed by local Government funding, continue to rejuvenate a number of the more socially deprived areas, offering improved access to services and challenging inequalities to enhance community wellbeing. The area also accommodates large retail developments at Fort Kinnaird, and Ocean Terminal, attracting commerce from across the region.

South West locality encompasses a diverse area, comprising a range of residential housing, in addition to a varied footprint of commercial, light industrial, retail, leisure facilities and green spaces, including the Pentland Hills. Residential areas include those of relative affluence, with higher levels of educational attainment and employment levels, alongside areas with significant levels of social need, relating to higher than average unemployment and poverty.

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 mechanisms, 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 these Local Police Plans which reference distinct local priorities, objectives, outcomes and performance measures. They link to wider community planning arrangements, with Local Outcome Improvement Plans taken into account in their development.

- 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
- Enabler strategies including 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

These are underpinned by plans including the Annual Police Plan, Local Police Plans, Local Outcome Improvement Plans, and Financial Plans.

Policing in Edinburgh

Uniformed policing in the Division is delivered within localities, comprising response and community policing complements, supported by locally based initiative teams, addressing specific priorities and emerging crime trends.

Our vibrant weekend night-time economy is policed by Operation NightGuard, which sees police officers work in partnership with Taxi Marshalls, Licensing Standards Officers, Street Assist, Street Pastors, and other partners to ensure that residents and visitors enjoy a safe night out.

Specialist departments within the Division include the Criminal Investigation Department (CID) and the Public Protection (PPU), responsible for the investigation and oversight of serious crime, sexual crime and domestic abuse respectively. This complement also incorporates bespoke units focused on investigating housebreakings, violent offending, offending targeted at high profile figures, including those in elected office and iconic / high profile locations, and County Lines and Cuckooing activity.

With a broad prevention led portfolio spanning, cyber enabled crime, equality, diversity and inclusion, youth justice and missing persons, our Prevention, Interventions and Partnerships (PIP) team provide specialist support across the Division. Unique to Edinburgh City Division, this team also includes the VOW, where mentors with lived experience of the criminal justice system, work alongside officers to provide targeted interventions to support 16-25 year olds, already known to criminal justice partners and/or individuals at high risk of drug related harm, to achieve long term positive trajectories.

Reflective of the city's capital status, Edinburgh encompasses high profile political and heritage sites, allied with a diverse range of sporting venues, international and local festivals, concerts, royalty/VIP visits, parades and protests. In any given year, Police officers from across Scotland, support Edinburgh City Division in ensuring the safety of visitors, spectators and participants.

