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## **Police and Fire and Rescue Services Committee**

Thursday, 04 May 2023

**NOTICE IS HEREBY GIVEN** that a Meeting of the **Police and Fire and Rescue Services Committee** is to be held at **Council Chambers, Council Office, High Street, Elgin, IV30 1BX** on **Thursday, 04 May 2023** at **14:00**.

### **BUSINESS**

1 **Sederunt**

2 **Declaration of Group Decisions and Members Interests \***

3 **Resolution**

Consider, and if so decide, adopt the following resolution:  
"That under Section 50A (4) and (5) of the Local Government (Scotland) Act 1973, as amended, the public and media representatives be excluded from the meeting for Item 9 of business on the grounds that it involves the likely disclosure of exempt information of the class described in the relevant Paragraphs of Part 1 of Schedule 7A of the Act."

4 **Minute of Meeting dated 9 February 2023** **5 - 8**

5 **Written Questions \*\***

6 **Scottish Fire and Rescue Service Moray Thematic Report 2023** **9 - 18**

Report by Local Senior Officer Chay Ewing, Scottish Fire and Rescue Services

7 **Moray Local Policing Plan 2023-26** **19 - 54**

Report by Chief Superintendent Graeme Mackie, Police Scotland

## **8 Question Time \*\*\***

Consider any oral question on matters delegated to the Committee in terms of the Council's Scheme of Administration.

**Item(s) which the Committee may wish to consider with the Press and Public excluded**

## **9 Verbal Operational Update**

Chief Superintendent Graeme Mackie, Police Scotland

## **Summary of Police and Fire and Rescue Services**

### **Committee functions:**

The following functions of the Council shall stand referred or delegated to this Committee:

- (1) To deal with all matters relating to Police and Fire and Rescue Services in Moray.
- (2) To participate in consultations relative to national strategic plans and priorities for the Police and Fire and Rescue Services.
- (3) To work with the Local Police Commander and the Local Senior Officer for the Fire and Rescue Service to set priorities and objectives for Local Police Plans and Local Fire and Rescue Plans for Moray.
- (4) To monitor delivery of the Police and Fire and Rescue Services in Moray, providing feedback and making recommendations for improvements as required.
- (5) To call for reports from the Local Police Commander or the Local Senior Officer for the Fire and Rescue Service on issues relevant to the delivery of the Police or Fire and Rescue Service in Moray as appropriate.
- (6) To facilitate Community Planning relative to the Police and Fire and Rescue Services in accordance with statutory guidance.

\* **Declaration of Group Decisions and Members Interests** - The Chair of the meeting shall seek declarations from any individual or political group at the beginning of a meeting whether any prior decision has been reached on how the individual or members of the group will vote on any item(s) of business on the Agenda, and if so on which item(s). A prior decision shall be one that the individual or the group deems to be mandatory on the individual or the group members such that the individual or the group members will be subject to sanctions should they not vote in accordance with the prior decision. Any such prior decisions will be recorded in the Minute of the meeting.

\*\* **Written Questions** - Any Member can put one written question about any relevant and competent business within the specified remits not already on the agenda, to the Chair provided it is received by the Proper Officer or Committee Services by 12 noon two working days prior to the day of the meeting. A copy of any written answer provided by the Chair will be tabled at the start of the relevant section of the meeting. The Member who has put the question may, after the answer has been given, ask one supplementary question directly related to the subject matter, but no discussion will be allowed.

No supplementary question can be put or answered more than 10 minutes after the Council has started on the relevant item of business, except with the consent of the Chair. If a Member does not have the opportunity to put a supplementary question because no time remains, then he or she can submit it in writing to the Proper Officer who will arrange for a written answer to be provided within 7 working days.

\*\*\* **Question Time** - At each ordinary meeting of the Committee ten minutes will be allowed for Members questions when any Member of the Committee can put a question to the Chair on any business within the remit of that Section of the Committee. The Member who has put the question may, after the answer has been given, ask one supplementary question directly related to the subject matter, but no discussion will be allowed.

No supplementary question can be put or answered more than ten minutes after the Committee has started on the relevant item of business, except with the consent of the Chair. If a Member does not have the opportunity to put a supplementary question because no time remains, then he/she can submit it in writing to the proper officer who will arrange for a written answer to be provided within seven working days.

# **THE MORAY COUNCIL**

## **Police and Fire and Rescue Services Committee**

### **SEDERUNT**

Councillor Peter Bloomfield (Chair)  
Councillor Tracy Colyer (Depute Chair)

Councillor James Allan (Member)  
Councillor Theresa Coull (Member)  
Councillor John Divers (Member)  
Councillor Jérémie Fernandes (Member)  
Councillor Donald Gatt (Member)  
Councillor Neil McLennan (Member)  
Councillor Shona Morrison (Member)

Clerk Name:	
Clerk Telephone:	01343 563014
Clerk Email:	committee.services@moray.gov.uk

**Minute of Meeting of the Police and Fire and Rescue Services Committee**

**Thursday, 09 February 2023**

**Council Chambers, Council Office, High Street, Elgin, IV30 1BX**

**PRESENT**

Councillor James Allan, Councillor Peter Bloomfield, Councillor Tracy Colyer, Councillor Theresa Coull, Councillor John Divers, Councillor Jérémie Fernandes, Councillor Donald Gatt, Councillor Neil McLennan, Councillor Shona Morrison

**IN ATTENDANCE**

Superintendent Neil McDonald, Chief Inspector Simon Reid, both Police Scotland, Mr Chay Ewing, Area Commander, Local Senior Officer and Mr David Hendry, Group Commander, both Fire and Rescue Services Scotland, Head of Economic Growth and Development and Mrs Lissa Rowan, Committee Services Officer as Clerk to the Committee, both Moray Council.

**1 Chair**

Councillor Bloomfield, being Chair of the Police and Fire and Rescue Services Committee, chaired the meeting.

**2 Condolences**

The Chair asked that LSO Ewing pass on the condolences of the Committee to Firefighter Barry Martin's family following his untimely passing whilst carrying out his duties.

LSO Ewing thanked the Committee and agreed to pass on its condolences to Barry's family.

**3 Declaration of Group Decisions and Members Interests**

In terms of Standing Order 20 and the Councillor's Code of Conduct, there were no declarations from group Leaders or Spokespersons in regard to any prior decisions taken on how Members will vote on any item on the agenda or any declarations of member's interests in respect of any item on the agenda.

**4 Resolution**

The meeting resolved that in terms of Section 50A (4) and (5) of the Local Government (Scotland) Act 1973, as amended, the public and media representatives be excluded from the meeting during the consideration of the items of business appearing at the relevant paragraphs of this minute as specified below,

so as to avoid disclosure of exempt information of the class described in the appropriate paragraphs of part 1 of Schedule 7A of the Act.

