



POLICING PLAN

2021-2022



Royal Gibraltar
POLICE

*Delivering a Safer Gibraltar
through Excellence in Policing*

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ACRONYMS & ABBREVIATIONS

ASB	ANTI-SOCIAL BEHAVIOUR
ASBO	ANTI-SOCIAL BEHAVIOUR ORDERS
CT	COUNTER TERRORISM
DVPN	DOMESTIC VIOLENCE PROTECTION NOTICE
DVPO	DOMESTIC VIOLENCE PROTECTION ORDER
GCC	GIBRALTAR CONTINGENCY COUNCIL
GPA	GIBRALTAR POLICE AUTHORITY
GPF	GIBRALTAR POLICE FEDERATION
HMGOG	HER MAJESTY'S GOVERNMENT OF GIBRALTAR
HMICFRS	HER MAJESTY'S INSPECTORATE OF CONSTABULARY, FIRE & RESCUE SERVICES
MACA	MILITARY AID TO THE CIVIL AUTHORITIES
MAPPA	MULTI-AGENCY PUBLIC PROTECTION ARRANGEMENTS
ML	MONEY LAUNDERING
MOD	MINISTRY OF DEFENCE
MORILE	MANAGEMENT OF RISK IN LAW ENFORCEMENT
MOU	MEMORANDUM OF UNDERSTANDING
NIM	NATIONAL INTELLIGENCE MODEL
NPOCC	NATIONAL POLICE COORDINATION CENTRE
OCG	ORGANISED CRIME GROUP
RGP	ROYAL GIBRALTAR POLICE
RTC	ROAD TRAFFIC COLLISION



THE RGP VISION

The Vision of the RGP is 'Delivering a Safer Gibraltar through Excellence in Policing'. Together with partner agencies and stakeholders, they will develop their people and professionalise the delivery of their service to the community they serve, striving to make Gibraltar a safer place in which to live and visit.

This GPA Policing Plan aligns directly with Her Majesty's Government of Gibraltar's aim to support a safe and thriving economy. The RGP, as the lead Law Enforcement Agency in Gibraltar, will do this by continuing to lead on physical security in Gibraltar; continuing to maintain and further develop the already well-established relationships with partner agencies and stakeholders; and, in general, do its utmost to ensure a safer Gibraltar.



Delivering a Safer Gibraltar
through Excellence in Policing

**"Delivering a Safer Gibraltar
through Excellence in Policing"**

**Royal Gibraltar Police
Headquarters**

FOREWORD

CHAIR OF THE GIBRALTAR POLICE AUTHORITY
Dr Joseph BRITTO



It is with great pleasure that I introduce this new-style Policing Plan which reflects the ongoing modernisation and transformation of the RGP.

The contents of this document concentrate on the policing priorities for the Policing Year 2021 to 2022, and it serves to point the way ahead to what we envisage should be the broader policing priorities for the next three years.

Informed by extensive consultation, the formulation of this plan takes into account the results of the public engagement survey conducted by the Gibraltar Police Authority (GPA) and the Management of Risk in Law Enforcement (MoRiLE) assessments undertaken by the Commissioner of Police and his Senior Command Team. The priorities of both Her Majesty's Government of Gibraltar (HMGoG) and of His Excellency the Governor of Gibraltar have also been considered and incorporated.

This plan has been designed to ensure that the RGP continues to improve the service it provides to the public and identifies six key priorities as objectives for this year.

In drafting the plan we have ensured that the RGP will:

- Further address the areas of shortcoming identified by Her Majesty's Inspectorate of Constabulary, Fire & Rescue Services (HMICFRS);
- Continue the programme of measures introduced in 2020 aimed at dealing with bullying and harassment within the Force, ensuring that the Gibraltar Police Federation is fully engaged;
- Continue to build upon and develop partnerships with other law enforcement agencies, both locally and internationally, including continuing to work on the protocols between the Royal Gibraltar Police and the Gibraltar Defence Police;
- Continue to implement Government of Gibraltar legislative and advisory policy in order to reduce the threat of the Coronavirus pandemic in Gibraltar.



**"Delivering a Safer Gibraltar
through Excellence in Policing"**

NEW MOLE
HOUSE

Royal Gibraltar Police
Headquarters



FOREWORD

COMMISSIONER OF POLICE
Richard ULLGER

It gives me great pleasure to outline the work that the Royal Gibraltar Police will be doing in collaboration with the Gibraltar Police Authority to achieve the objectives outlined in this Policing Plan. This innovative plan will not only provide objectives, but will also highlight the priority activities to meet the objectives and the success measures in achieving them. It is also intended that this plan provides an element of consistency and will be used over the next three years.

