



POLICING PLAN

2023-2024



Royal Gibraltar
POLICE

*Delivering a Safer Gibraltar
through Excellence in Policing*

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ACRONYMS & ABBREVIATIONS

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



THE RGP VISION

The Royal Gibraltar Police's (RGP) vision is to 'Deliver a Safer Gibraltar through Excellence in Policing'. Together with partner agencies and other key stakeholders, the RGP will develop its people and professionalise the delivery of its service to the community that it serves, striving to make Gibraltar a safer place in which to live, work and visit. This Gibraltar Police Authority's (GPA) Annual Policing Plan (APP) aligns directly with His Majesty's Government of Gibraltar's (HMGoG) aim of ensuring a safe and thriving economy.

The RGP, as the principal law enforcement agency in Gibraltar, will address the priorities outlined in this GPA policing plan by continuing to lead on matters of physical and protective security in Gibraltar, maintain and enhance existing partnerships with key stakeholders, and develop new partnerships locally, regionally and internationally. It will also continue to support the work of the Gibraltar Contingency Council (GCC) by leading the Executive Committee of the Gibraltar Contingency Council on security matters and playing an active role in each of the various multi-agency Joint Tactical Groups, as part of its overall efforts to keep Gibraltar safe from criminality and terrorism.



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GIBRALTAR POLICE AUTHORITY

"Gibraltar Police Authority, for efficient and effective policing"



FOREWORD

CHAIR OF THE GIBRALTAR POLICE AUTHORITY
Dr Joseph BRITTO

It is with great pleasure that the GPA presents this, the third and final annual iteration of the three-year policing plan for Gibraltar. I am pleased to say that this new format that allows policing to develop and adapt to arising needs over a longer, three-year time-span, works much better than the erstwhile annual, single year plans. Both the RGP and the GPA find that this more modern way of planning allows more time for initiatives and strategies to better bed down.

As is the norm, this iteration takes into account the results of the annual public survey conducted by the GPA. These latest results are available on the GPA website www.gpa.gi

I am proud to say that although this last policing year has had the RGP face some inordinate challenges, it continues with its work to keep Gibraltar safe, regardless. The GPA, to the extent that its powers and responsibilities allow, shall continue to do its best to ascertain that this continues to be the case. Naturally, no policing plan can be set in stone and the RGP is expected to continue to adopt and adapt in the light of changing circumstances and events, whether these are the result of any potential international agreements or the result of international conflicts affecting our community and indeed, the world.

The GPA is certain that the RGP will remain vigilant and alive to these evolving contexts, be they internal or external. I wish to take this opportunity to thank both the Commissioner and the whole police service for their hard work in keeping Gibraltar safe.



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NEW MOLE HOUSE
Royal Gibraltar Police
Headquarters



FOREWORD

COMMISSIONER OF POLICE
Richard ULLGER

This is now the third year of our three year policing plan, and as we continue aspiring to deliver our vision of *'Delivering a Safer Gibraltar through Excellence in Policing'*, this plan will ensure that we remain focused in the delivery of those key business areas through which we will measure our success, or indicate where we need to improve. I am pleased to report that having undergone an inspection by His Majesty's Inspectorate of Constabulary and Fire and Rescue Services in April 2022, the results and findings outlined in their report published in November 2022 demonstrate and acknowledge that officers and staff of the Royal Gibraltar Police [RGP] have worked immensely hard to make the service much better at what we do.

Notwithstanding this, we continue to review our demands using the UK Management of Risk in Law Enforcement (MoRiLE) tool, completing individual departmental and force capability Strategic Demand and Organisational Risk Assessments, reviewing our Force Risk Register and biennial Force Strategic Threat & Risk Assessment (STRA), and updating the RGP's Force Management Statement. Undertaking this important work has allowed us to better understand our demands, in turn enabling us to allocate resources to those areas presenting a higher threat, risk and harm at any given time. Policing will continue to face its challenges, but whatever these may be, we will continue to strive to provide the community with the service that it deserves. We will also continue to focus on providing and improving services to Victims of Crime and work with other stakeholders to provide a holistic approach towards improving their journey. Working collaboratively in other areas will continue to feature in how we address our demand profile, and we will support partners to undertake their roles and responsibilities without assuming their risks.