Paragraph No. of Minute	Paragraph No. of Schedule 7A
10	14 – Information relating to any action taken in connection with the prevention, investigation or prosecution of crime.

## **5 Minute of Meeting dated 1 September 2022**

Under reference to paragraph 7 of the Minute of this Committee dated 1 September 2022, Councillor Divers stated that, during discussion of this item, he had raised the continued problem of illegal parking in Elgin High Street and asked that this be included in the Minute as he had intended to raise it at Question Time however had raised it during discussion of the Police Performance report as it made reference to illegal parking.

In response, the Clerk agreed to review her notes and the Webcast and amend the Minute accordingly.

Thereafter, the Minute of the meeting of the Police and Fire and Rescue Services Committee dated 1 September 2022 was approved subject to the inclusion of Councillor Divers' comments in relation to illegal parking on Elgin High Street.

## **6 Written Questions**

The Committee noted that no written questions had been submitted.

## **7 Scottish Fire and Rescue Services Moray Performance Report 1 April 2022 - 1 January 2023**

Under reference to paragraph 6 of the Minute of the meeting of this Committee dated 18 February 2022, a report by LSO Chay Ewing, Local Senior Officer, Aberdeen City Aberdeenshire and Moray, Scottish Fire and Rescue Service (SFRS), informed the Committee of the performance undertaken by the SFRS locally in respect of the Moray Local Fire and Rescue Plan 2021-2024.

LSO Ewing provided a summary of recent performance which reported a decrease in all accidental dwelling fires and related casualties and fatalities as a result of thematic reporting and home fire safety checks, an increase in Special Service Calls assisting partners follow incidents such as RTCs, a decrease in deliberate fires and an increase in false alarms due to many returning to the workplace following the Covid-19 pandemic.

The Committee joined the Chair in thanking Officers for the comprehensive performance report and thereafter agreed to note performance outlined in the report applicable to annual performance for 1 April 2022 to 1 January 2023.

Under reference to paragraph 6 of the Minute of the meeting of this Committee dated 19 November 2020, a report by Chief Superintendent Graeme Mackie, Divisional Police Commander, North East Division, Police Scotland, informed the Committee of the performance of Police in respect of the Local Policing Plan 2020-23 and other key indicators.

During discussion surrounding the increase in recorded incidences of hate crime, it was queried whether further information could be provided in relation to the number of recorded incidences for specific protected characteristics.

In response, Superintendent McDonald advised that he would give further consideration to future performance reports relating to hate crime including a further breakdown to differentiate between the various protected characteristics.

During further discussion surrounding staffing levels, the challenges as a result of the recent change in pension regulations were noted and it was queried whether there were any initiatives to address this.

In response, Superintendent McDonald advised of plans the Scottish Police Authority may have to retain or re-employ police officers and that he would provide further information following the meeting in this regard.

In response to a query in relation to road traffic offences and whether a further breakdown could be provided to differentiate between vehicle types ie car, HGV, Superintendent McDonald advised that he would give further consideration as to whether this further breakdown could be provided in future performance reports.

The Committee joined the Chair in thanking Officers for the comprehensive performance report and thereafter agreed:

- (i) to note performance outlined in the reports;
- (ii) that the Local Commander will continue to report to the Committee quarterly on performance measures against service objectives as articulated in the 2020-23 Local Policing Plan;
- (iii) that consideration be given to future performance reports relating to hate crime including a further breakdown to differentiate between the various protected characteristics;
- (iv) that further information be provided in relation to plans the Scottish Police Authority may have to retain or re-employ police officers; and
- (v) that consideration be given to future performance reports relating to road traffic offences include a further breakdown to differentiate between vehicle type ie car, HGV.

## **9 Question Time**

Councillor Divers again raised the problem of illegal car parking in Elgin which appears to also be problematic in other areas in Moray and stated that it is raised at every meeting of the Elgin Community Council. He stated that he appreciates

that police manpower is reduced and that priorities have to be made however asked if there was anything further that could be done to address the problem.

In response, Chief Inspector Reid advised that the Police had approached retailers to raise awareness of illegal car parking however stated that the police could not be present all the time and that the issues of threat, risk or harm would always be prioritised. He did however state that the Elgin Community Officer and Special Constables in Elgin would continue to patrol the area when available.

The Chair stated that he had asked Chief Superintendent Mackie why Moray Council did not have the power to enforce parking regulations and asked the Head of Economic Growth and Development to explain this.

In response, the Head of Economic Growth and Development advised that parking enforcement falls within the remit of the Police and the only area the Council could use enforcement is for parking on a pavement. He further advised that there is a process where this could be deregulated which would involve the Council building a business plan and taking this to the Scottish Government for consideration. The Council did consider this a number of years ago however this was not taken forward due to cost.

Councillor Fernandes stated that he had read recent reports in relation to the health of fire fighters in Scotland specifically in connection with contaminants on PPE being linked to an increased risk of cancer and an increase in mental health illness and asked if there were any actions to address these concerns.

In response, LSO Ewing advised that the SFRS had established a Contaminant Group to prepare policies and procedures to ensure equipment is cleaned, fire fighters avoid smoke plumes and that fire equipment is sent away to specialist cleaners for cleaning. With regard to mental health illness, there are several ways in which an officer can reach out such as Mental Health Contacts within stations, the River Centre for counselling follow any difficult incidents and other agencies such as the Samaritans.

Councillor Coull queried whether Police Officers were aware of the Hollie App, an app that had been developed to keep people safe when walking alone, which had been shared by Derbyshire Constabulary and whether this is available in Moray.

In response, Superintendent McDonald advised that he was not aware of this app in particular however there were several that had been used in the past and that he would look into whether this was one of them.

Councillor Morrison stated that she welcomed the work undertaken by Fochabers Fire Station with their Mental Health Café and Menopause Café and thanked all those involved with these initiatives.

## **10 Police Scotland Operational Update [Para 14]**

Superintendent McDonald and Chief Inspector Reid provided a confidential update in relation to operational matters within Police Scotland.





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**REPORT TO: POLICE AND FIRE AND RESCUE SERVICES COMMITTEE 4  
MAY 2023**

**SUBJECT: SCOTTISH FIRE AND RESCUE SERVICE MORAY  
THEMATIC REPORT APRIL 2023**

**BY: LSO CHAY EWING, LOCAL SENIOR OFFICER, ABERDEEN  
CITY, ABERDEENSHIRE & MORAY**

**1. REASON FOR REPORT**

- 1.1 To inform the Committee of the Scottish Fire and Rescue Service (SFRS) Home Fire Safety Visits (HFSV's) in Moray
- 1.2 This report is submitted to Committee in terms of Section III (j) (1) of the Council's Scheme of Administration relating to Police and Fire and Rescue Services in Moray.

