

GPA ANNUAL REPORT FOR THE PERIOD 1 April 2014 TO 31 March 2015

The Police Act 2006 (the “Act”) sets out the responsibilities and powers of the Gibraltar Police Authority (hereinafter, the “Authority”). Section 8 of the Act requires the Authority to produce an annual Policing Plan for the Royal Gibraltar Police (the “RGP”) setting targets to support level objectives and priorities of policing for each calendar year commencing on 1st April. The Plan for the year ended 31 March 2015 was prepared and approved by the Authority in March 2014.

The Policing Plan reflects both the priorities of the Governor in respect of those aspects of policing for which he is responsible and, the priorities of the Government in relation to policing as indicated to the Authority by the Chief Minister. The Commissioner of Police is also consulted by the Authority when preparing each annual Policing Plan. Each Policing Plan is generally based on the level of financial and human resources that are likely to be made available to the RGP by the Government for the forthcoming year.

The Policing Plan for the year ended 31 March 2015 also took into account the responses received from the general public to the public consultation questionnaire undertaken by the Authority during the course of December 2013 and January 2014. The Authority is particularly pleased to note that in a subsequent public consultation carried out in December 2014, approximately three-quarters of all respondents agreed with all of the policing priorities set out in the 2014/2015 Policing Plan.

Section 10 of the Act requires the Authority to produce an Annual Report setting out the extent to which the RGP has fulfilled the annual Policing Plan for the previous year. This is the Annual Report which relates to the RGP’s Policing Plan for the year ended 31 March 2015.

The RGP have provided the Authority with their assessment of how they have performed during the year ended 31 March 2015 (included as Appendix A to this report), together with a summary of crime statistics for the year to which this report relates.



PARTICULAR MATTERS OF NOTE IN THE YEAR UNDER REVIEW

The main initiatives the RGP have been involved in during the policing year ended 31 March 2015 are as follows:

- as a result of the threat level in Gibraltar increasing to SUBSTANTIAL in January 2015, the RGP has increased its own internal security posture and its armed officer deployment to 24/7 around key points in Gibraltar;
- armed Firearms Officer (“AFO”) training was carried out during the year under review and additional AFOs will be inducted during the forthcoming policing year;
- a Counter Terrorism Security Advisor (“CTSA”) Port Survey was completed and forwarded to the Captain of the Port. Port Facilities Security Officers have written to CTSA, stating that the survey provided extremely valuable feedback and confirming that they were currently working on some of the CTSA’s recommendations;
- the RGP has expanded the Force Intelligence Unit (“FI”) and recruited a Special Branch (“SB”) analyst to augment its intelligence gathering and organisational capabilities;
- Regular information interchange between FI and the RGP Drug Squad as well as the Marine Section have resulted in a number of successful coordinated operations resulting in a number of arrests and charges for drug trafficking offences;
- the RGP, through its School Liaison Officers, has created excellent working partnerships with the Care Agency, Schools, Youth Clubs and a wide range of organisations to discourage young people from using drugs;
- a senior Neighbourhood Policing Unit officer has managed all cautions administered to young people in order to ensure that young persons recognise the importance the RGP applies to processes such as cautions (which are designed to afford a second chance and, thereby keep people away from the Criminal Justice System);



- Gibraltar continues to be divided into neighbourhood policing sectors and, each sector has a dedicated team of officers. Deployment patterns exist and are designed to maximise coverage in these sectors to drive through the RGP’s Neighbourhood Policing ethos and continue delivering the RGP’s vision of community cohesion;