This last policing year has brought many different challenges, including the Covid-19 pandemic, Brexit and the HMICFRS inspection. As the Commissioner of Police, I am committed to ensuring that the public continue to have an effective and efficient police service. To this end, the RGP will be developing our first Force Management Statement, which will align our resources with projected future demands over the next 4 years.

Through links to UK Counter Terrorism Units and initiatives such as Project Servator we will ensure that Gibraltar is protected from threats to our national security. Through supportive interventions we will improve our service to victims of crime. With our newly incorporated Domestic Abuse Team, we will increase our support for victims of domestic abuse and continue to engage with experts to ensure we have the right systems in place to support vulnerable victims and their families.

By providing strong, visible leadership that embraces the differences in our people, and is representative of our diverse and inclusive community, we will also make the RGP a better workplace for all its officers and staff.

Proactive patrols and operations that target hotspots and anti-social behaviour will assist in tackling areas that our community want us to focus on, ensuring that we are 'Delivering a safer Gibraltar through excellence in policing'.



OVERVIEW



Our Area

Gibraltar is situated at the southern tip of the Iberian Peninsula. It is recognised historically as the southernmost point of Europe.

It thrives on its excellent reputation for integrating all of its communities as one, encouraging diversity and inclusion. Having an extremely busy sea port, an international airport and a busy frontier, it typically attracts over 12 million visitors a year from different nationalities and backgrounds. Today Gibraltar has approximately 35,000 people living here with approximately 14,500 cross-border workers.



GPA Role

The Gibraltar Police Authority is an independent body that is responsible for ensuring that the RGP operates as efficiently and effectively as possible.

The Authority has 10 members. The Chairman who is appointed by the Governor acting on the advice of the Specified Appointments Commission; one member appointed by the Governor; one member appointed by the Chief Minister and the remaining seven members are appointed by the Governor on the advice of the Public Service Commission.



About the RGP

The RGP enjoys a long and distinguished history as the oldest police force in the Commonwealth. Through their ethos of 'many faces, one team' they are equipped to meet the needs of our diverse and multicultural society by working proactively to develop effective engagement strategies with all community groups.

Presently led by Commissioner Richard Ullger, it numbers over 280 officers & support staff. Units range from Area Response, Marine, Traffic, Neighbourhoods, CID, Safeguarding, Public Protection, Economic Crime, CSI, Drug Squad, Force Intelligence Special Branch and the newly incorporated Domestic Abuse and Victims of Crime Units.



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STATISTICS



We received **3,429** crime reports in 2020/21.



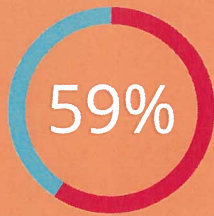
The age group most arrested by police was 26 year olds.



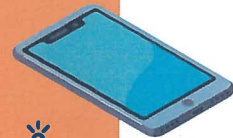
12.3%

Of the **1,341** persons arrested 12.3% were under the age of 18 (165). 56% of these arrests were repeat offenders.

56%



A total of **7,122** calls for service were received by the Command and Dispatch teams. 59% were calls requiring emergency or priority response.



Private Vehicle crossing land frontier

2019 - 7,863 daily
2020 - 4,579 daily

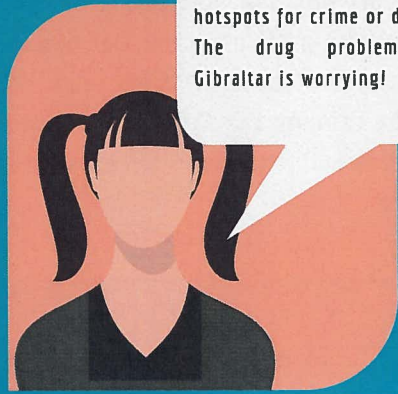


Pedestrians entering Gibraltar Ports

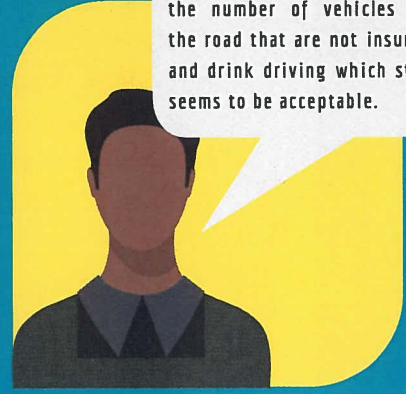
2019 - 11,489,811 Pedestrians entered (31,479 daily)
2020 - 4,978,857 Pedestrians entered (4,579 daily)



YOU TOLD US...



