



**Northern
Constabulary**

Protect and Serve · *Dion is Cuidich*

Public Performance Report



07/08

Excellence in Community Policing





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Constabulary**
Protect and Serve · Dia is Gaidich

Public Performance Report



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Northern Joint Police Board

Members

Representing Highland Council

Mr J Rosie
Mr G M Smith
Mr W MacKay
Mrs D Mackay
Mr W J Ross, OBE – Vice Convener
Mr M Rattray
Mr D Chisholm
Mr H Fraser
Mr D Millar
Mr I Renwick
Mrs P Munro
Mr P Corbett
Mr N Donald
Mr J Finnie
Mr D Cameron
Mr B J Murphy

Representing Western Isles Council

Mr N M Macleod – Convener
Mr C Nicolson
Mr P Carlin
Mr I Mackenzie

Representing Orkney Islands Council

Mr A Drever
Mr R L Leslie

Representing Shetland Islands Council

Mr A Duncan
Mr A Cooper

Chief Constable's Foreword



Ladies and Gentlemen,

I have pleasure in presenting Northern Constabulary's Public Performance Report for 2007/08.

I would like to take this opportunity to welcome the new Northern Joint Police Board members who were appointed following the Local Authority Elections in May 2007 and in particular Norman M Macleod as Convener of the Board. The Board's contribution over the past year has been invaluable in ensuring that Northern Constabulary serves its rural and urban communities efficiently and effectively.

Northern Constabulary provides traditional policing services throughout the Highlands and Islands through a locally accessible, accountable, responsive, and visible approach in the communities which it serves, taking a consultative and problem solving approach with local partners.

It is particularly pleasing to report that, due to the hard work and dedication of Northern Constabulary officers and police staff over the last year, the Highlands and Islands enjoyed the lowest levels of crime in Scotland. Overall crime was reduced by 6.6% which is an impressive achievement given our already low levels of crime. The public of the Highlands and Islands also have the lowest levels of housebreaking, theft of and from vehicles, shoplifting, vandalism, minor assault and robbery in the UK. In the past year, as a result of the proactive work of our officers, the Force has also taken nearly £1 million worth of drugs off our streets.

In relation to Road Safety it is again pleasing to report reductions across the board in all class of accidents.

For the past two years we have been critically reviewing the way we provide services and have taken advantage of new ways to reduce bureaucracy and increase our use of improved IT services. The last year has seen some changes as we commenced the implementation phase of the Force Review, of which one of the main aims has been to fulfil the Force goal of putting more police officers on the streets.

Since I have been in post, I have strived to increase the number of serving police officers across the Highlands and Islands. Last year the Force recruited 62 new officers, the highest number for 10 years. Over the coming year the Scottish Government will provide funding to further help the Force increase the number of officers. My aim is to increase the Force strength from 720 to in excess of 750 by March 2009, with the longer term strategy, dependent on external factors, to increase the establishment to 800 officers by 2011.

The reasons for the Force's success over the past year include the commitment of all officers and police staff and the Force's continued commitment to effective partnership working across the Highlands and Islands. I would like to thank everyone for their efforts and encourage them to continue this level of commitment and performance throughout 2008/09. I aim to build on this excellent year and am determined to reduce crime and anti-social behaviour further.

Ian J Latimer, QPM MA
Chief Constable

Convener's Report



Ladies and Gentlemen,

This is my first year as Convener of the newly elected Northern Joint Police Board, and I have enjoyed working with the Chief Constable in developing a positive and constructive relationship to help advance policing in the Highlands and Islands. I would also like to take this opportunity to thank the members of the Northern Joint Police Board for their support throughout the year in progressing Northern Constabulary's goals.

I have been delighted to see Northern Constabulary strive to meet their national and local targets and successfully reduce crime, again maintaining the lowest levels of crime in Scotland, as well as the highest detection rate. It is heartening to note that this has been achieved throughout a progressive year of change, as the Force commenced the implementation phase of its Review.

The Board takes an active role in monitoring the performance of Northern Constabulary and will, where deemed necessary, challenge the Chief Constable on pertinent issues, to ensure the Force maintains the highest possible standards of police service, while serving our communities.

Northern Constabulary's Public Performance Report provides an opportunity for the communities of the Highlands and Islands to review the performance of their local area as well as providing information on local initiatives. This gives the reader a wider understanding of what modern day policing entails within Northern Constabulary, without losing sight of their community style of policing.

Such excellent results are only achieved through good team work, collaboration with partner agencies and dedication by all staff, and I thank you all for your efforts.

There are many challenges ahead, and the Board looks forward to working together with Northern Constabulary in making a positive contribution to the wellbeing of the Highlands and Islands, while promoting excellence in community policing.