**2. RECOMMENDATION**

- 2.1 It is recommended that the Committee consider and note the contents of the thematic report.

**3. BACKGROUND**

- 3.1 A key priority of our Strategic Plan 2019-22 is to ensure Our collaborative and targeted Prevention and Protection activities improve community safety and wellbeing and support sustainable economic growth. (*Outcome 1*).
- 3.2 The purpose of this report is to provide the committee with an overview of;
  - SFRS Home Fire Safety Visits (HFSV's)

- HFSV's in the Moray Area
- HFSV Risk Ratings
- HFSV Partner Agency referrals

3.3 The report will also provide statistical information detailing the SFRS performance in relation to; Home Fire Safety Visits in the Moray area, a Ward breakdown, risk ratings and partner agency referrals

#### **4. SUMMARY OF IMPLICATIONS**

**(a) Corporate Plan and 10 Year Plan (Local Outcomes Improvement Plan (LOIP))** The discharging of the Council's responsibilities in relation to the Police and Fire Reform (Scotland) Act 2012 is of direct relevance to the delivery of the Council's responsibilities in relation to Community Planning and the Local Outcome Improvement Plan

**(b) Policy and Legal**

This report is brought before the Moray Police and Fire Committee within its remit for local scrutiny and governance arrangements.

**(c) Financial implications**

There are no financial implications arising from this report.

**(d) Risk Implications**

There are no risk implications arising from this report

**(e) Staffing Implications**

There are no staffing implications arising from this report

**(f) Property**

There are no staffing implications arising from this report

**(g) Equalities/Socio Economic Impact**

Not Applicable

**(h) Consultations**

Not Applicable

#### **5. CONCLUSION**

5.1 The report provides the Committee with a briefing on the fiscal year 2022/23 Home Fire Safety Visits carried out by the Scottish Fire and Rescue Service in Moray.

5.2 The Scottish Fire and Rescue Service will continue to work towards improving how we delivery our Home Fire Safety Visits.

5.3 The Scottish Fire and Rescue Service will continue to improve on prevention, protection and response, to ensure the safety and wellbeing of people in Moray and throughout Scotland.

Author of Report:

Chay Ewing, LSO, Aberdeen City, Aberdeenshire & Moray





# **Scottish Fire and Rescue Service Thematic Report**

## **Home Fire Safety Visits (HFSV's) In Moray**

## 1. Background

The Scottish Fire and Rescue Service (SFRS) is committed to Working Together for a Safer Scotland. This is at the core of everything we do. Incorporating our values of safety, teamwork, respect and innovation, we work alongside communities and in partnership with others in the public, private and third sectors to keep Scotland Safe.

## 2. Home Fire Safety Visits (HFSV's)

As part of our commitment to building a safer Scotland we offer everyone in Scotland a free home fire safety visit. We assist the occupier with guidance on a fire escape plan and provide information about smoke, heat and carbon monoxide alarms in line with the new legislation.

Home Fire Safety Visits (HFSV's), supply and fitting of appropriate detection (Where criteria are met), are the most effective tool available to SFRS to decrease the risk of harm in the home from fire.

The visit takes place on request by mutual agreement and the information collected is used by us to provide the requested service and to meet our obligations under the Fire (Scotland) Act 2005. These obligations include promoting fire safety, reducing the occupier and others risks from fire, providing advice on actions to take in the event of a fire, safeguarding our community by improving the occupier and others safety and providing support to improve the occupier's health and wellbeing. Therefore, the use of personal information is necessary to meet our obligations under the Act and, for the more sensitive data (health information, for example), the use is necessary for reasons of substantial public interest in meeting our core functions

The visit will be undertaken by SFRS staff and takes place as a result of a referral from another agency, a request from the occupier, a family member or as a result of an incident in the area after which all residents will be offered this service. This helps us assess risk and provide the necessary advice and support.

The Home Fire Safety Visit includes questions and observations around:

- Fire safety
- Wellbeing
- Any lifestyle issues that might impact on personal safety.

We will make a record of the responses provided and document anything we've seen that relates to the questions and the purpose of the visit. We will also keep a record of referrals made to other agencies and the reasons why.

