



POLICING PLAN

2024 - 2025

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ACRONYMS

ASB	ANTI-SOCIAL BEHAVIOUR
ASBO	ANTI-SOCIAL BEHAVIOUR ORDERS
CT	COUNTER TERRORISM
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
MAPPA	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





“Gibraltar Police Authority, for efficient and effective policing”



FOREWARD

CHAIR OF THE GIBRALTAR POLICE AUTHORITY
DR. JOSEPH BRITTO

This Policing Plan is designed to provide the Royal Gibraltar Police the maximum flexibility possible and the core policing priorities should remain the same over the next three years. Yearly iterations over the next three years will incorporate any policing priorities that may arise as a result of, for example, the possible outcomes of the Treaty negotiations as well as the developing geo-political turmoil and conflict, all on-going at the time of writing.

The Policing Plan also takes into account the views expressed by those members of the public kind enough to complete the Authority's annual survey on policing. One of the issues which has been highlighted in the survey is the public desire for more 'visible' policing. As the Commissioner mentions in his own foreword, the Royal Gibraltar Police will endeavour to achieve this.

This will also be this Chair's final contribution in respect of the policing plan, as I approach the end of my term of appointment and hand over my responsibilities to a new Chair.

I therefore take this opportunity to thank the Commissioner and his senior leadership team for their hard work as well as my colleagues at the Authority for their support and assistance during my term of office.



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FOREWARD

COMMISSIONER OF POLICE
RICHARD ULLGER

The Annual Policing Plan covering the year 2024/25 has been created to have a strategic outlook for the next three years, and therefore there will be little change in the following two years after, unless there are significant changes that will force us to re-adjust. Notwithstanding this, it will be reviewed as has happened for the last iteration.

We expect that policing Gibraltar in 2024/25 will be no different to other years, but we know it will be another challenging year for us all, and the organisation has worked hard to build upon our resilience and professionalise our people more. Our recruitment process continues to be reviewed so that we employ people who already have values that are akin to our Code of Ethics, and our training is delivered to ensure that we remain cognisant of the needs of the organisation. Training our officers is a constant requirement for the RGP, and as we continue to follow the best of British Policing, we will prioritise the training needs of the organisation in line with the College of Policing. Training our people is financially very expensive, but we need to have a professional body of people to deliver excellence in policing. Our Commanders continue to undergo both leadership training and core strategic training in public order and firearms policing. These are specialised policing areas that require expertise, professionalism and knowledge.

I am also conscious of the fact that the public are keen to see more officers on our streets and we are doing our utmost to be visible and police with our intelligence led ethos. We are also better at understanding our demands, but we are also committed to protecting our vulnerable and providing the best service to victims of crimes. To achieve this, there is a lot of important unseen policing, and it is imperative that I reiterate to you that it is more important for us to mitigate risks with real purpose and outcomes. Financial Crime is also on the rise and with a digital footprint being ever present in most crimes, I am committed to providing resources to these growing trends. Equally, we will be working closely with partners to protect Gibraltar and prevent any potential terrorist activity, and we will do this by pursuing those intending on inflicting harm, but also prepare for any incident that may have an impact on us.

Finally, we have continued to prepare for any potential outcome for Gibraltar with regards to our future relationship with the Kingdom of Spain and the EU, for the movement of people and goods. Whatever the outcome is, there will be challenges and risks to mitigate, but with good planning and adequate preparations we are ready to support His Majesty's Government of Gibraltar.



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THE RGP VISION

The Royal Gibraltar Police's 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 Annual Policing Plan aligns directly with His Majesty's Government of Gibraltar's 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.



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 Uilger, 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 **4,252** crime reports in 2023/24.

The most frequently arrested age group were those within their Mid 30's

120 Reports of Burglary received in 2023/24
67% of these were within Commercial Premises

A total of **11,768** calls for service were received by the Command and Dispatch teams.
66% were calls requiring emergency or priority response.

Traffic Fixed Penalty Notices issued
2022/23 - 1939
2023/24 - 1547

Number of persons arrested for
Driving Under Influence Drink or Drugs offence
2022/23 - 83
2023/24 - 132



YOU TOLD US...

"I would like to see more boots on the ground"

"I believe a greater effort must be done to eradicate drugs from Gibraltar"

"Anti-social behaviour from kids is my greatest concern."

"More interaction with the public"

"Retention seems a problem. PR seems better."

"Bicycles, scooters and motorcycles should be made aware that they should also abide by the law."

"More Police presence"



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... 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 to which they are entitled to under the Victims Code of Practice. In delivering all our priorities we will 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.