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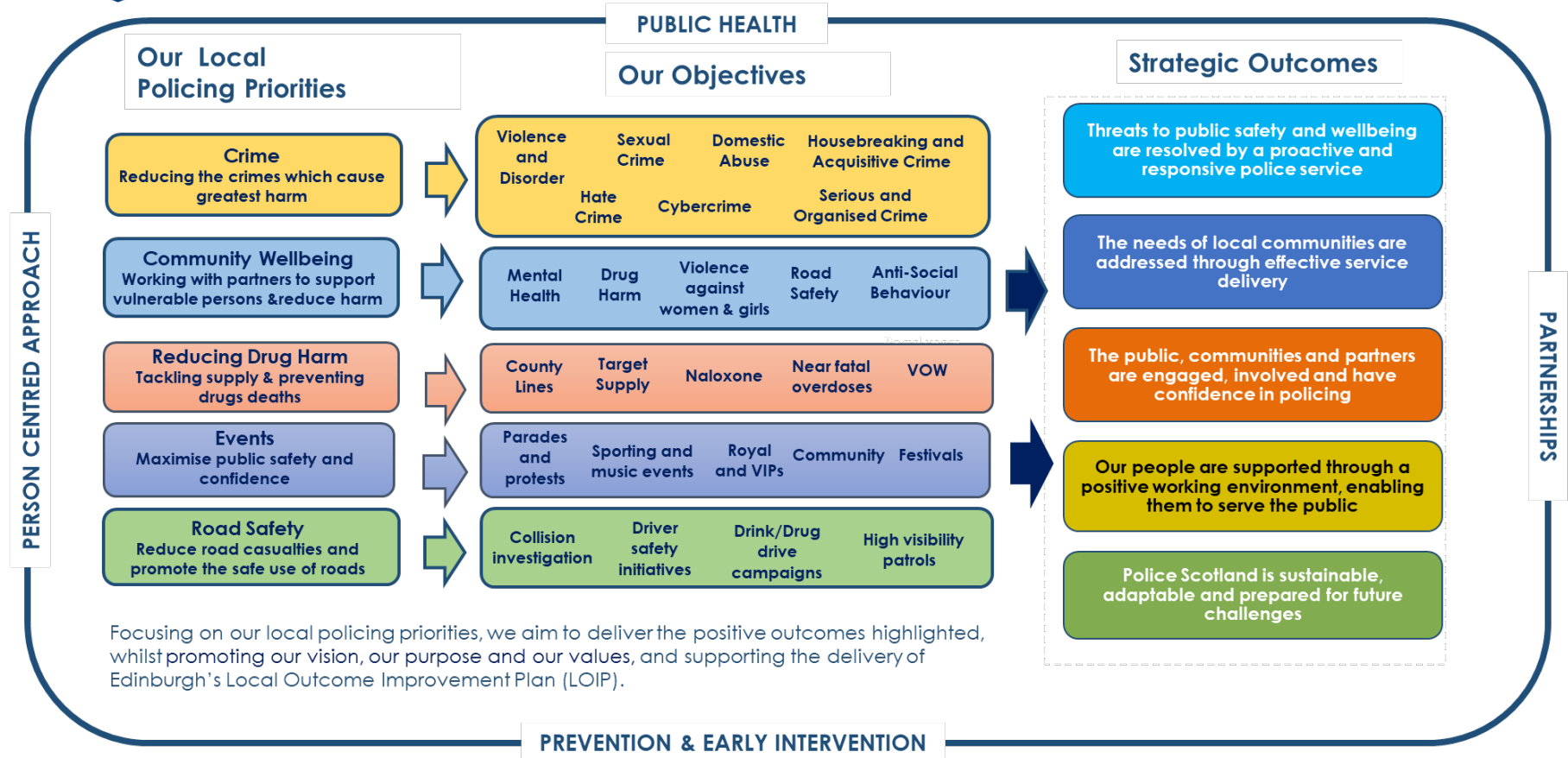
Whilst not always as visible to local communities, Edinburgh City Division also has access to skills, expertise and resource drawn from across the suite of national specialist Divisions.

Local priorities – Our plan on a page



Plan on a Page - Edinburgh City Division

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 objectives and activities

Strategic Outcome 1: Threats to public safety and wellbeing are resolved by a proactive and responsive police service

Objective: Keep people safe in the physical and digital world

Activity: Work with partners to prevent and investigate serious crime, violence, domestic abuse, online crime and sexual crime.

Key milestones:

- Regularly review investigative processes to ensure efficient and effective investigation of these crime types.
- Implement the Partnership Intelligence Portal between key agencies and third sector organisations to identify and reduce harm to individuals.
- Identify, target and manage high tariff and repeat domestic abuse offenders through Multi-Agency Tasking and Co-ordination (MATAC).
- Reduce harm and improve safeguarding for victims of domestic abuse by continual improvement of Multi-Agency Risk Assessment Conferences (MARAC).
- Utilise the Equally Safe Multi-Agency Centre (ESMAC) to provide comprehensive and collaborative investigative support and aftercare for children and adult victims of serious sexual offences and gender based abuse.
- Continued enhancement of our local Multi-Agency Public Protection Arrangements (MAPPA), working in partnership to design and implement comprehensive risk management plans for offenders in the community.
- Continue to complete robust investigation of Hate Crimes, supported by specialist Equality, Diversity and Inclusion officers.

Update expected: Y1-3 Quarterly

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Performance measures and insights:

How does Edinburgh City Division work effectively with partners to prevent and respond to domestic abuse?

How well does Edinburgh City Division identify and support adults and children at risk from harm within the physical and digital domains?

How effectively does Edinburgh City Division manage offenders in collaboration with MAPPA partners?

Activity: Maintain and strengthen relationships with partners to mitigate the risk of violence and improve safety whilst holding perpetrators to account.