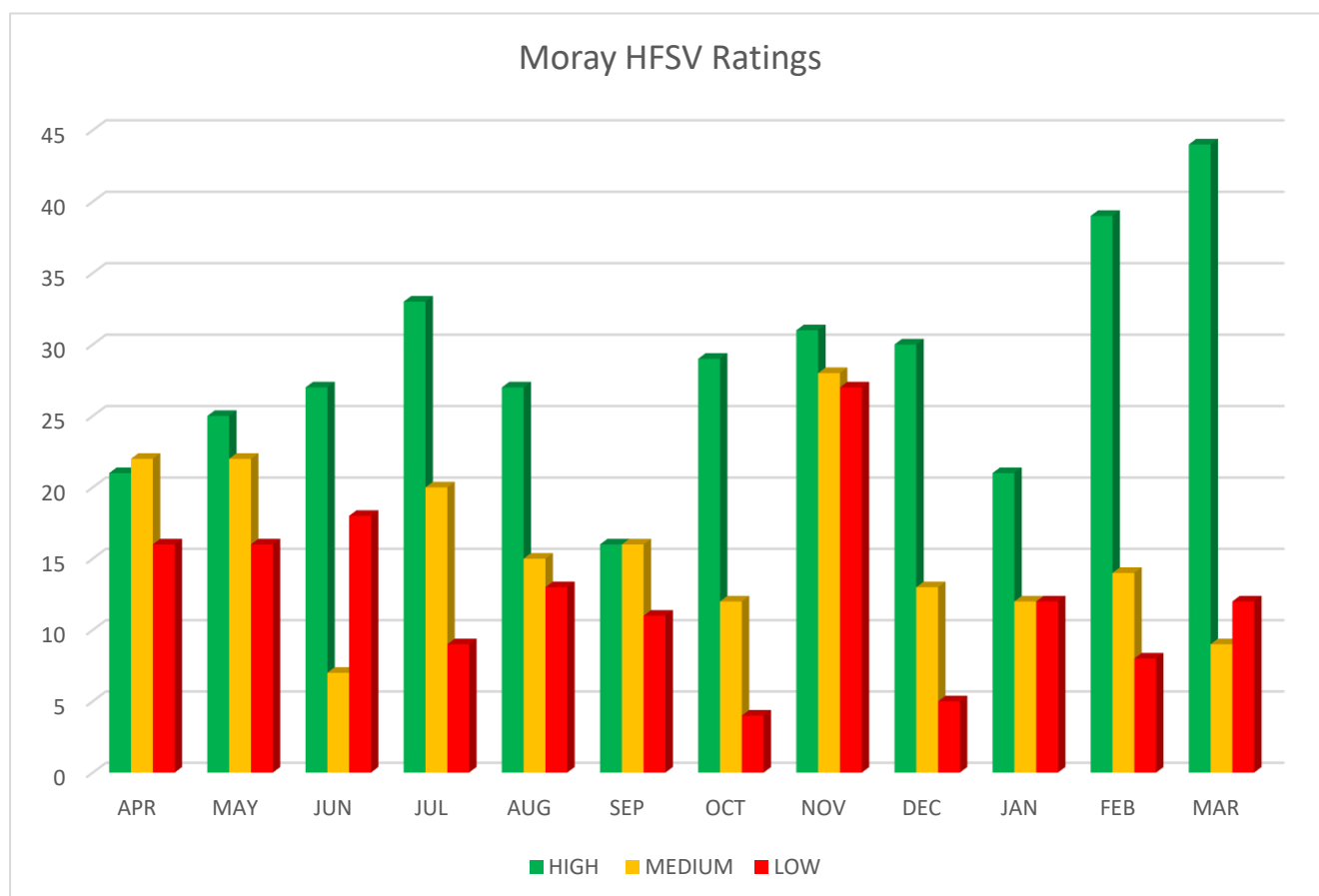
## 3. HFSV's in Moray

From 1<sup>st</sup> April 2022 to the 1<sup>st</sup> April 2023, SFRS personnel have delivered 684 HFSV's in the Moray Area and work hard to ensure "pending lists" are managed and controlled appropriately. The lifting of COVID restrictions has enabled the numbers carried out each month to increase. 404 of these were carried out by station personnel with 280 carried out by our community action team members.

Moray Area HFSV Completed	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	JAN	FEB	MAR	TOTAL
Buckie Ward	1	4	0	2	4	0	1	4	1	0	1	1	19
Elgin North & South Ward	25	12	20	14	11	14	9	31	9	11	7	15	178
Fochabers & Lhanbryde Ward	0	0	0	0	3	7	1	0	7	1	1	0	20
Forres Ward	14	13	8	21	11	8	18	14	9	13	9	9	147
Heldon and Laich Ward	1	0	1	0	0	0	0	0	0	0	5	2	9
Keith & Cullen Ward	1	0	1	0	0	1	0	4	1	1	2	2	13
Speyside and Glenlivet Ward	0	2	2	1	3	3	0	3	0	1	2	1	18
RFTP WM	0	0	0	0	0	0	0	0	0	0	0	0	0
CAT - Moray	17	32	20	24	23	10	16	30	21	18	34	35	280
Moray Monthly totals	59	63	52	62	55	43	45	86	48	45	61	65	684
Moray Risk Ratings													
HIGH	21	25	27	33	27	16	29	31	30	21	39	44	343
MEDIUM	22	22	7	20	15	16	12	28	13	12	14	9	190
LOW	16	16	18	9	13	11	4	27	5	12	8	12	151
TOTAL MORAY	59	63	52	62	55	43	45	86	48	45	61	65	684

## 4. Risk Ratings

Fire safety advice / HFSV phone calls have continued as best practice and a tool for measuring risk rating. Community Safety Engagement (CSE) teams complete a home safety questionnaire for all contacts and schedule a physical visit for any member of the public identified as at risk. All properties without detection are classed as high risk and visited as a priority.



CSE teams continue to work in partnership through various safety Hubs and with partners in areas such as Case conferences and fire setters.

## 5. Partner Agency Referrals

SFRS Managers attend many meetings and forums with relevant partner agencies contributing wherever possible and sharing relevant information internally and externally with partners.

Referrals and requests from key partners continue as business as usual ensuring the most vulnerable in our communities are protected.

Moray Partner Agency Referrals	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	JAN	FEB	MAR
<b>Moray Council</b>												
Access Team		2			2	1	4	3	2	1		1
Action on Hearing Loss												
Health & Social Care	1	3		1		1		2	3	1		1
Home Care									1		1	
Housing	2		2	2				1			1	
Moray HUB							1					
Occupational Therapy				1	1	1		1			1	
Sheltered Housing												
Social Work	1	3		1	2	1	1	2	2		3	1
START		9	2	1	2	9	3	5	3	8	11	13
Various Departments			1	3		1					1	1
Cairn Housing								1				
Hanover Housing	10	2	2	4	13	19	6	3	4	3	3	
Langstane Housing												
NESS	1	3	1	3		2	4	3	2	1	3	
<b>NHS</b>												
NHS		1			1	1		1	1		1	1
OT, NHS		2	1				1	1	3		2	3
NHS Oxygen Team	2	2		1	5	3	3	2	4	3	3	2
Forres Neighbourhood Care Team												
Moray Integrated Drug & Alcohol Service								1		2		
NHS Site & Capacity Team												
PDIR												2
Police Scotland		2	1					2		1	4	1
Police Concern Hub	1		3	1	2	3	1		5	6	2	2
Quarriers		1				1						
Enable												
Real Life Options												



SACRO										1		
SAS					1							1
SAMH												
SFRS	1	3			1	1		4	4	2	1	1
Shared Lives									2			
<b>MORAY TOTAL</b>	<b>19</b>	<b>33</b>	<b>13</b>	<b>18</b>	<b>30</b>	<b>44</b>	<b>24</b>	<b>32</b>	<b>36</b>	<b>29</b>	<b>37</b>	<b>30</b>

## 6. Conclusion

The report provides the Committee with a briefing on the year to date Home Fire Safety Visits carried out by the Scottish Fire and Rescue Service in Moray.

The Scottish Fire and Rescue Service will continue to work towards improving how we delivery our Home Fire Safety Visits.

The Scottish Fire and Rescue Service will continue to improve on prevention, protection and response, to ensure the safety and wellbeing of people in Moray and throughout Scotland.





**REPORT TO: POLICE AND FIRE AND RESCUE SERVICES COMMITTEE 4  
MAY 2023**

**SUBJECT: MORAY LOCAL POLICING PLAN 2023-26**

**BY: CHIEF SUPERINTENDENT GRAEME MACKIE, DIVISIONAL  
POLICE COMMANDER, NORTH EAST DIVISION, POLICE  
SCOTLAND**

## **1. REASON FOR REPORT**

- 1.1 To present the Moray Local Policing Plan for (1 April) 2023 – (31 March) 2026 for retrospective approval.
- 1.2 This report is submitted to Committee in terms of Section III (J) (4) of the Council's Scheme of Administration relating to the monitoring of delivery of the Police and Fire and Rescue Services in Moray.