ANTI-SOCIAL
BEHAVIOUR
& VANDALISM

CARELESS &
INDISCRIMINATE
DRIVING

SUPPLY &
MISUSE OF
DRUGS

YOU TOLD US ABOUT
THE THINGS THAT
CONCERN YOU
THE MOST

DOMESTIC
VIOLENCE

CYBER &
FINANCIAL
CRIME

CHILD
ABUSE



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PRIORITIES

1

A SAFER GIBRALTAR

2

WORKING FOR OUR COMMUNITY

3

SAFEGUARDING OUR VULNERABLE

4

REDUCING THE HARM CAUSED BY DRUGS

5

REDUCING FINANCIAL & ACQUISITIVE CRIME

6

TRANSFORMING & DEVELOPING OUR SERVICE

PRIORITY 1

A SAFER GIBRALTAR

The RGP will maintain its stance of building partnerships to both monitor and identify current and emerging security threats, whilst reinforcing community engagement. These actions will seek to safeguard a secure and resilient Gibraltar, by delivering protection to our community, infrastructure and thus our economy.

The RGP will achieve this priority by...

Continuing to play a pivotal role in supporting the Gibraltar Contingency Council develop Gibraltar's capacity and capability consistent with the priorities of the Gibraltar National Strategic Risk Assessment by mitigating risk through operational activity.

Conducting intelligence led armed resource deployments.

Provide community reassurance by effectively deploying Project Servator officers, trained to deter, detect and disrupt terrorism and criminal activity.

Police public and military events, and expressions of the constitutional right to association and freedom of assembly.

Increase our Public Order capability through improved training.

Build on our relationships with UK Counter Terrorism Policing and UK Intelligence Community, as well as local, regional and international partners to improve collaborative intelligence sharing.

Implementing a framework of Military Aid to the Civil Authorities (MACA) in the event of a terrorist incident.

Working with key strategic partners, including the general public, to strengthen our borders and secure critical national infrastructure and most importantly to protect people from harm.

The RGP will measure achievement by...

Counter Terrorism Security Advisor (CTSA) surveys, awareness briefings and events.

Total number of Project Servator deployments resulting in a positive outcome.

Percentage of people who feel safe from a terrorist attack (RGP Survey).

Number of reports received from the public regarding terrorist issues.

Number of ports-policing enquiries, which includes individuals stopped and screened at points of entry.

Number of security related enquiries conducted on behalf of foreign partners.

Maintain appropriate training and competence in our public order and firearms operational and command structures.

The RGP will continue to engage with stakeholders and our community to understand their policing needs. We will continue to build community partnerships to address concerns regarding anti-social behaviour, road safety and cyber-crime.

The RGP will achieve this priority by...

Anti – Social Behaviour

Enhance effective neighbourhood policing capabilities.
Engaging with community groups and partners to identify and address ASB concerns of individuals and groups.
Tackling anti-social behaviour with a zero tolerance stance.
Providing a visible policing presence in key areas and at key times.

Roads Safety

Proactively targeting persistent offenders who cause danger to themselves and other road users, by pursuing a zero-tolerance approach to all traffic offences, but particularly speeding, dangerous driving and driving whilst under the influence of alcohol or drugs.
Conducting awareness campaigns, including campaigns within schools focusing on Year 12 students, about the dangers and responsibility of using the road network, in order to educate both current and future road users.
Working closely with the DVLD to ensure that vehicles are road worthy and safe for use on the road network.

Cyber Safety

Working closely with partner agencies and stakeholders, including schools, to educate people on the dangers and consequences of cyber enabled or related crimes.

The RGP will measure achievement by...

Anti-social Behaviour

Improve public confidence in the police response to ASB (GPA survey).
Increase the percentage of detections relating to ASB incidents reported to the Police.
Number of intelligence lead ASB operational deployments.

Road Safety

Number of serious traffic offences reported.
A reduced number of Road Traffic Collisions (RTC's) with serious injuries
Number of repeat offenders reported for traffic offences.

Cyber safety

General public awareness regarding staying safe online (RGP survey).
Number of cyber enabled or cyber related reports made to Police.

The RGP will ensure a strategic and coordinated allocation of responsibilities with key partner agencies in identifying and supporting the most vulnerable in society. They will strive to reduce the harm caused by Domestic Abuse (DA) and reduce violence against women and girls (VAWG) by taking positive action and working with key stakeholders to identify new ways to protect all those in vulnerable positions.

The RGP will achieve this priority by...

Domestic Abuse

Bringing those who cause physical, emotional or psychological harm to justice.

Continuing to police incidents of domestic violence and abuse in accordance with HMGOG Strategy with a view to the creation of multi-agency safeguarding hubs.

Continuing to train and develop frontline responders and specialist officers to recognise the signs of domestic abuse, how to respond, and where to obtain further assistance.

Improving approaches to tackling domestic abuse through interventions aimed at changing behaviour and reducing repeat victimisation.

Working with strategic partners to raise public awareness regarding DA and VAWG issues and available support services.

Protecting the Vulnerable

Engaging with the Department of Education, Youth Service and parents to raise awareness of the risks and dangers of "sextortion".

Multi-Agency Public Protection Arrangements (MAPPA) to reduce the risk of re-offending by sexual offenders.

Maintain specialist officer competency and resilience by providing training in offender management and appropriate wellbeing support for those dealing with traumatic incidents and investigations.

The RGP will measure achievement by...

Domestic Abuse

A reduction in the number of repeat victims and offenders.

Interventions including referrals to partner agencies.

Increased detection rate for domestic abuse related offences.

