

ANNUAL REPORT

OF THE

GIBRALTAR POLICE AUTHORITY

2015 – 2016



The Community in Policing

GPA ANNUAL REPORT FOR THE PERIOD 1 April 2015 TO 31 March 2016

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 2016 was prepared and approved by the Authority in March 2015.

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 2016 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 2014 and January 2015. The Authority is particularly pleased to note that in a subsequent public consultation carried out in December 2015, approximately three-quarters of all respondents agreed with all of the policing priorities set out in the 2015/2016 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 2016.

The RGP has provided the Authority with its assessment of how it has performed during the year ended 31 March 2016 (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 has been involved in during the policing year ended 31 March 2016 are as follows:

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 2015/2016.

The Assessment is followed by statistics for the year under review, at pages 38 to 53 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 47 targets. The attached report provides evidence that:

- 36 targets have been met;
- 7 targets are work-in-progress;
- 4 targets have not been met.

These were set within 7 areas of priority which were as follows:

1. Security (7 targets met, 1 targets in progress) :

Given the continued threat of terrorism present in today's society, the Authority required the RGP to maintain its focus on taking a leading role in ensuring Gibraltar is prepared to deal with any potential threat that may emanate by strengthening their intelligence gathering, assessing the preparedness of potential targets for terrorists, promoting awareness, ensuring the visible presence of officers in key areas and actively engaging in all local initiatives with other relevant agencies.

The RGP has met all the targets under its control continuing to enhance its intelligence gathering capabilities through the dedicated Force Intelligence Unit set up last year which will be significantly augmented following the implementation of the Cyclops Intelligence Module next year. The RGP continues to take a leading role in the Gibraltar Security Council which has been revamped and extended to include additional stakeholders as well as continuing to develop its external network in the area of counter terrorism both in the surrounding area and in the UK.

The RGP has created security patrol matrices to ensure optimum deployment of officers across Gibraltar including BGTW. It has delivered 86 awareness presentations and carried out 7 counter terrorism security advisor surveys in the year.

Regulation of Investigatory Powers Act (RIPA) and Counter Terrorism legislation is drafted and awaiting enactment.

2. Tackling crime (11 targets met):

Gibraltar continues to be a relatively safe jurisdiction and a significant objective of the RGP is to keep it that way through its focus on crime prevention through timely awareness and education initiatives using all available communication platforms, neighbourhood policing and visibility patrols. Nevertheless, once crime does occur, the Authority expects the RGP to be sensitive to victims of crime, particularly vulnerable victims, and maximise detection rates through intelligence led policing.

During the year under review, there has been a decrease in the level of overall crime from 3,603 reports in 2014/15 to 3,246 reports in the current year. However the detection rates have fallen from 57% last year to 49% this year, although the RGP believes that the extended bail periods currently being allocated as a result of the Criminal Procedure and Evidence Act 2011 means it is taking longer to record crimes as detected and is therefore adversely affecting this figure.

Under Operation GibWatch, the RGP has provided many awareness initiatives during the year. Its social media interactions continue to be a popular platform to interact with the public and awareness surveys and presentations have been carried out at various locations and in the local schools.

The focus on victims of crime has continued to increase, with 625 visits having been made during the year as well as 411 visits to vulnerable adults.

The annual public survey carried out by the GPA continues to show that the public considers that the supply and misuse of drugs is still a major problem in Gibraltar and the policing plan tasks the RGP with maintaining or increasing the level of intelligence led targeted operations to deal with Drug Trafficking offences and ensure that Gibraltar becomes a difficult place for drug traffickers to do business. The RGP has carried out a total of 21 serious crime and drug trafficking operations during the period under review and has dealt with a total of 65 drugs trafficking offences with four financial investigations arising from these. In addition the RGP has provided 62 presentations on the dangers of drug misuse and continues to organise the mini-Olympiad and other anti-drug themed events.

3. Community at the centre of policing (3 targets met, 2 targets not met):

Community policing which has at its heart a focus on neighbourhood policing and officer visibility primarily through foot patrols is heavy on resources and falls down the priority list when demands of a more urgent nature arise. Unfortunately, as a result of limited resources in the face of increasing demands for its services, the RGP has been unable to maintain a strong focus on neighbourhood policing and has failed to increase foot patrols as required by the policing plan. Whilst the RGP, through its intelligence led policing and the commitment of its officers is still able to effectively police Gibraltar, as demonstrated by the continued low levels of crime, the limited resources do not allow them to develop the community side of policing which results in the public becoming increasingly dissatisfied with the services provided by the RGP as shown by the results of the GPA's public survey carried out early in 2016. Having said this, substantiated complaints against police officers as investigated by the Police Complaints Board continues to be very low.