- recognising the importance of social media, the RGP continues to incorporate social media plans in Operational Orders for major events when required. The RGP's official twitter account now boasts over 7000 followers;
- training days have been increased in duration and incorporate internal and external service delivery input. Additionally, all supervisory officers have attended a Leadership and Coaching training event designed to hone developmental and motivational skills;
- the RGP has agreed and signed Memoranda of Understanding with the Financial Service Commission, the Borders and Coastguard Agency and the South East Counter Terrorism Unit to assist in enabling closer cooperation between the RGP and each of them;
- the RGP's Command and Despatch ("CAD") and Traffic Unit continue to make effective and timely use of the RGP's social media channels in order to transmit real-time traffic fluidity data in respect of frontier delays or incidents that may have an impact on traffic flow, and advising the public on effective and timely diversions that have been put in place to facilitate traffic fluidity;



- the Traffic Unit has made 36 submissions to the Traffic Commission during the period under review. Additionally the Traffic Unit has advised the Government on strategic traffic plans;
- School Liaison Officers have provided Gibraltar youth with over 60 presentations on road safety, drink driving and the effects that binge drinking can have on their safety both as drivers and as pedestrians;
- the post of Chief Superintendent has been reinstated and this post assumes responsibility for enhancing internal service delivery, conducting a review of all internal systems, policies and processes and re-establishing the Corporate Development function;
- in order to effectively manage the requirements of the Criminal Procedure and Evidence Act 2011, a dedicated File Preparation Unit has been established with 6 PC's and 2 PS's in order to deliver consistency in the quality of case dockets;
- two major IT projects have been undertaken during the year with the migration of the RGP's IT systems to Government's servers and Government's purchase of a Criminal Justice System wide bespoke IT infrastructure and operating system (Cyclops); both projects remain a work-in-progress;
- a total of 28 complaints [as compared to 20 for the year 2013/2014] against police have been received of which 3 were sustained.

THE RGP'S ASSESSMENT OF ITS PERFORMANCE

The RGP's assessment of its own performance is reproduced in full in the Appendix to this Annual Report. It sets out, in detail, the performance of the RGP as assessed by the Senior Management Team in relation to the five areas of priority set out in the Policing Plan 2014/2015.

The Assessment is followed by statistics for the year under review, at pages 45 to 59 of the Appendix.



THE GPA'S ASSESSMENT OF THE RGP'S PERFORMANCE

The following commentary highlights some of the significant issues which the RGP self-assessment reveals.

Achievement of targets:

The Policing Plan tasked the RGP with a total of 51 targets. The attached report provides evidence that:

- 37 targets have been met;
- 11 targets are work-in-progress;
- 3 targets have not been met.

These were set within 5 areas of priority which were as follows:

1. **Security (6 targets met, 2 targets in progress):** Given the high threat of terrorism that exists globally, the Authority required the RGP to be proactive in order to ensure that the RGP is prepared to deal with any national security threat by continually testing its plans and responses, creating an awareness culture and working closely with other agencies.

Following the increase in Gibraltar's threat level to SUBSTANTIAL in January 2015, the RGP responded by increasing its security posture resulting in increased security patrols both on land and at sea and by deploying armed police officers on a 24/7 basis. This has required the training and certification of additional armed firearm's officers. In addition the RGP has increased significantly its CTSA activity in respect of

presentations and surveys and, continues to develop close partnerships with other agencies both within and outside Gibraltar.

All of the RGP's counter terrorism procedures and response plans have been reviewed during the year and, although no counter terrorism exercises (other than dynamic entry training) have been carried out during the year, these have been drafted and planned for the coming year.

The RGP's intelligence gathering capabilities have been considerably augmented by the creation of a well resourced and trained FI and the synergy that exists between it and SB has served to consolidate the RGP's efforts in this area. A dedicated SB analyst was recruited in March 2015 and is pending the requisite training. Surveillance training is being reviewed and revamped and this will straddle the new policing year.



- 2. Tackling crime (6 targets met, 1 target in progress, 1 target not met):** Although the RGP continues to focus on crime prevention initiatives and its intelligence led policing, recorded crime has marginally increased by 2% in the year under review. Given the significant reductions experienced in previous years, the current position still bodes well for Gibraltar. In spite of detection rates having decreased slightly to 57% from last year's 61% the level of detection continues to be high when compared to other forces in the UK.