Lastly, it would be remiss of me not to mention how proud I am of the officers and staff who work for the RGP, and their tireless commitment and dedication to serve the people of Gibraltar and keep us all safe. Working and living in a small community certainly presents many challenges, and yet, they embrace these and their relationships with our community to provide a service unseen elsewhere.



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OVERVIEW



Our Area

Gibraltar is situated at the southern tip of the Iberian Peninsula. It thrives on its excellent reputation as a community that enjoys religious and cultural coexistence and one that promotes equality, diversity and inclusion.

With a bustling maritime industry, busy sea port, international airport and land frontier with Spain, Gibraltar's current resident population of approximately 34,000 people interacts daily with approximately 14,500 cross-border workers and the 10 million (annual) visitors, of varying nationalities and backgrounds.



GPA Role

The Gibraltar Police Authority is an independent body established by the Police Act 2006, responsible for ensuring that the RGP operates as efficiently and effectively as possible and in accordance with its statutory responsibilities.

The Authority is comprised of 10 members, with a Chairman appointed by His Excellency the Governor, acting on the advice of the Specified Appointments Commission. One member is appointed by HE the Governor, one member is appointed by the Hon Chief Minister, and the remaining seven members are appointed by HE the Governor, acting on the advice of the Public Service Commission.



About the RGP

The RGP enjoys a long and distinguished history as the oldest police force in the Commonwealth. Through their ethos of 'many faces, one team' they are equipped to meet the needs of the diverse and multicultural society it serves, working proactively to develop effective engagement strategies with all community groups. Presently led by Commissioner Richard Ullger, it numbers over 280 officers & support staff. Units include 24/7 Response, Marine, Roads & Community Policing, CID, Public Protection, Economic Crime, CSI, Drug Squad, Force Intelligence & Special Branch, alongside the newer Domestic Abuse and Victim Support teams, together with a range of support functions.



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STATISTICS



We received **3,522** crime reports in 2022/23.



The most common age of people arrested by police was 19

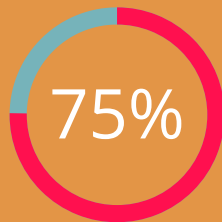


173

Reports of Burglary received in 2022/23

80%

80% of these were Commercial Premises



A total of **6,324** calls for service were received by the Command and Dispatch teams. 75% were calls requiring emergency or priority response.



Driving Under Influence Drink or Drugs

2021/22 - 82

2022/23 - 83



Traffic Fixed Penalty Notices

2021/22 - 1412

2022/23 - 1939

37%

Increase on last year



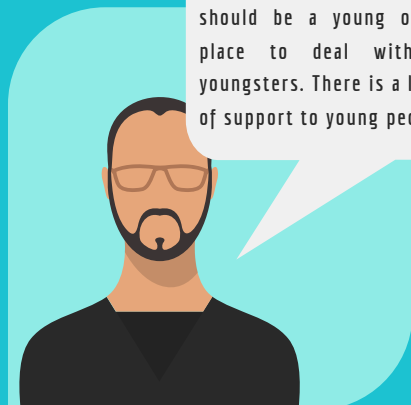
YOU TOLD US...



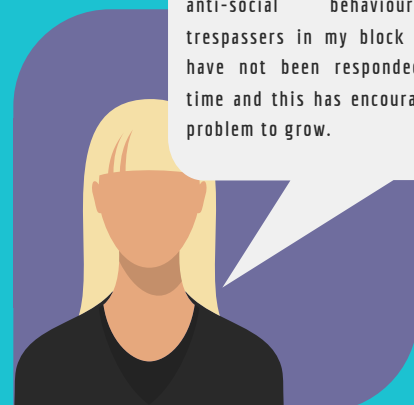
Anti-social behaviour is my greatest concern. We need more visible policing in the estates and in town. Public presence is a must !