Key milestones:

- Raise internal and external awareness of the Disclosure Scheme for Domestic Abuse Scotland (DSDAS).
- Work with partner agencies to deliver these disclosures in a way that is meaningful and cognisant of an individual's needs and vulnerabilities, ensuring that a comprehensive package of support is provided.
- Promote cultural change within the workplace, and across our wider society, and supported by partners, highlight the national #ThatGuy campaign.
- Work with colleagues from national Partnerships, Prevention and Community Wellbeing (PPCW) to ensure that Edinburgh City Division contributes to, and is aware of, national updates and initiatives.
- Our Domestic Abuse Investigation Unit (DAIU) provides specialist safety planning and investigative support to victims and survivors. Working collectively with partners, provide access to locally based specialist resources and deliver a holistic package of aftercare to the victims of domestic abuse.
- Ensure a victim centred approach whilst providing a professional and effective response to all reports of domestic abuse.
- Support and promote Equally Safe campaigns targeting violence against women, raising internal awareness of honour based violence, forced marriage, domestic abuse services and avenues of local support.

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- Work with the City of Edinburgh Council to maximise the use of public space CCTV to increase feelings of safety within the public domain, deter crime, and detect and pursue offenders.
- In collaboration with our local Prevention, Interventions and Partnerships team, deliver comprehensive safety advice and guidance to victims of crime, improving awareness of personal safety and security, to build confidence and reduce risk of harm.

Update expected: Y1-3 Quarterly

Performance measures and insights:

How does Edinburgh City Division incorporate feedback from the #ThatGuy campaign?

How does Edinburgh City Division review the performance of the DSDAS scheme?

How does Edinburgh City Division incorporate feedback from workplace and public focused surveys?

How effectively does Edinburgh City Division support victims and survivors of domestic abuse?

Objective: Design services jointly to tackle complex public safety and wellbeing challenges

Activity: Continue to improve our child and adult protection programmes.

Key milestones:

- Where we assess that an individual (adult or child) may be at risk, we will continue to utilise our Vulnerable Persons Database (VPD) to record concerns, and thereafter liaise with partners to agree appropriate safeguarding and support measures.
- We will initiate and contribute to Interagency Referral Discussions (IRD) for an individual (adult or child) at risk of harm.
- To support compassionate, non-judgemental and informed engagement, we will deliver stigma-aware and trauma-informed training to all officers and staff.

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- We will maximise opportunities to utilise the Equally Safe Multi-Agency Centre (ESMAC) to support and safeguard children who have been abused or neglected.
- We will work with Edinburgh City Council Young Persons' Services and third sector partners, including Barnardos and Alzheimers Scotland, to effectively conduct interviews when a young person / vulnerable individual returns from a missing episode.

Update expected: Y1-3 Quarterly

Performance measures and insights:

How effectively does Edinburgh City Division respond to reports of adults and children who go missing?

How well does Edinburgh City Division work with partners to provide joined up and cohesive support to mitigate and reduce the risk to vulnerable adults and children?

How will Edinburgh City Division respond to feedback from the ongoing Adult Support and Protection Review?

Activity: Using a collaborative approach, engage and support those experiencing mental ill-health.

Key milestones:

- We will review our ongoing pilot with Alzheimers Scotland, wherein specialist staff complete bespoke 'return' interviews and individual / family support visits following a missing episode.
- We will continue to meet regularly with health colleagues to improve our joint response to mental health detentions.
- Working with health partners, we will refresh our Psychiatric Emergency Plan (PEP) to support shared understanding of single agency accountabilities and multi -agency responses to incidents involving mental ill-health and persons in crisis.

Update expected: Y1-3 Quarterly

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Performance measures and insights:

Has the Alzheimers Scotland pilot delivered positive outcomes?

How effective is Edinburgh City Division in signposting those experiencing mental ill-health crisis to the appropriate specialist practitioners / agencies?

Objective: Support policing through proactive prevention

Activity: Informed by our Public Health Policing Approach, we will work with partners to address the negative impact of problem drug use within Edinburgh.

Key milestones:

- We will train our staff in the use of Naloxone sprays and provide them with this capability to intervene / treat those experiencing an opioid overdose.
- We will utilise our Divisional Drugs Oversight Board to maximise prevention, intelligence and enforcement opportunities, share best practice and contribute to wider local and national work to reduce drugs deaths.
- We will proactively and professionally investigate all drugs deaths within Edinburgh.
- We will continue to monitor drug related non-fatal overdose (NFO) incidents, and to enable expedient access to treatment and support, we will share information in respect of those most at risk of harm, with health and other partners.
- We will proactively target organised crime and drugs supply.
- We will actively participate in the Edinburgh Drug and Alcohol Partnership.
- We are committed to securing ongoing funding to support the continuation of VOW's assertive outreach capability.