Improve public safety satisfaction (GPA survey)

Protecting the Vulnerable

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

Number of awareness events and interactions regarding sextortion.

REDUCING THE HARM CAUSED BY DRUGS

Our community continues to have grave concerns relating to drug related crime. The RGP will continually review their strategies to combat drug related crime through enforcement, education and awareness actions in conjunction with key strategic partners. The RGP will show determination in detecting and deterring those involved in drugs supply and misuse, as well as supporting those who misuse drugs to find support to curtail dependency. The RGP will also seek to take the profit out of drugs trafficking through the improved use of relevant legislation.

The RGP will achieve this priority by...

Drug Trafficking

Using intelligence and data led initiatives, whilst working closely with partner agencies, to disrupt and prevent drug supplying in Gibraltar.

Working closely with Law Enforcement Agencies and other key stakeholders, forming part of the HMGoG Drug Strategy to better deal with the community harm associated with the supply of illegal drugs.

Targeting the profits of drugs trafficking through the enhanced use of confiscation and civil recovery powers to remove the assets from those involved with these activities.

Work together with relevant stakeholders to introduce legislative change to improve the investigation of drugs trafficking offences.

Drugs Misuse

Liaise with partner agencies and stakeholders to support HMGoG's drive to address issues related to drug misuse.

Having a coordinated approach to drug misuse with key stakeholders, including educational programs to highlight the dangers of drug misuse to deter drug misuse and to safeguard those vulnerable to the risks of drugs misuse

Proactively targeting those engaged in anti-social behaviour relating to drug consumption.

The RGP will measure achievement by...

Drug Trafficking

Number of drug seizures by class, weight and street value.

Number of persons charged in relation to drug supply & trafficking.

Value of assets recovered in relation to drugs trafficking.

Introduction of regulation of investigatory powers legislation.

Drugs Misuse

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

Percentage of people detained by RGP being referred to Drug Rehabilitation Services

Number of intelligence led operations targeting drug-related anti-social behaviour.

REDUCING FINANCIAL & ACQUISITIVE CRIME

The RGP will continue to work towards strengthening their capability to disrupt, prevent and robustly investigate Financial and Acquisitive Crime, including cyber-enabled acquisitive crime and target those responsible for burglaries. The RGP will use all powers available to it to identify and confiscate assets derived from crime.

The RGP will achieve this priority by...

Financial Crime

Proactively investigate all types of financial crime including fraud, money laundering and terrorist financing, through the increase in professional competence of specialised officers and the integration of expert human and technological resources.

Proactively use Proceeds of Crime Act legislation to seize and confiscate criminal assets to effectively impact the unlawful benefit of crime.

Maintain international cooperation in financial crime matters thus meeting international obligations and MoneyVal requirements.

Work in partnership with the private sector to reduce fraud losses and improve mechanisms to recover stolen funds.

Burglary

Combatting acquisitive crime, with a focus on targeting those responsible for committing 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 and the use of cryptocurrency in criminal activity.

The RGP will measure achievement by...

Financial Crime

Increase in persons charged for Money Laundering (ML) offences.

Increase in the value of criminal assets seized and confiscated

Increase in the expert resources available for the investigation of financial crime.

Burglary

Public feelings of safety in their home (RGP survey).

Reduction in the number of burglaries.
Percentage of victims of burglary given crime prevention advice.

Cyber-enabled Acquisitive Crime

Minimise the losses incurred through cyber-enabled acquisitive crime.

Number of public awareness events relating to acquisitive cybercrime.

Increase in crime prevention actions taken in relation to vulnerable or repeat victims.

PRIORITY 6

TRANSFORMING & DEVELOPING OUR SERVICE

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In order to deliver the vision of 'Delivering a Safer Gibraltar through Excellence in Policing' the RGP is committed to developing its officers as leaders, both within the service and the greater community as a whole thereby improving the service from within. We will continue to cooperate with partners and stakeholders in order to react to exterior challenges. In doing so, the RGP will endeavour to improve the police service for the public.

The RGP will achieve this priority by...

Continuously examining current working practices in order to identify further areas for improvement.

Developing a supportive leadership culture for its current and future leaders

Developing a learning culture appropriate for a modern police service, which balances discipline and accountability with a willingness to learn from mistakes in order to improve.

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.

Further developed wellbeing processes to look after the workforce. Understanding how the RGP can reduce its impact on the environment and take measures to reduce its carbon footprint.

The RGP will measure achievement by...

Internal staff feedback (GPF & other internal surveys).

Improving the service's retention rate.

Ensuring that threats and risks identified through Organisational Risk Assessments are addressed, mitigated and reflected 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.

Implementation of a dedicated permanent wellbeing resource.

Introduce a green traffic fleet.



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How to find us



Gibraltar Police Authority



www.gpa.gi



(+350) 20040918



info@gpa.gi



Unit 25B Casemates Square, PO Box 1487

How to contact the Royal Gibraltar Police

Report online at www.police.gi/report-online



Instagram

[@royalgibpolice](https://www.instagram.com/royalgibpolice)



facebook.com/royalgibpolice



twitter.com/RGPolice



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