## **2. RECOMMENDATION**

- 2.1 **It is recommended that the Police and Fire & Rescue Services Committee approve the attached Moray Local Policing Plan for 2023-26.**

## **3. BACKGROUND**

- 3.1 The Moray Local Policing Plan 2023-26 (**Appendix 1**) was submitted to this Committee for consultation in November 2022. The consultation ended in early February 2023 and the Plan has been in operation since 1 April. In discussion with the Chair it was agreed that the Plan would be retrospectively approved at Committee on 4 May 2023 rather than arranging a further Committee meeting prior to 1 April.
- 3.2 Section 47(2) of the Police and Fire Reform Act 2012 states "a local police plan is a plan which:-
  - a. sets out the main priorities and objectives for the policing of the local authority's area.
  - b. where reasonably practicable, identifies outcomes by reference to which the achievement of those priorities and objectives may be measured."

#### **4. SUMMARY OF IMPLICATIONS**

**(a) Moray 2026: A Plan for the Future and Moray Corporate Plan 2015 – 2017**

The Moray Council's responsibilities with regards to the Police and Fire Reform (Scotland) Act 2012 are directly relevant to Community Planning and the Single Outcome Agreement.

**(b) Policy and Legal**

This report is presented to the Moray Police and Fire and Rescue Services Committee within its remit for local scrutiny of the Police.

**(c) Financial implications**

There are no identified financial implications.

**(d) Risk Implications**

There are no identified risk implications.

**(e) Staffing Implications**

There are no identified staffing implications.

**(f) Property**

Not applicable.

**(g) Equalities**

Not applicable.

**(h) Consultations**

The Local Policing Plan was subject to consultation with elected representatives and was heavily influenced by ongoing feedback from local communities within the Moray Council area.

#### **5. CONCLUSION**

**5.1 Appendix 1 provides the final version of the Moray Local Policing Plan for 2023-26, which is now in operation and is presented to the Committee, as agreed, for retrospective approval.**

OFFICIAL

Author of Report: Chief Superintendent Graeme Mackie  
Divisional Commander  
North East Division  
Police Scotland

Background Papers:

- Moray Local Policing Plan 2023-26



## **Moray Local Policing Plan**

## Contents

Foreword .....	3
Introduction .....	4
National strategic alignment .....	6
Police Scotland's strategic objectives .....	7
Local policing delivery context .....	8
Local priorities .....	9
Protecting Vulnerable People .....	10
Serious Organised Crime .....	13
Antisocial Behaviour, Violence and Disorder .....	16
Road Safety and Road Crime .....	19
Acquisitive Crime .....	21
Counter Terrorism & Domestic Extremism .....	23
Our people are supported through a positive working environment, enabling them to serve the public.....	26
Police Scotland is sustainable, adaptable and prepared for future challenges .....	27
Governance and performance .....	28
Equality, diversity and inclusion .....	29
Engaging with us .....	30



## **Foreword**

As Divisional Commander for North East Division, on behalf of the Chief Constable, it gives me great pleasure to present the Moray Local Policing Plan for 2023 – 2026. This plan aligns to Police Scotland's priorities for policing and our Joint Strategy for Policing.

Local Policing plays a key role in delivering our strategic outcomes but they cannot be delivered in isolation, hence the continued importance of the Moray partnership arrangements, such as the Community Planning Partnership, Child and Adult Protection Committees, the Violence Against Women Partnership and the Alcohol & Drug Partnership, to ensure continued delivery of the preventative agenda.

Much has happened during the 3 years covered by the previous iteration of our Local Policing Plan. Some crime trends have changed with an increasing number of offences being either cyber related or cyber dependent, requiring us to respond to this growing threat. Brexit, the COVID-19 pandemic and the current cost of living crisis have, among other events, provided significant challenges to our communities and partners. Policing has had to adapt in these often testing circumstances, and while we have evolved, we remain committed to supporting the most vulnerable in the community. We are aligned to national strategies relating to violence against women and girls, mental health and reducing the impact of addiction, all as part of the broader public health agenda.

Moray remains a safe place to live and local Officers continue to provide initial responses to incidents and lead prevention work, whilst specialist divisions provide support in more acute or complex scenarios. The safety and wellbeing of these Officers, and indeed all our personnel, is something I am passionate about and I will continue to take action to reduce the impact of violence perpetrated against them.

North East Division is committed to improving the lives of all our communities whilst taking account of the views of those we serve and it is clear our continued strong bond with the Moray public is key to our legitimacy. Despite the challenges that undoubtedly lie ahead, it is a privilege to be involved with the diverse communities of Moray.

Chief Superintendent Graeme Mackie, Local Police Commander, North East Division

## **Introduction**

Moray lies in the north east of Scotland between Inverness and the Highlands to the West and Aberdeen and Aberdeenshire to the East. With an area of 2,238 square kilometres, Moray is the eighth largest council area in Scotland.

In terms of population, Moray is ranked 23<sup>rd</sup> highest of the 32 local authorities with 96,410<sup>i</sup> residents. Just over half live in the five main towns of Elgin, Forres, Buckie, Lossiemouth and Keith, with population levels varying from 25,040 in Elgin to 4,610 in Keith. The remaining population live in smaller, more rural settlements.

The overall age profile in Moray follows the national trend towards an aging population, although in Moray this is happening at a much faster rate. Mid-year estimates from 2021, show that almost 51% of Moray's population is over the age of 45, a 4% increase since the 2011 Census. Nationally over the same period, Scotland witnessed a 2.5% increase to 46.8%.

Population projections anticipate that by 2028<sup>ii</sup>, over 65s in Moray will increase by 22% compared to 19% nationally. With younger age groups, those aged 0-15 will fall 14% compared to 6% in Scotland while those of working age between 16 and 64 will decline by 4% compared to just 1% nationally. These projections have implications for the area and the local economy; less people of working age means a smaller available workforce, while an increased number of older people will impact on public services including health care, housing and local infrastructure.

Although Moray is not classed as a deprived area, there are pockets of inequality, deprivation and poverty experienced on both an individual level and collectively in some small geographical areas. Data from the Scottish Index of Multiple Deprivation (SIMD) 2020, shows overall levels of deprivation in Moray have increased in recent years. In 2016, one data zone was within the most deprived 20% of Scotland's data zones, by 2020 this had risen to four.

Moray has relatively high employment rates however is regarded as a low wage economy with weekly wage levels behind neighbouring authorities and the Scottish average. The economy is largely based on agriculture, fishing, forestry, food

production, whisky and tourism. Compared to Scottish averages, significantly higher proportions of the workforce are self-employed or working within manufacturing. One of the largest employers in the area is the Ministry of Defence (MOD) with bases at Kinloss and Lossiemouth. With ongoing expansion at both bases, the MOD population will likely increase further over the coming years.

Like all areas of Scotland, public services in Moray are facing increasing demand with reducing resources. The Community Planning Partnership's response to these challenges is set out in the Local Outcome Improvement Plan under the priorities: *'Developing a diverse, inclusive and sustainable economy'*; *'Building a better future for our children and young people in Moray'*; *'Empowering and connecting communities'* and *'Improving wellbeing of our population'*, and Police Scotland, North East Division remains a key partner.