Update expected: Y1-3 Quarterly

Performance measures and insights:

How effective has the divisional roll-out of Naloxone proven to be?

Have our investigative approaches positively impacted on the identification of drugs supply cases?

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How effective is the VOW's assertive outreach capability?

Strategic Outcome 2: The needs of local communities are addressed through effective service delivery

Objective: Understand our communities and deliver the right mix of services to meet their needs

Activity: Through preventative and enforcement measures tackle housebreaking and acquisitive crime.

Key milestones:

- Our Prevention, Interventions and Partnerships team will continue to provide targeted crime prevention advice to individuals and businesses.
- We will work with police colleagues throughout Scotland to share intelligence and jointly tackle cross-divisional offending.
- We will maximise the use of social and traditional media, Neighbourhood Watch and other community and interest groups, to raise awareness of notable crimes, crime trends and crime prevention opportunities.
- We will continue to target and pursue housebreakers and known offenders through our dedicated investigation teams.
- We will work with recidivist offenders to offer support and preventative interventions.
- We will monitor financial crime trends, work alongside partners in Trading Standards and Financial Institutions, and provide fraud prevention advice to our communities.

Update expected: Y1-3 Quarterly

Performance measures and insights:

How effective is Edinburgh City Division's approach in preventing and deterring housebreakings?

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Has Edinburgh City Division reduced reports of motorcycle thefts and anti-social behaviour related calls in the city?

How well does Edinburgh City Division work with local businesses to design out opportunities for crime?

How safe do local residents feel?

Activity: We will target serious and organised crime by maximising preventative and investigative opportunities.

Key milestones:

- We will work in partnership with other agencies to dismantle Serious and Organised Crime Groups (SOCG) in communities, rendering them ineffective and unable to profit from criminality.
- Through targeted local campaigns, we will promote awareness of the threat and harm that SOCGs present to individuals, businesses and communities.
- We will collaborate with stakeholders across education, social services and health to maximise awareness, prevention, information sharing and support and protect those most at risk from SOCG activity.
- We will utilise new, emerging and innovative technologies, to enhance our approach and response to priority crime, threats and harm.
- We will maximise preventative opportunities for vulnerable individuals, groups and communities who may be targeted for trafficking.

Update expected: Y1-3 Quarterly

Performance measures and insights:

How effectively does Edinburgh City Division investigate Serious and Organised Crime?

How safe do local residents feel?

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Activity: Through a proactive and collaborative approach, prevent and respond to serious violence, disorder and antisocial behaviour.

Key milestones:

- As exemplified by Operation NightGuard, we will address disorder and antisocial behaviour through a comprehensive package of measures, including police led and partnership activity.
- We will promote the 'Think Twice' partnership initiative and utilise all available Criminal Justice options to hold offenders to account.
- Address violence through preventative programmes including "no knives better lives" and robust collaborative investigations led by our Violence Reduction Unit.
- The VOW will continue to engage with repeat offenders and those at risk of substance related harm, to support them to address their behaviour.
- We will support seasonal activities such as Operation Crackle and Moonbeam, to robustly tackle instances of violence, disorder and anti-social behaviour.
- We will utilise local and thematic Community Improvement Partnerships (CIPs) as mechanisms to support collaboration and develop and deliver joint plans to prevent and address violence, disorder and anti-social behaviour.
- We will work with the City of Edinburgh Council to maximise the use of public space CCTV to increase feelings of safety within the public domain, deter crime, and detect and pursue offenders.

Update expected: Y1-3 Quarterly

Performance measures and insights:

How well does Edinburgh City Division collaborate with partners to prevent and address violence, disorder and antisocial behaviour?

Review reduction in offending by individuals managed by the VOW, and the consequent cost saving to the Criminal Justice system.

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To effectively respond to violent offenders, has Edinburgh Division maximised all available opportunities to expand our Specially Trained Officer (STO) cadre and equip officers with Conducted Energy Devices (CED / Tasers)?

How safe do local residents feel?

Objective: Support our communities through a blend of local and national expertise

Activity: Make our roads safer through the delivery of a suite of multi-agency activity co-ordinated by the Divisional Road Safety Partnership.