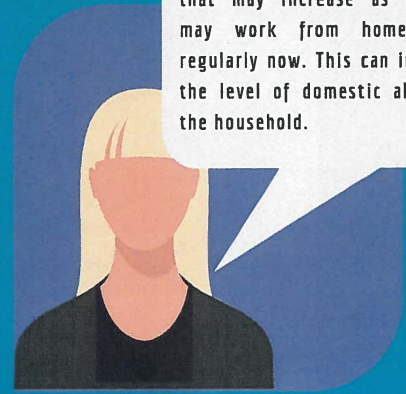
Not enough police on the beat in areas known to be hotspots for crime or drugs. The drug problem in Gibraltar is worrying!



I believe not enough is being done to ensure our roads are safe and am concerned about the number of vehicles on the road that are not insured and drink driving which still seems to be acceptable.



Anti-social behaviour is rapidly on the rise. Lack of enforcement of ASBOs are empowering the behaviour (ASB).



I feel that with Covid-19 domestic abuse is something that may increase as couples may work from home more regularly now. This can increase the level of domestic abuse in the household.



Tackling drug misuse and child abuse are top priorities for me.

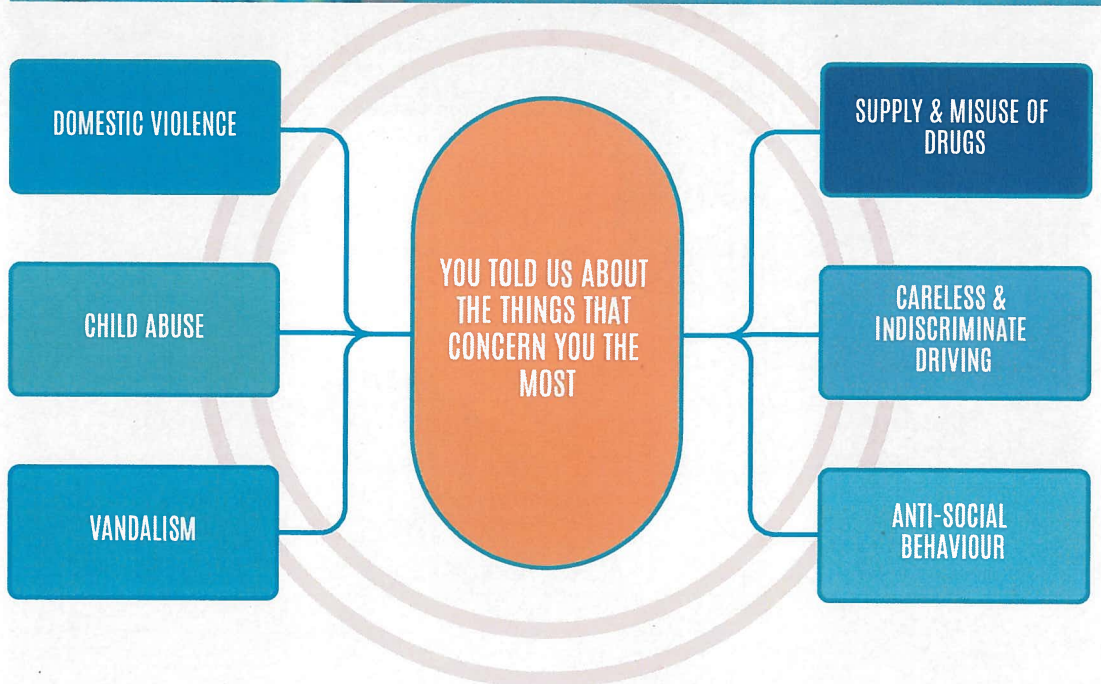


Vandalism by youths is on the increase and yet police presence has decreased considerably.

...WE LISTENED



We listened to your concerns and have ensured our policing plan priorities address them. The GPA and RGP believe that every victim, of whatever type of crime, should receive appropriate support and the services they are entitled to under the Victims Code of Practice. In delivering all our priorities we will support the RGP to provide a consistent, excellent service to victims and witnesses, and support vulnerable victims and witnesses through the Criminal Justice System. This approach will build the confidence of victims and witnesses to report crime and remain engaged with the Criminal Justice process.