<sup>i</sup> Mid-Year 2021 Population Estimates – National Records of Scotland

<sup>ii</sup> Moray Council Area Profile 2020 – National Records of Scotland

## **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, 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 Local Police Plans which reference distinct 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
- 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 Strategic Workforce Plan, Annual Police Plan, Local Police Plans, Local Outcome Improvement Plans, and Financial Plans.

## Police Scotland's strategic objectives



**Our Vision** | Policing for a safe, protected and resilient Scotland  
**Our Purpose** | The purpose of policing is to improve the safety and wellbeing of people, places and communities in Scotland  
**Our Values** | Fairness | Integrity | Respect | Human Rights



## **Local policing delivery context**

The Local Policing structure is comprised of the Divisional Commander supported by three Superintendents who have ownership of Operational, Partnerships and Support functions. Moray has a dedicated Local Area Commander, a Chief Inspector, who is responsible for day to day policing. The local Criminal Investigation Department deal with the most serious and complex crime and is led locally by a Detective Superintendent aligned to the Specialist Crime Division. Local Policing is further supported by the following national Specialist Units, among others, many of which are based locally:

- Specialist Crime Division
- Criminal Justice Division
- Operational Support Division - Supports Local Policing with Armed Policing, Specialist Operations, Roads Policing
- Licensing and Violence Reduction Unit
- Emergency, Event and Resilience Planning
- Border Policing
- Contact, Command and Control Division
- Corporate Communications

In addition, the Special Constabulary play a vital part in the Policing of Moray. Our aim is to deliver policing that is visible, accessible and responsive to the needs of the people across Moray. Listening and responding to the changing needs of our communities is key, and our local Community Policing Teams are empowered and encouraged to work with elected officials and community members to resolve local challenges.



## Local priorities



## **Local objectives and activity**

### **Protecting Vulnerable People**

**Activity: Work with statutory and third sector partners to reduce violence against women and girls**

Key milestones:

- Increased confidence in reporting to police by criminally exploited women and girls, through work with partners involved in the Violence Against Women Partnership
- Enhancement of our victim-centred response to Domestic Abuse and improved opportunities for reducing domestic abuse by multi-agency delivery of approaches such as Multi-Agency Risk Assessment Conferencing (MARAC), Multi-Agency Tasking and Co-ordinating (MATAC), and Disclosure Scheme for Domestic Abuse Scotland (DSDAS)

Update expected: Y1-3 Q2 & Q4

Performance measures and insights:

- How has our work with the Violence Against Women Partnership increased confidence in reporting to police by criminally exploited women and girls
- Evidence how we have improved our victim-centred response to Domestic Abuse
- How have we enhanced opportunities for reducing domestic abuse by increasing the number of people referred into multi-agency approaches such as Multi-Agency Risk Assessment Conferencing (MARAC), Multi-Agency Tasking and Co-ordinating (MATAC), and Disclosure Scheme for Domestic Abuse Scotland (DSDAS)



**Activity: Drive the development of multi-agency agendas to minimise harm and support/signpost those we identify as vulnerable towards partners**

Key milestones:

- Enhanced collaboration with partners, particularly those involved in the Alcohol and Drug Partnership (ADP), across harm reduction related themes, including alcohol and drugs addiction and drugs death reduction
- Improved outcomes and quality of care for people experiencing mental health distress or suicidal ideation, thereby reducing the risk of criminalising mental health matters, by enhancing Officer awareness and increasing referrals and meaningful interactions with services
- Strengthened opportunities for collaboration with partners, including those in the Grampian Regional Equality Council, to protect people who may be vulnerable by reason of protected characteristic

Update expected: Y1-3 Q2 & Q4

Performance measures and insights:

- How have we collaborated with partners across harm reduction related themes and improved the quality and quantity of referrals into multi-agency preventative/intervention mechanisms
- Evidence our support to partners to improve outcomes and quality of care for people experiencing mental health distress or suicidal ideation
- Evidence how we are working with partners to reduce the risk of criminalising mental health matters, by enhancing Officer awareness, and increasing referrals and meaningful interactions with services
- How have we strengthened opportunities for collaboration and protected people who may be vulnerable by reason of protected characteristic

**Activity: Raise awareness of, and prevent abuse of, children and other vulnerable persons, ensuring a victim-centred approach**

Key milestones:

- Successful delivery of a collaborative communications plan (involving internal and external partners) which highlights and mitigates risk to children and other vulnerable groups
- Improved service delivery, public confidence and effectiveness in relation to our trauma informed response to victims of crime and vulnerable people by effective training of our staff

Update expected: Y1-3 Q2 & Q4

Performance measures and insights:

- Evidence our delivery of a collaborative communications plan and how it has highlighted and mitigated known risks to children and other vulnerable groups
- How have we improved trauma informed training for our staff
- Improved public confidence reporting from traumatised victims of crime and vulnerable people

## **Serious Organised Crime**

**Activity: DIVERT - Build an effective pan-Grampian partnership, with a view to diverting people away from involvement in Serious Organised Crime, making Moray a hostile environment for those who seek to exploit our communities**

Key milestones:

- As part of the Alcohol and Drug Partnership, a reduction in the impact, risk and harm caused by drugs, addiction and associated criminality
- In partnership with statutory and third sector partners, adoption of an early intervention approach to educate and divert young people from engaging in, or being drawn into, Serious Organised Crime
- Delivery of work with partners, to identify and support individuals and families who are involved in, or impacted by, Serious Organised Crime, including those who are vulnerable to Cuckooing
- Enhancement of our work with statutory partners to support and strengthen communities at risk of Serious Organised Crime

Update expected: Y1-3 Q2 & Q4

Performance measures and insights:

- How has the partnership reduced the impact caused by drugs, addiction and associated criminality, risk and harm
- Evidence how the partnership has diverted young people from engaging or being drawn into Serious Organised Crime
- Highlight police and partners work to identify, work with and support individuals and families who are involved in or impacted by Serious Organised Crime, including those who are vulnerable to Cuckooing
- Evidence how the partnership has supported and strengthened communities at risk of Serious Organised Crime

**Activity: DETER - Support private, public and third sector organisations to protect themselves and each other. Understand the drivers and emerging risks in respect of Serious Organised Crime and encourage a multi-agency approach to protect those vulnerable in our communities**

Key milestones:

- Expanded partnership intelligence sharing, awareness and improved training in relation to Serious Organised Crime

Update expected: Y1-3 Q2 & Q4

Performance measures and insights:

- How have we developed intelligence sharing, awareness raising and training with partners in relation to Serious Organised Crime

**Activity: DETECT - Work collaboratively with others to provide a coordinated response to identify, detect and prosecute those involved in serious organised crime**