Dangerous driving, especially at night. Road traffic offences, lots of people using mobiles whilst driving, most I've seen are young people on motorcycles.



Young people appear to be, to an extent, out of control. There should be a young offenders place to deal with these youngsters. There is a lack of support to young people



Vandalism is becoming a huge issue! Incidents of vandalism and anti-social behaviour by trespassers in my block of flats have not been responded to in time and this has encouraged the problem to grow.



More controls over fireworks, especially during Christmas time. People letting off firework bangers, at all hours, scaring animals

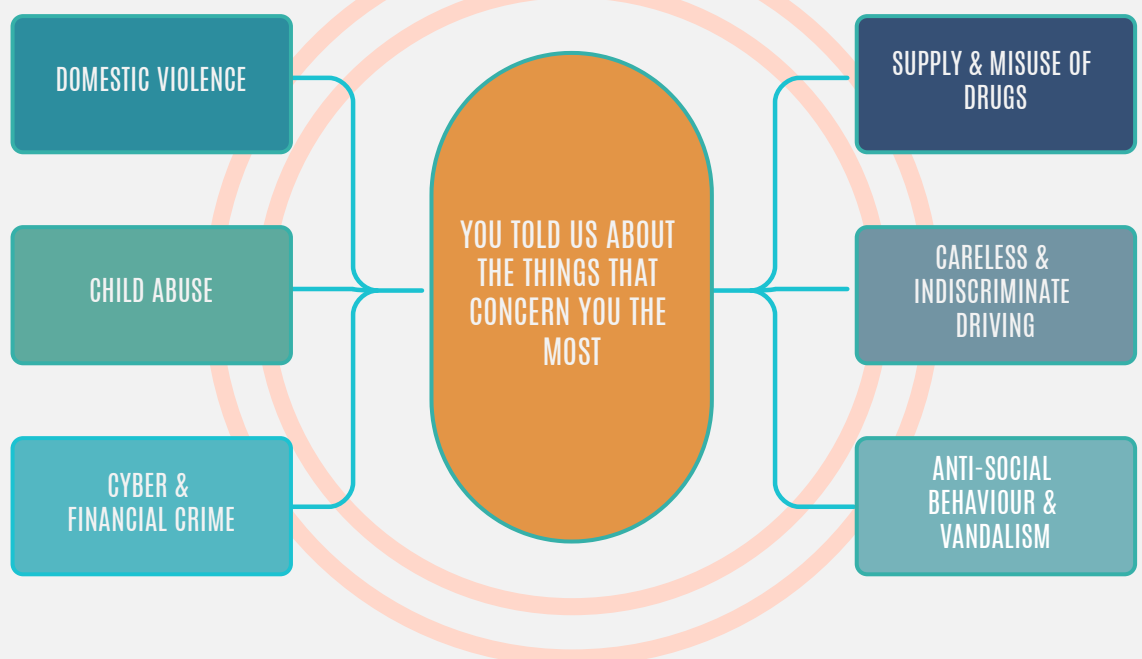


The biggest problem facing Gibraltar at the moment is those scooters without, lights, helmets and speed control. Laws need to be clearer (and policed) around electric scooter use. But allow sensible use for those who want to do so.

...WE LISTENED



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





PRIORITIES

1

A SAFER GIBRALTAR

Tackling terrorism and ensuring the continued safety of Gibraltar.