PRIORITIES

1 A SAFER GIBRALTAR

Tackling terrorism and ensuring the continued safety of Gibraltar.



2 WORKING FOR OUR COMMUNITY

Our neighbourhood priority encompasses community safety and roads policing and includes tackling anti-social behaviour and cyber-bullying.



3 SAFEGUARDING OUR VULNERABLE

The RGP continues to focus on proactively addressing domestic abuse and protecting children and the vulnerable from harm through a consistent enforcement approach.



4 REDUCING THE HARM CAUSED BY DRUGS

The RGP will address the issues of drug trafficking, drug dealing and misuse, reducing the impact on our community.



5 REDUCING FINANCIAL & ACQUISITIVE CRIME

The RGP are committed to reducing levels of financial crime which includes domestic burglaries and cyber-enabled acquisitive crime, while increasing money laundering detections related to organised crime group activity.



6 TRANSFORMING & IMPROVING OUR SERVICE

To further improve the RGP by engaging, supporting and listening to our community and continue to develop and foster an internal learning culture and a diverse, inclusive organisation which encourages and recognises excellent performance.



A SAFER GIBRALTAR

The RGP will continue working with partners to identify and monitor national security threats whilst strengthening their engagement with the community. Through this, they will ensure a secure and resilient Gibraltar, by protecting our people, economy and infrastructure.

The RGP will achieve this objective by:

- Supporting the Gibraltar Contingency Council (GCC) to develop Gibraltar's capability and capacity in line with the priorities of the National Risk Register (NRR) by mitigating risks through deliverable projects and operations.
- Proactive deployment of armed resources.
- Deploying Project Servator officers trained to deter, detect and disrupt terrorism as well as other criminal activity, while providing a reassuring presence for members of our community and visitors to Gibraltar.
- Improving our communication network with UK Counter Terrorism (CT) Partners and other foreign law enforcement agencies and security services, outlining a framework for Military Aid to the Civil Authorities (MACA) in the event of a terrorist incident.
- Working with key strategic partners in strengthening our borders, providing protective measures and solutions in securing critical national infrastructure and most importantly offer protection to the people from harm.



The RGP will measure success by:

- Counter Terrorism Security Advisor (CTSA) Surveys completed.
- Percentage of Project Servator stops resulting in a positive outcome.
- Percentage of people who feel safe from a terrorist attack (GPA survey).
- Number of suspicious activity reports linked to terrorism received by the Service.
- Number of ports-policing enquiries which includes individuals stopped & screened at points of entry.
- Number of security-related enquiries.

WORKING FOR OUR COMMUNITY

The RGP will continue to engage with communities and stakeholders to better understand their policing needs. In partnership, continue to work to address concerns such as anti-social behaviour, road safety and cyber-bullying.

The RGP will achieve this objective by:

Anti-social Behaviour

- Engaging with community groups and partners to identify and address the Anti-social Behaviour (ASB) concerns of individuals and groups.
- Making best use of available tools including Anti-social Behaviour Orders (ASBOs) to deal with incidents of ASB.

Roads Safety

- Conducting awareness campaigns to promote safer driving, educate road users to deter them from breaking traffic laws thereby putting themselves and other road users at risk.
- Proactively targeting offenders who use the roads to cause danger to themselves and other road users by adopting a zero tolerance approach to offences such as Drink/Drug Driving, Dangerous Driving and Speeding.

Cyber Safety

- Working closely with partner agencies and stakeholders including schools to support those who are victims of Cyber-bullying.



The RGP will measure success by:

Anti-social Behaviour

- Public confidence in the police response to ASB (GPA survey).
- Number of Anti-social Behaviour incidents detected.
- New Intervention Initiatives.

Road safety

- Number and typology of traffic offences.
- Number of Road Traffic Collisions (RTCs) with serious injuries.

Cyber-bullying

- Cyber Awareness (GPA survey).
- Number of cyber-bullying incidents reported.



SAFEGUARDING OUR VULNERABLE

The RGP will ensure a strategic and coordinated allocation of responsibilities with key partner agencies in identifying and supporting the most vulnerable in our society. They will do their utmost to reduce the harm caused by Domestic Abuse taking positive action and working with key stakeholders to identify new ways to protect our children and those vulnerable from harm.

The RGP will achieve this objective by:

Domestic Abuse

- Continuing to police incidents of domestic violence and abuse in accordance with HMGOG Strategy.
- Continuing to train and develop frontline professionals to recognise the signs of domestic abuse, how to respond, and where to obtain further assistance.
- Bringing those who cause physical, emotional or psychological harm to justice.
- Improving approaches to tackling domestic abuse through interventions aimed at changing behaviour and reducing repeat victimisation.