Key milestones:

- In conjunction with national partners, delivery of the North East Division County Lines strategy
- Development of a multi-agency media strategy raising awareness of Serious Organised Crime and how citizens can assist in safeguarding communities

Update expected: Y1-3 Q2 & Q4

Performance measures and insights:

- Evidence how delivery of the North East County Lines strategy has led to detections and prosecutions for those involved in Serious Organised Crime
- How is the multi-agency media strategy raising public awareness and safeguarding communities from Serious Organised Crime

**Activity: DISRUPT - Deliver a collaborative multi-agency response to disrupt Organised Crime Groups by sharing intelligence, ideas and resources**

Key milestones:

- Maximised enforcement tactics, including the use of the Proceeds of Crime Act, alongside partnership opportunities to disrupt Organised Crime Groups operating in Moray

Update expected: Y1-3 Q2 & Q4

Performance measures and insights:

- Evidence how enforcement tactics, including the use of the Proceeds of Crime Act, and partnerships opportunities have disrupted Organised Crime Groups

## **Antisocial Behaviour, Violence and Disorder**

**Activity: Reduce antisocial behaviour, violence and disorder by working with partners to facilitate early interventions for those involved in, or those vulnerable to becoming involved in, such behaviours**

Key milestones:

- Refreshed collaborative arrangements and approaches with partners such as the Community Safety Partnership, Criminal Justice Partners, Local Authorities, Health, Third Sector and Voluntary Sector
- Implementation of multi-agency information and data sharing protocols and refreshed analytical products, allowing identification of high profile offenders and vulnerable victims
- Delivery of Multi-Agency Public Protection Arrangements (MAPPA) to effectively manage the risks associated with categorised violent offenders

Update expected: Y1-3 Q2 & Q4

Performance measures and insights:

- Improve public confidence by reducing antisocial behaviour, violence and disorder
- How have police and partners developed collaborative arrangements and delivered analytical products that have contributed to reducing antisocial behaviour, violence and disorder
- Evidence delivery of the MAPPA process and how the partnership has reduced violence among categorised violent offenders

**Activity: With partners, identify locations where antisocial behaviour and violence is most likely to occur and work with communities and other agencies to find lasting solutions and enhance community safety**

Key milestones:

- Expansion of licensed trade initiatives to promote good management and reduce instances of antisocial behaviour, violence and disorder
- Implementation of enhanced community projects and initiatives, including the Local Outcome Improvement Plan (LOIP) Locality Partnerships, to deliver positive outcomes for local communities susceptible to antisocial behaviour, violence and disorder
- Delivery of multi-agency analytical products identifying hot spots for violence and antisocial behaviour

Update expected: Y1-3 Q2 & Q4

Performance measures and insights:

- Evidence how licensed trade initiatives have reduced antisocial behaviour, violence and disorder at or near licensed premises
- Provision of outcomes from community initiatives and Locality Partnerships and how they have assisted in reducing incidents of antisocial behaviour, violence and disorder in relevant communities
- How have multi-agency analytical products assisted in identifying hot spots for violence and antisocial behaviour

**Activity: Working with partners, we will enhance our understanding of the underlying causes of antisocial behaviour and violence and develop public health approaches to prevent these harms**

Key milestones:

- Delivery of work to educate young citizens regarding the effects of violence and antisocial behaviour and to adopt an early intervention approach
- Improved and simplified data collection and sharing to understand the underlying causes of violence and antisocial behaviour
- Implementation of partnership alcohol intervention methodology to address the negative effects of alcohol, including violence, on service users

Update expected: Y1-3 Q2 & Q4

Performance measures and insights:

- How has our work with young citizens assisted in preventing them from becoming involved in antisocial behaviour and violence
- Outline the progress made in collecting and sharing relevant data between partners to understand the underlying causes of violence and antisocial behaviour
- Evidence our work in developing partnership alcohol intervention methodologies to address the effects of alcohol on violent behaviour



## **Road Safety and Road Crime**

**Activity: With partners in the North East Road Safety Strategy Partnership (NERSSP) increase safety and reduce casualties on our roads**

Key milestones:

- Development and delivery of a North East Road Safety Strategy with key partners in the NERSSP
- Successful promotion of the principles of Operation CEDaR (Challenge, Educate, Detect and Reduce) to increase overall road safety
- Delivery of our collaborative work to increase the safety of vulnerable road users, such as young drivers, older drivers, bicycle users, motorcycle users and pedestrians

Update expected: Y1-3 Q2 & Q4

Performance measures and insights:

- How has the NERSSP reduced the number of casualties on our roads
- Evidence how we have implemented Operation CEDaR and increased road safety
- How have we worked with partners to increase the safety of vulnerable road users

**Activity: Prevent instances of crime occurring on our road network**

Key milestones:

- Improved targeting and disruption of criminal use of the roads network through intelligence led activity and proactive policing

Update expected: Y1-3 Q2 & Q4

Performance measures and insights:

- Evidence how we have successfully detected criminality on our roads

**Activity: Improve road safety by proactively targeting drink and drug drivers**

Key milestones:

- Enhancement of our intelligence gathering to identify individuals engaged in drink and drug driving on our roads

Update expected: Y1-3 Q2 & Q4

Performance measures and insights:

- Evidence how we have proactively targeted drink and drug drivers in our communities

## **Acquisitive Crime**

**Activity: Reduce acquisitive crime, by working with partners to facilitate interventions for those involved in, or those vulnerable to becoming involved in, acquisitive crime**

Key milestones:

- Enhancement of our single-agency and multi-agency intelligence led approaches to identify offenders and provide preventative interventions
- Delivery of our collaborative work as a Corporate Parent which aims to reduce the number of juveniles identified as an accused and furthermore reduce reoffending through the use of multi-agency diversionary measures

Update expected: Y1-3 Q2 & Q4

Performance measures and insights:

- Improve public confidence by reducing the volume of acquisitive crime
- How have we identified those involved in, or vulnerable to involvement in, acquisitive crime and used appropriate disposals to prevent further crimes
- Evidence use of multi-agency diversionary measures and the resultant improvement, in reducing offending and reoffending rates

**Activity: Reduce acquisitive crime, by identifying locations where acquisitive crime is most likely to occur and work with communities and partners to find lasting preventative solutions**

Key milestones:

- Enhancement of our single-agency and multi-agency intelligence gathering, data sharing and analysis, to identify locations where acquisitive crime is likely to occur and provide preventative interventions
- Implementation of the 'North East Partnership Against Rural Crime Strategy' to tackle criminality in rural communities
- Delivery of a multi-agency communication plan which raises awareness of current and emerging threats
- Empowered communities providing effective solutions to reduce acquisitive crime issues in their areas

Update expected: Y1-3 Q2 & Q4

Performance measures and insights:

- Improve public confidence by reducing the volume of acquisitive crime
- How have we identified locations as vulnerable to increased levels of acquisitive crime and provided interventions to prevent crime
- Evidence how the 'North East Partnership Against Rural Crime Strategy' has tackled acquisitive crime in rural communities
- How is the multi-agency communication plan raising public awareness and reducing levels of acquisitive crime
- Evidence how police are working with empowered communities to reduce acquisitive crime

**Activity: Raise public awareness, and prevent instances, of cyber enabled and cyber dependent acquisitive crime**

Key milestones:

- Delivery of collaborative work with statutory and third sector partners, businesses, young people and vulnerable adults to prevent them becoming victims of acquisitive cybercrime
- Implementation of relevant and effective training to prepare our staff to meet increased cybercrime demand
- Development of our work with the Adult Protection and Child Protection Committee to protect groups vulnerable to acquisitive cybercrime, particularly children and vulnerable adults

Update expected: Y1-3 Q2 & Q4

Performance measures and insights:

- Evidence how we have raised public awareness and prevented instances of cyber enabled and cyber dependent crime
- How have we improved service delivery and effectiveness of cybercrime investigations by effective training of our staff
- Improve public confidence by increasing the number of detected cybercrimes year-on-year

## **Counter Terrorism & Domestic Extremism**

Several Critical National Infrastructure sites are located across the North East Division area and given the significance of these locations, local delivery of the national CONTEST Strategy to reduce the risk of terrorism so people can go about their lives freely and with confidence is a local priority.

**Activity: PREVENT - With partners safeguard vulnerable persons from being drawn into terrorism**

Key milestones:

- With statutory Prevent partners, we will promote a community led approach to building stronger communities and responses to the issues that affect them
- Enhanced engagement with a wide range of sectors and institutions to ensure people who may be drawn into terrorism are safeguarded and offered appropriate advice and support

Update expected: Y1-3 Q2 & Q4

Performance measures and insights:

- Evidence how our multi-agency Prevent structures and processes have safeguarded vulnerable persons from being drawn into terrorism

**Activity: PURSUE – With partners encourage and share information to identify and tackle suspicious activity**

Key milestones:

- Improved collection, analysis and use of information and intelligence, to develop and improve understanding amongst partners, the private sector and the public on mechanisms available to promptly share information regarding concerning or suspicious activity that may be linked to Counter Terrorism and/or Domestic Extremism

Update expected: Y1-3 Q2 & Q4

Performance measures and insights:

- How have we improved our information sharing processes to identify and tackle suspicious activity

**Activity: PROTECT – With partners we will share knowledge so that our communities and businesses can strengthen protection against terrorist attacks**

Key milestones:

- To enhance physical protective security at critical infrastructure, publicly accessible location (PALs) and Hazardous Sites we will, with local CONTEST partners, review and refresh all plans and protocols in relation to building security and support messaging and provide advice to those responsible for PALs
- To enhance HR vetting arrangements to counter Insider Threat we will, with local CONTEST partners, review and refresh all recruitment policies
- To enhance cyber security and resilience to counter cyber threat, with local CONTEST partners we will, encourage sign up to the Scottish Business Resilience Centre (SBRC) for updates and inputs
- With local CONTEST partners we will prepare and participate in the Protect Consultation to ensure understanding of responsibilities should a Protect duty be implemented

Update expected: Y1-3 Q2 & Q4

Performance measures and insights:

- Evidence how our Protect structures and processes have strengthened local protection against terrorist attacks

**Activity: PREPARE – With partners we will mitigate against the impact of terrorist attacks**

Key milestones:

- With local CONTEST partners we will understand the threats to the North East
- With local CONTEST partners we will agree the vision for the capabilities and capacity required to mitigate the threat to the North East
- With local CONTEST partners we will test and maintain the improved capability and capacity to ensure it remains current, futureproof and effective through training, testing and exercising

Update expected: Y1-3 Q2 & Q4

Performance measures and insights:

- How has the partnership mitigated against the impact of terrorist attacks

## **Our people are supported through a positive working environment, enabling them to serve the public**

The safety and wellbeing of our officers and staff are at the heart of Police Scotland's commitments. The challenges for policing are significant and the part policing plays in daily life will become ever more important as society faces huge challenges. Policing is also coming under increasing scrutiny and pressure in relation to our actions.

We will create the environment for our staff to be able to work effectively and equip them to make decisions, ensuring they are trusted and empowered to do so.



## **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.

## **Governance and performance**

In addition to internal governance processes which effectively record crime and direct the deployment of resources, we will continue to provide relevant performance information to the Moray Council Police and Fire and Rescue Services Committee, which is accessible to the public.

The Divisional Commander, or their deputy, will attend and provide an update on progress against this Plan, overall performance, and any other matters deemed relevant to the delivery of policing in Moray.

Through appropriate forums, the Local Area Commander and the Local Area Inspectors, or their deputies, will engage with elected members, communities and other key stakeholders.

## **Equality, diversity and inclusion**

The work of Police Scotland is underpinned by our commitment to equality, diversity and inclusion in our interactions with the communities we serve as well as our own staff.

We are committed to developing and promoting best practice in the refresh of our [Equality and Diversity Strategy 2022-26](#).

This plan was subject to an Equalities and Human Rights Impact Assessment (EqHRIA) in compliance with the Scottish Public Sector Equality Duty. This document can be found at: [North East - Police Scotland](#)

Separate EqHRIAs were undertaken for the activities described in this plan as required.

## **Engaging with us**

Police Scotland  
North East Division  
230 Abbotswell Crescent  
Aberdeen  
AB12 3JD

If you have information about crime in your area and wish to provide it anonymously, call CRIMESTOPPERS on 0800 555 111. Service users who are deaf or have a hearing impairment can contact Police Scotland via TextRelay on 18001 101 for nonemergency, or 18000 in an emergency.

More detailed information on how to contact your Local Policing Team [North East - Police Scotland](#) is available on our website

Meaningful and effective engagement involves genuine dialogue, respect, integrity, transparency and accountability. It provides an opportunity for people to shape our services and influence decisions made. Insight from effective engagement helps identify practical solutions and determine changes required to meet the needs of the communities we serve.

Police Scotland is committed to continuous improvement in all that we do. If you have something to tell us about our service, please contact us at: [Contact Police Scotland - Police Scotland](#).

Further information about our wider engagement can be found in our consultation and engagement hub at: [Police Scotland - Citizen Space](#).

Police Scotland 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. Our local channels can be found at:

Twitter: [MorayPolice, NorthEPolice](#)

Facebook: @[NorthEastPoliceDivision](#)

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 our services to make them work for everyone.

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: [North East - Police Scotland](#)

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

Deaf, deafened, hard of hearing or speech-impaired callers can contact us via Text Relay on 18001101.