Key milestones:

- We will actively contribute to national Road Policing campaigns, including festive and summer initiatives.
- We will detect and deter criminal use of the roads network, utilising high visibility patrols allied with the effective use of intelligence and proactive local road traffic interventions and initiatives.
- We will support training and education activities aimed at less experienced drivers, and those promoting road safety, such as the 'Close Pass' cycling safety initiative.
- We will develop and share our management information, to better understand trends and hotspots, in order to focus enforcement activity effectively.

Update expected: Q4 Annually

Performance measures and insights:

How effectively does Edinburgh City Division support the Road Policing Division in positively influencing pedestrian and road user behaviour to improve road safety?

How well does Edinburgh City Division utilise driver education and enforcement activities to reduce road casualties?

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Strategic Outcome 3: The public, communities and partners are engaged, involved and have confidence in policing

Objective: Protect the public and promote wellbeing throughout Edinburgh City Division by providing services that are relevant, accessible and effective

Activity: Harness opportunities for engagement across Edinburgh's communities and support public confidence by promoting successful investigations, operations and events and delivery of outcomes. Maximise insights from the 'Your Police' and user experience surveys.

Key milestones:

- Assuring visibility and accessibility, our locality based Community Policing teams will continue to work with and extend their reach across our local diverse communities.
- Our Prevention, Interventions and Partnerships team will maintain their commitment to broaden our city-wide partnership networks, to include less engaged and seldom-heard communities.
- We will continue to maximise opportunities for community engagement at a citywide and locality level, including attendance at Community and Strategic Partnership forums.
- Reflecting the differing needs of communities, we will continue to develop the role and contribution of our Special Constables, Police Scotland's Youth Volunteers and Peer Mentors in community engagement activities.
- We will continue to develop the role of our Divisional Media Officer, exploring and exploiting digital technology, to extend our reach, promote our activities and build public trust and confidence.

Update expected: Y1-3 Quarterly

Performance measures and insights:

How well does Edinburgh City Division utilise feedback to support and inform service delivery?

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How effectively does Edinburgh City Division promote our activities and outcomes?
How can Edinburgh City Division further develop our partnership networks?

Activity: Maintain and maximise public safety and confidence during events, including protests, demonstrations, sporting events, concerts, Hogmanay and the Edinburgh Festival. Work with event organisers and partner agencies to deliver safe and secure events and operations, including parades, protests, Royal and VIP visits, religious, community, sporting, music and seasonal festival events.

Key milestones:

- We will work with event organisers and partner agencies to plan and deliver safe and secure events.
- We will balance the rights of those attending events against the rights of the wider community and work to minimise disruption.
- We will continually review our policing response to events to ensure that learning is incorporated into future plans.
- We will actively seek to improve and enhance our joint approach to safety and security, making use of the most appropriate resources, equipment and available technology.

Update expected: Q4 Annually

Performance measures and insights:

Can Edinburgh City Division provide specific examples of how collaborative working has improved public safety at events within Edinburgh?

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Strategic Outcome 4: Our people are supported through a positive working environment, enabling them to serve the public

Objective: Create a positive environment for our people to achieve their potential

Activity: Effectively engage with and support our people through local delivery of the East People Strategy.

Key milestones:

- Review and seek feedback from our officers and staff on the implementation of the 2-2-2 shift pattern within the Division.
- Conduct regular meetings of our 'Enhance Edinburgh' officer and staff forum, to capture views on a range of divisional developments, including staff wellbeing initiatives.
- We will develop and maintain a series of supervisor toolkits to share best practice, ensure consistency across teams and upskill and develop newly promoted officers.
- We will review the findings and recommendations of Police Scotland's consultation around sexism and misogyny within the workplace and embed any learning within Edinburgh City Division.
- The Senior Management Team will continue to provide opportunities for officers / staff to table questions, provide feedback and suggestions for improvements, which includes meeting regularly with local Police Federation and staff representatives.

Update expected: Y1-3 Quarterly

Performance measures and insights:

How well does Edinburgh City Division support officers and staff to effectively perform their roles?

How is officer / staff feedback and survey data acknowledged, considered by the Senior Management Team and embedded to support positive change?

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Strategic Outcome 5: Police Scotland is sustainable, adaptable and prepared for future challenges

Ongoing political, technological, economic and societal changes as well as unforeseeable emergencies on a local and global scale require the police service to adapt and respond to future challenges in order to maximise the benefits of future opportunities.

