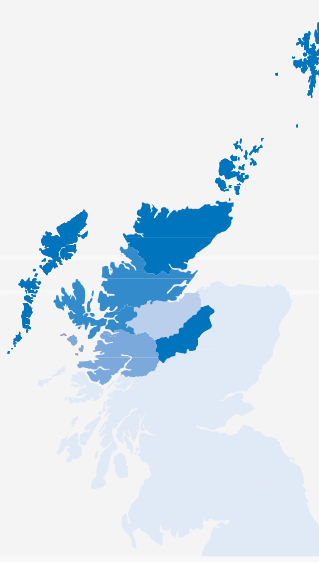




//Northern Constabulary will encourage our staff to:

- Embrace change
- Embrace and promote diversity and equal opportunities
- Be committed to ethical policing and act with integrity
- Be committed to continuous improvement
- Provide best value services
- Operate rigorous performance management



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//Achieving Our Goals
 Respecting Our Values//

//Excellence in Community Policing

//Our Goal
 To make a positive contribution to the wellbeing of the Highlands and Islands through a problem solving approach to community policing

//Our Aim
 The pursuit of excellence in community policing

//Our Values

- Be inclusive, participative and transparent in our management style and dealings with others
- Operate devolved responsibility and accountability
- Build productive and sustainable partnerships
- Adopt a problem solving approach
- Take pride in our force
- Be effective and responsive in community engagement

//Our Key Strategic Outcomes//

//Safer roads with reduced deaths, injury and crime//

- Reduced road accidents and casualties
- Reduced opportunity for crime
- Productive partnerships which improve road safety and public education

//Sustainable crime reduction//

- Reduced opportunity for crime
- Sustainable detection rates
- Support for victims
- Reduced criminal disorder
- Productive partnerships which contribute to crime reduction

//Effective engagement of criminality in respect of serious and organised crime//

- Increased identification and detection of people engaged in serious and organised crime – including those engaged in the supply of illegal drugs

//Public reassurance in the safety of our communities//

- Reduced anti-social behaviour
- Alignment of our visibility, accessibility and response to the needs of our communities
- Service responsive to the needs of our vulnerable communities
- Productive partnerships which improve public safety

//We will achieve our strategic outcomes through co-ordination of our operations using The National Intelligence Model//

//Road Safety Strategy//

We will, in partnership with others, reduce the number of casualties occurring in road crashes within the Force area.

Have the ability for analysis of our Road Accident Statistics in order to highlight problem areas and take action.

Commit resources to intelligence-led policing initiatives and campaigns to tackle and reduce road crime and the fear of such.

Fully support all national campaigns and deliver a consistent approach through education and enforcement.

Actively work with all our statutory partners, other relevant agencies and communities with a vested interest and responsibility to road safety and seek their assistance in identifying solutions to their concerns.

To fully evaluate all campaigns, initiatives and engineering solutions undertaken in relation to the four E's....

- EDUCATION
- ENGINEERING
- ENFORCEMENT
- ENCOURAGEMENT



//Crime Reduction Strategy//

We will integrate our approach to prevention and detection and fully utilise crime and community intelligence to drive our actions in:

- Reducing opportunities for crime.
- Responding to and detecting crime.
- Identifying and targeting key criminals and crime affecting quality of life in our communities.

We will include particular focus on Youth Crime to:

- Reduce opportunities that allow young people to commit crime. Reduce situations that risk young people becoming victims.
- Target young people who commit crime and deal with persistent young offenders.
- Educate young people to realise their full potential and be good citizens.

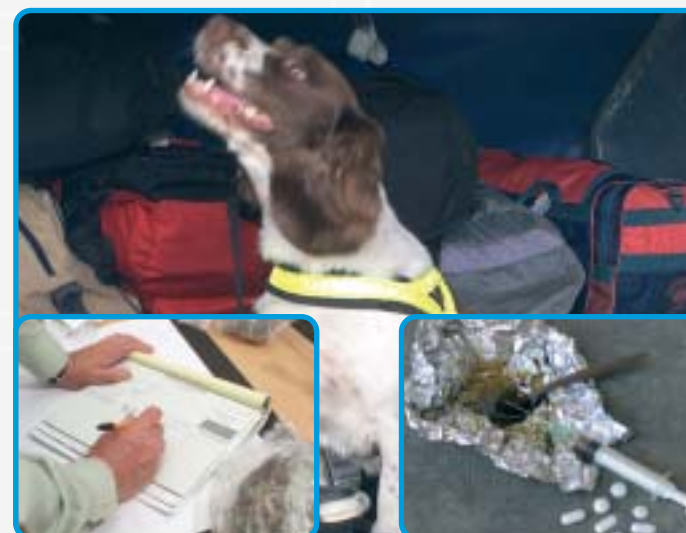
We will build productive partnerships to achieve these objectives.



//Engaging Criminality Strategy//

We will fully utilise crime and community intelligence to drive our action in:

- Identifying developing trends in serious and organised crime.
- Identifying and targeting individuals and networks engaged in serious and organised crime.
- Stifling the availability of illegal drugs in our communities.



//Safer Communities Strategy//

We will participate in community planning and build productive partnerships to promote community development, effectively intervene in anti-social behaviour and deliver safe communities.

We will engage with our partners in discouraging Drug and Alcohol misuse through education, treatment and management of availability.

Our operational deployment will be informed by consultation with our communities and analysis of demand on our services.

Our operational presence, visibility and accessibility will be configured to maximise impact on public reassurance, making best use of our resources.

We will ensure the public are fully informed on our performance.