Protecting the Vulnerable

- Engaging with the Department of Education, the Youth Service and parents to promote awareness of the risks and dangers of online child sexual exploitation.
- Multi-Agency Public Protection Arrangements (MAPPA) to reduce the risk of re-offending by violent and sexual offenders.
- Targeted enforcement activities to reduce the selling of alcohol to minors.



The RGP will measure success by:

Domestic Abuse

- A reduction in the number of repeat victims and offenders.
- Number of new Domestic Violence Protection Notices (DVPNs) and Domestic Violence Protection Orders (DVPOs).
- Interventions including referrals to partner agencies.
- Increased detection rate for domestic abuse related offences.

Protecting the Vulnerable

- Interventions including referrals to the Care Agency and other partner agencies.

REDUCING THE HARM CAUSED BY DRUGS

Drug related crime continues to be a significant concern for the public. The RGP will continually review their strategies to combat this through effective enforcement, education and awareness programmes. The RGP will strive to detect and deter those who wish to engage in Drug Misuse and the Supply of Drugs, including participation in ancillary activities such as the refuelling of seagoing vessels for Drug Trafficking or providing other logistical support.

The RGP will achieve this objective by:

Drug Trafficking

- Continuing to target those involved in the supply of drugs and those with intent to cause harm to our society.
- Working closely with Law Enforcement Agencies and other key stakeholders, forming part of the HMGoG Drug Strategy to better deal with the social blight associated with the supply of illegal drugs.

Drug Misuse

- Continuing to liaise with partner agencies and stakeholders to support the Government of Gibraltar's drive to address issues related to drug misuse.
- Having a co-ordinated approach to the problem of drug misuse with key stakeholders including educational programs to educate and deter drug misuse.
- Proactively targeting those engaged in drug related crime.

The RGP will measure success by:

Drug Trafficking

- Number of Drug Seizures by class, weight and street value.
- Number of persons charged in relation to Drug Supply & Trafficking.

Drug Misuse

- Number of Drug Misuse offences detected.
- Public satisfaction in the police response (GPA survey).



REDUCING FINANCIAL & ACQUISITIVE CRIME

The RGP will continue to work towards strengthening their capability to disrupt, prevent and robustly investigate Financial & Acquisitive Crime, including Cyber-enabled Acquisitive Crime and target those responsible for Domestic Burglaries.

The RGP will achieve this objective by:

Financial Crime

- Proactively and robustly investigating financial crimes including the facilitation and funding of terrorist activity, money laundering across all typologies and fraud related offences.
- Reclaiming criminals' unlawful benefit of crime through seizures and confiscations.
- Improving financial crime detection rates by addressing the recommendations made by MoneyVal.

Domestic Burglary

- Combatting acquisitive crime, with a focus on targeting those responsible for committing Domestic Burglaries.
- Continuing to provide support for victims of burglary, particularly those who are vulnerable, and prevent them being re-targeted and becoming repeat victims.

Cyber-enabled Acquisitive Crime

- Enhancing our understanding of complex new and changing crime types including cyber-enabled acquisitive crime.



The RGP will measure success by:

Financial Crime

- Increase in persons charged for Money Laundering (ML) offences.
- Increased number of Cash seizures.
- Increased number of Confiscation orders.

Domestic Burglary

- Public feelings of safety in their home (GPA survey).
- Reduction in the number of domestic burglaries.

Cyber-enabled Acquisitive Crime

- Reduction in the losses incurred through Cyber-enabled Acquisitive Crime.
- Public awareness of Cybercrime (GPA survey).

TRANSFORMING & IMPROVING OUR SERVICE

The RGP are committed to a wide range of organisational change projects in line with the implementation plan for 'Delivering a safer Gibraltar, through Excellence in Policing'. As they encounter new and sometimes unprecedented policing challenges, they will continue to seek cooperation with partners and stakeholders to better the police service for the public.

The RGP will achieve this objective by:

- Implementing the recommendations set out in the 2019/20 HMICFRS report and developing a learning culture that is underpinned by the Code of Ethics and working closely with the Gibraltar Police Federation (GPF) to address issues raised by the workforce.
- Developing their leadership and wellbeing capacity by providing strong visible leadership, embracing difference in their people and building on the ethos of diversity and inclusion.
- **Recruiting** diverse, able individuals who promote differences, **training** them to the best available approved standards and **retaining** their skills and expertise for a career in public service through forward thinking leadership.
- Reviewing and adapting their policing response to the Covid-19 Pandemic.
- Building and developing operational co-operation in the new post BREXIT environment.
- Working in partnership with key stakeholders to develop support networks allowing for greater resilience in the face of emerging and developing threats.