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.

Everyone has a role to play in improving financial sustainability, making efficient use of resources and eliminating waste to deliver best value.

Procurement of and demand for goods and services will remain under scrutiny, ensuring resources are used in the most efficient way possible to meet the greatest need.

Objective: Ensure that we are meeting and adapting to the increasing and changing demands on policing

Activity: Consider the environmental impact of local policing and adapt working practices accordingly.

Key milestones:

- We will continue to promote workplace initiatives aimed at reducing our carbon footprint.
- We will support officers and staff by encouraging uptake of the cycle to work scheme.
- Community Policing activities will incorporate foot patrols and the deployment of cycle trained officers, where appropriate to do so.
- We will continue to support the move to Ultra Low Emission Vehicles (ULEVs) and commit to evolving our Divisional fleet as the roll-out of charging points progresses across our local estate.

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Update expected: Y1-3 Quarterly

Performance measures and insights:

How effectively does Edinburgh City Division contribute to reducing carbon emissions and the environmental impact of its collective activities?

Governance and performance

Policing by consent is the bedrock of our approach. Public trust and confidence can only be maintained through the legitimacy provided by effective governance, transparency and accountability.

Our Performance Framework links to our local and national plans, enabling monitoring and measurement of progress on our policing priorities and strategic outcomes. Further, as referenced, our collaborative work in support of Edinburgh's Community Planning Partnership, is also key to delivering excellence in service provision.

Our Local Police Plan reflects the priorities that local communities, businesses and organisations have told us matter most to them. Throughout the lifetime of the plan, we will continue to work with our communities and partners to listen to concerns and ensure we respond effectively to emerging issues.

An overview of divisional performance against our strategic outcomes and shared objectives is provided by the Divisional Commander, and comes under scrutiny at the City of Edinburgh Council's Culture and Communities Committee, with key themes reported and accessible via [Police Scotland Performance](#).

Local Area Commanders regularly liaise with and provide updates to the community and elected representatives at various forums and, to complement this, Community Policing officers provide local policing updates at Community Council meetings and across a suite of community specific and interest groups.

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Equality, Diversity and Inclusion

Our work is underpinned by our commitment to equality and diversity, which includes interactions with the public we serve and our own officers and staff. We promote the core policing values of integrity, fairness, respect and a commitment to upholding human rights within our organisation and the communities we police.

We are committed to developing and advancing best practice as outlined within the most recent refresh of our Equality Outcomes. These can be found along with our commitment and duties to equality, diversity and inclusion at: [Police Scotland Equality outcomes](#)

Engaging with us

Meaningful and effective engagement involves genuine dialogue, respect, integrity, transparency and accountability. It provides an opportunity for the public to shape our services and influence our decisions. These insights thereafter inform practical solutions and ultimately ensure that our policing services meet the needs of the diverse communities we serve.

Should you wish to contact us, please do so utilising the following means:

1. Edinburgh City Division, St Leonard's Police Station, 14 St Leonard's Street, Edinburgh. EH8 9QW.
2. Should you have information about crime in your area, and wish to provide it anonymously, call CRIMESTOPPERS on 0800 555111.
3. Service users who are deaf or have a hearing impairment can contact Police Scotland via TextRelay on 18001 101 for non-emergency requirements, or 18000 in an emergency.
4. More detailed information on how to contact your [Local Policing Team](#) is available on our website.

As a learning organisation, Police Scotland is committed to continuous improvement. We actively welcome feedback on our services, please submit via [Police Scotland – Contact Us](#).

Further information about our wider engagement activities can be found in our consultation and engagement hub at [Police Scotland – Engagement Hub](#).

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Police Scotland also 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.

Edinburgh City Division's local channels can be found at:

[Twitter](#)

[Facebook](#)

Please note that our social media channels are not monitored 24/7, and should not be used for reporting crime. Please dial 999 in an emergency, and 101 in a non-emergency situation.

Inclusive and accessible engagement

We aim to embed accessibility and inclusivity into all of our services. This Local Police Plan was subject to an Equality and Human Rights Impact Assessment (EqHRIA). A summary of the EqHRIA has been published alongside this document at

This Local Police Plan can be made available in various alternative formats. For more information, please contact us via our online form at [Police Scotland – Contact Us](#).

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