The RGP has been able to continue its drive to stamp out anti-social behaviour in areas where this is prevalent and 6 ASB specific operations have been carried out and 1 Anti-Social Behaviour Order has been applied for and is in the judicial system.

The RGP has still not introduced the feedback forms requested in the Policing Plan as a mechanism for stakeholders to provide direct feedback on their experience of the services received from the RGP. These forms are an excellent initiative to promptly gauge the public's view of the RGP's performance on a timely basis and the GPA will require the RGP to introduce these forms in the next policing year without fail.

The RGP continues to develop joint initiatives with partner agencies and relevant bodies and during the year signed a Memorandum of Understanding with the Youth Service that provides a blueprint for the joined up working and strategic direction the Youth Service and the RGP will pursue. In addition a Memorandum of Understanding with the GFA and GFLA are in their final stages of development.

4. Roads policing (3 targets met):

Operation Roadwatch continues to provide effective results and is still the RGP's main focus in this area. Statistics continue to show a decrease in serious traffic accidents.

However, traffic management and fluidity in Gibraltar's heavily congested roads is still a source of frustration for the public and although many times the issues are outside the RGP's control, the public perception as shown by the GPA public survey is that the public is not satisfied with the RGP policing of our roads. The RGP needs to work harder to influence public perception in this regard.

The RGP have used social media effectively to raise awareness of safe driving practices and have conducted two year round campaigns running in parallel with each other *i.e. Don't Drink and Drive* and *Don't Text and Drive* which seem to resonate with the public.

5. Professional Service Delivery (6 targets met, 2 targets in progress and 1 target not met):

As a result of increasing demands on the force not immediately matched by an increase in resources, it is important that the RGP continually reassess its policies and procedures, its human resources requirements and the structure of the force. During the year the RGP has completed a complete review of its policies and procedures and developed a formal programme to update this. A Human Resource Audit, supported by an independent study conducted by a UK consultant styled Working Time Solutions, was submitted to Government in 2014. The HMIC inspection further identified the need for additional resources if levels of service were to be maintained. The Authority is concerned that desired levels of service will be increasingly difficult to achieve with present resources and urges Government to give this review of resources high priority.

On the back of its Investors in People award, the RGP continues to focus on its workforce, having introduced new initiatives to improve communication with its officers and a new Continuous Personal Review System is being implemented which will increase the emphasis on learning and development and supersedes the current Appraisal System. Investment in training continues with the RGP looking to incorporate dedicated Training Days [2 in every ten-week cycle] in a new shift pattern that will also address work life balances.

The Authority tasked the RGP with promoting healthy practices and wellbeing amongst its officers. As a result the RGP has instigated a smoke free policy, to encourage staff to give up smoking, negotiated corporate discounts at local gyms and is developing a voluntary minimum fitness programme amongst its officers. The compulsory drug screening programme that the Authority was keen to see the RGP introduce has not been funded by Government and therefore has not been implemented. The Authority will continue to press Government to support this important initiative.

6. Public Protection (4 targets met, 3 targets in progress and 1 target not met):

The Authority required the RGP to take a proactive and leading role with partner agencies and other stake holders both in Gibraltar and internationally in developing and implementing initiatives to protect the individual, particular, vulnerable persons and minors. This continues to work effectively although some of the initiatives are still in the early stages of development, for example the Gibraltar Public Protection Panel (GPPP), a multi-agency forum designed to coordinate responses in this area and in which the RGP will play a key role.

During the period under review the RGP has conducted 625 Victims of Crime visits and 411 Vulnerable Adult visits. In addition it has performed 22 risk assessments of registered sex offenders and 49 management visits. There has been only 1 instance of a registered sex offender re-offending in the year.

7. Communication (2 targets met, 1 target not met):

The RGP has been extremely active in online and traditional media in the year, despite not having been able to obtain the support of Government for the recruitment of a dedicated media and communications officer. They have established a Communications Forum to strategically plan how, what and when the RGP communicates internally and externally in order to maximise dialogue within both spheres. During the period under review the RGP issued/posted 107 press releases and 1508 tweets from the @RGPolice twitter handle. They have 7794 followers on Twitter and over 5991 'Likes' on their Facebook page.

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 has been involved in during the year are set out in pages 25 to 29 in the Appendix.

In addition, the RGP receives many expressions of appreciation during the year. A selection of these is included in pages 30 to 37 of the Appendix.

FUTURE POLICING PLAN

The Policing Plan for 2016/2017 has been developed by the Authority and was presented to Parliament in October 2016. A copy of the may be found on the GPA website at www.gpa.gi.