The RGP will measure success by:

- HMICFRS inspection review.
- Internal staff feedback (GPF & other internal surveys).
- Improving the Service's retention rate.
- Policing Covid 19 (GPA survey).
- Joint Operations with International counterparts.
- Developing a Force Management Statement to better align resources with future demand.



HOW TO FIND US



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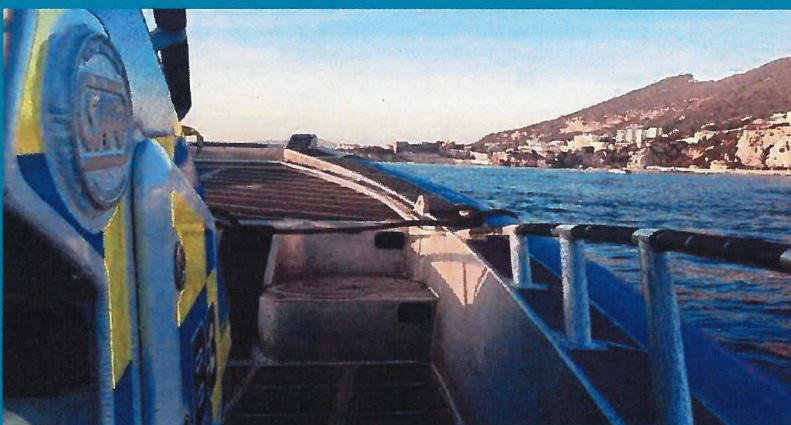
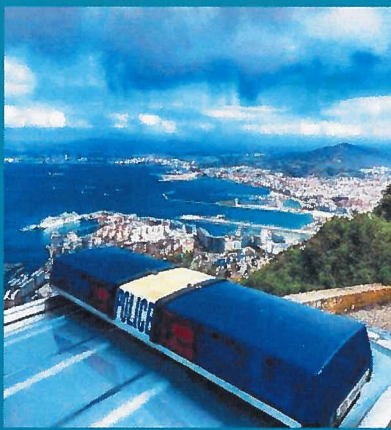
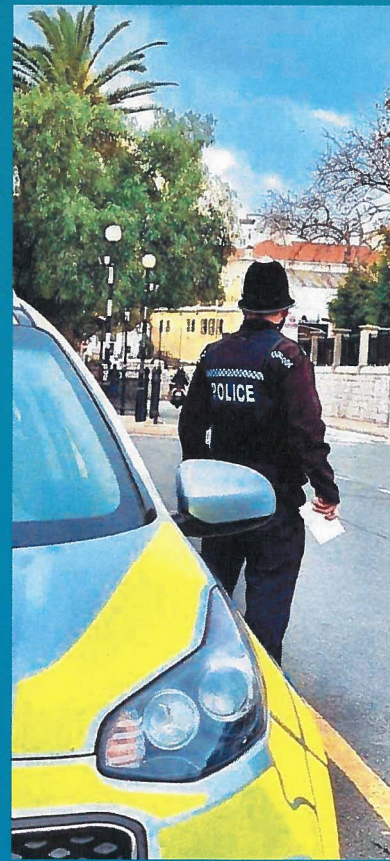
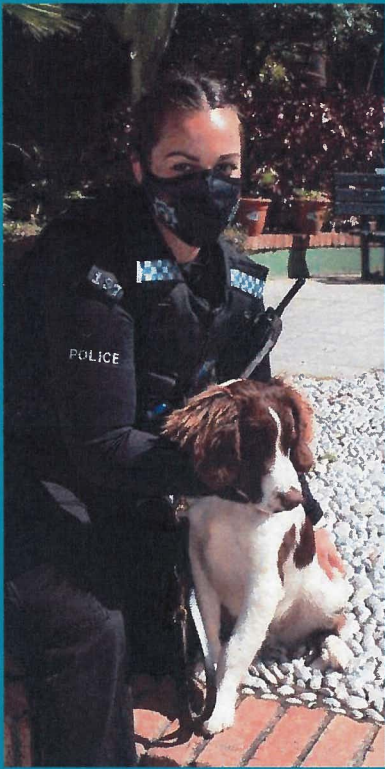


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