The supply and misuse of drugs continues to be considered by the public as the biggest problem facing our community and, the RGP continues to make this a priority by focusing a significant part of its limited resources in this area (both in enforcement and in educational and awareness programmes). Reported drug related offences have increased significantly by almost 38% although the detection rate remains high at 83%. The Policing Plan for 2015/2016 continues to highlight the need for the RGP to concentrate significant efforts in this area.

The RGP has met the priorities set by the Authority for the RGP to maintain a high focus on crime prevention awareness through campaigns and increased communications with the public (particularly with those more vulnerable members of the community) and, by participating in multi-partner initiatives in this area. An

Integrated Offender Management Programme requires the coordination of other partners and remains a work in progress of the RGP.

- 3. Service to the Community (10 targets met, 2 targets in progress, 1 target not met):** The RGP maintains a strong focus on neighbourhood policing to drive its service to the community. This continues to pay dividends ensuring Gibraltar remains a relatively low crime area and engenders an ethos of respect for the rule of law and the RGP.

However, the public consultation survey carried out in December 2014 gives rise to a confusing representation of public perception. The survey shows a reduction in numbers of members of the public who do have confidence in the RGP as well as a reduction in numbers who confirm they do not have confidence in the RGP. This seems to suggest that a number of respondents, although not wishing to endorse their confidence in the RGP, did also not wish to deny it. The Authority believes the RGP needs to do more to communicate and positively engage with the public and, to publicise its initiatives and achievements. In this context, the Authority has tasked the RGP to appoint a full time media officer. This has financial implications and has not as yet been approved by Government, but a refreshed business case is being made in this regard.

The RGP has increased its training both in the areas of service delivery and in leadership, and is developing a Code of Ethics for the police service.

Visits to victims of crime continue and feedback forms are being developed as a mechanism for stakeholders to provide direct feedback on their experience of the services received from the RGP. Substantiated complaints against police officers as investigated by the Police Complaints Board continues to be very low.



- 4. Roads policing (8 targets met):** Recognising that traffic issues continue to be frustrating to the public, the Authority continues to make this a significant priority for the RGP. In the year under review, all the targets set by the Authority in respect of road policing have been met by the RGP. Operation Roadwatch is still the RGP's major initiative in this area and continues to be regularly updated to ensure its effectiveness.

Maintaining traffic fluidity and ensuring safe driving practices is critical to a successful traffic policy and, through education, regular communication with the public, recommendations to the Traffic Commission and participation in the development of

strategic traffic plans, the RGP ensures that its expertise and knowledge are constructively applied to this end.



5. **Management of Resources (4 targets met, 6 targets in progress and 1 target not met):** The RGP is constantly reviewing its internal processes to ensure more effective service delivery. During the year under review, the post of Chief Superintendent was reinstated and assumes responsibility for enhancing internal service delivery and developing all internal systems, policies and processes. Human resources continue to be limited and, with increased responsibilities required of the RGP in many areas, the adequate prioritising of human capital and other initiatives takes a critical role. Many of the priorities set out by the Authority in this area have been commenced but not completed. They are therefore classified as work in progress.

THE WORK OF THE RGP

The RGP has many responsibilities seldom found in a Force this size. This places a huge pressure on necessarily limited resources and forces the RGP to continually struggle to prioritise initiatives. To provide an idea of the work of the RGP, some of the more notable cases that the RGP have been involved in during the year are set out in pages 40 to 44 in the Appendix.

In addition, the RGP receives many expressions of appreciation during the year. A selection of these is included in pages 32 to 39 of the Appendix.

FUTURE POLICING PLAN

The Policing Plan for 2015/2016 has been developed by the Authority and was presented to Parliament in July 2015. A copy may be found on the GPA website at www.gpa.gi.