2

WORKING FOR OUR COMMUNITY

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



3

SAFEGUARDING OUR VULNERABLE

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



4

REDUCING THE HARM CAUSED BY DRUGS

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



5

REDUCING FINANCIAL & ACQUISITIVE CRIME

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



6

TRANSFORMING & IMPROVING OUR SERVICE

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



A SAFER GIBRALTAR

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

The RGP will achieve this priority by:

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



The RGP will measure success by:

- Counter Terrorism Security Advisor (CTSA) surveys, awareness briefings and events.
- Percentage of Project Servator deployments resulting in a positive outcome.
- Percentage of people who feel safe from a terrorist attack (RGP survey).
- Number of suspicious activity reports linked to terrorism received via the RGP website
- Number of ports-policing enquiries which includes individuals stopped & screened at points of entry.
- Number of security-related enquiries.



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WORKING FOR OUR COMMUNITY

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

The RGP will achieve this priority by:

Anti-social Behaviour

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

Roads Safety

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

Cyber Safety

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



The RGP will measure success by:

Anti-social Behaviour

- Increased public confidence in the police response to ASB (GPA survey).
- An increase in the number of Anti-social Behaviour incidents detected.
- New intervention initiatives.

Road safety

- Number and type of traffic offences recorded
- A reduced number of Road Traffic Collisions (RTCs) with serious injuries.

Cyber-bullying

- General public cyber awareness (RGP survey).
- Number of cyber-bullying incidents reported.



SAFEGUARDING OUR VULNERABLE

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

The RGP will achieve this priority by:

Domestic Abuse

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

Protecting the Vulnerable

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



The RGP will measure success by:

Domestic Abuse

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

Protecting the Vulnerable

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



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REDUCING THE HARM CAUSED BY DRUGS

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

The RGP will achieve this priority by:

Drug Trafficking

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

Drug Misuse

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



The RGP will measure success by:

Drug Trafficking

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

Drug Misuse

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



REDUCING FINANCIAL & ACQUISITIVE CRIME

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

The RGP will achieve this priority by:

Financial Crime

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

Domestic Burglary

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

Cyber-enabled Acquisitive Crime

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



The RGP will measure success by:

Financial Crime

- Increase in persons charged for Money Laundering (ML) offences.
- Increased number of cash seizures.
- Increased number of confiscation orders.
- Increasing the resources to investigate crimes

Domestic Burglary

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

Cyber-enabled Acquisitive Crime

- Reduction in the losses incurred through cyber-enabled acquisitive crime.
- Public awareness of Cybercrime (RGP survey).



TRANSFORMING & IMPROVING OUR SERVICE

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

The RGP will achieve this priority by:

- Implementing the recommendations and areas for improvement set out in the 2020 HMICFRS report, developing a learning culture that is underpinned by the Code of Ethics, and by working closely with the Gibraltar Police Federation (GPF) to address issues raised by the workforce.
- Developing their leadership and wellbeing capacity by providing strong visible leadership, embracing difference in their people and building on the ethos of diversity and inclusion.
- **Recruiting** diverse, able individuals who promote differences, **training** them to the best available approved standards and **retaining** their skills and expertise for a career in public service through forward thinking leadership.
- Building and developing operational co-operation in the new post BREXIT environment.
- Working in partnership with key stakeholders to develop support networks, allowing for greater resilience in the face of emerging and developing threats.
- Improving IT functions within the RGP, through better management processes



The RGP will measure success by:

- HMICFRS inspection review.
- Internal staff feedback (GPF & other internal surveys).
- Improving the service's retention rate.
- Joint operations with international counterparts.
- Ensuring that threats and risks identified through Organisational Assessments are addressed, mitigated and reflected in the Force Management Statement, to better align resources with future predicted demand.
- Increased engagement with individual software developers and HMGoG ITLD, more streamlining of processes and increased investment in enhancing existing IT infrastructure.



HOW TO FIND US



Gibraltar Police Authority



www.gpa.gi



(+350) 20040918



Unit 25B Casemates Square, PO Box 1487



info@gpa.gi

HOW TO CONTACT POLICE



REPORT ONLINE @POLICE.GI/REPORT-ONLINE



199 - EMERGENCY



(+350) 200 72500 - Enquiries



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