Mr Norman M Macleod
Convener



SECTION 1

NORTHERN CONSTABULARY OPERATIONAL PRIORITIES

*“In 2007/08, 63.1% of all Group
1 – 5 crimes were detected.”*



Force Executive

The Force Executive

The Chief Constable is assisted in managing the operational activities of Northern Constabulary by Mr Garry Sutherland, Deputy Chief Constable, Chief Superintendent Bruce Duncan, Head of Operations and Chief Superintendent Laurie Stewart, Head of Support Services.

Executive Advisory Group

In addition to the four Executive Officers, Mrs Elaine Ward, Director of Finance and Asset Management and Ms Andrea Sillars, Director of Human Resources, manage a range of professional and administrative functions that support the efficient and effective delivery of Northern Constabulary's core services. These six individuals comprise the Executive Advisory Group.

The Executive Advisory Group operates to review matters of strategic concern that may impact upon the operational and managerial capabilities of Northern Constabulary. The Group ensures that Northern Constabulary is appropriately placed and resourced to address all strategic issues.



**Chief Constable
Ian J Latimer QPM MA**



**Deputy Chief
Constable
Garry Sutherland**



**Chief Superintendent
Bruce Duncan**



**Chief Superintendent
Laurie Stewart**



**Director of Finance
and Asset
Management
Elaine Ward**



**Director of Human
Resources
Andrea Sillars**

Force Review Programme

During the financial year 2006/07 the Force conducted a root and branch review of its structure, policing services, key processes and support mechanisms, with a view to promoting efficiency, reducing the burden of operational bureaucracy, and increasing our policing capacity and capability. Increasing front line officer numbers throughout the Force area was considered to be a key aim. A series of associated recommendations were approved as Phase Two of the programme, to be implemented during the financial years 2007/09 to secure a variety of tangible organisational benefits.

The programme was pursued as a priority during the financial year 2007/08, with a view to implementing the key structural, functional and resource changes, in tandem with senior policing and support service managers across the Force. This inclusive approach secured their considerations and service proposals in a number of key areas whilst importantly retaining a local perspective. Great care was taken to minimise any disruption to delivery of normal services and support, which was achieved through use of a well-defined change management framework and governance structure, based on co-operation and task ownership.

On 1st April 2008 the programme successfully delivered the revision of our policing boundaries and command arrangements to provide a closer fit with our partner organisations, whilst enabling more flexible use and command of our resources in support of local policing needs and initiatives throughout the Force area.

This restructuring has involved the retention of locally accountable policing teams (Area Commands) and their grouping into three Policing Divisions, (North, Central and East), each having a relatively equitable population and policing demand profile. This is already delivering significant benefits including opportunities for greater resource availability and planning, inter-area collaboration and structuring of capabilities in relation to child protection, community safety, offender management, and proactive policing.

The support services based at Police Headquarters have similarly been restructured in terms of their effectiveness to support policing activity. These structural changes and resource modifications have also released a number of police officers to return to operational duties, and appropriately focused support to our key mission of delivering professional policing services across the Highlands and Islands.

A key development as a result of the change programme involves creation of the Force Information Management Unit which commenced business on 1st April 2008. This Unit has effectively grouped our previously separate information management capabilities, with a view to related processes being streamlined and less resource intensive. In addition to this, the Unit will be at the forefront of reducing operational bureaucracy and form-filling by extracting and managing data at source, routinely allowing officers greater patrol time.

The planned implementation of these changes in the course of the next year will improve policing capacity and thereby the service which is delivered to communities. There will be an emphasis on enhancing the operational footprint by gradually increasing officer numbers through efficiency savings achieved as a result of the Review recommendations, including the release of some Headquarters based officers for front line policing.

The implementation of agreed change will continue, with a view to its finalisation by April 2009.



SECTION 2

NORTHERN CONSTABULARY SUPPORTING PRIORITIES

“There has been a 9.3% reduction in road traffic casualties within the Force area as a result of increased, visible, targeted patrols.”

Operational Priorities

The Force Goal is:

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

Reducing Crime

2007/08 was another successful year for Northern Constabulary. During the year, 16,134 Class 1 – 5 crimes were recorded in the Force area, of which 63.1% were detected. In policing terms, this means that crime within the Force area was reduced and that the majority of those choosing to commit a crime were ultimately brought to justice. Because of these results, members of our communities can characterise Northern Constabulary as a successful and reliable organisation with an approach to service delivery that is both understood and valued.

Northern Constabulary's strategic priorities establish a directional framework within which the Force can

continue to deliver police services to the people of the Highlands and Islands. These priorities are consistent with the ACPOS Priorities for 2006/2009 and the Force's objective of delivering effective community based police services.

Key Strategic Outcomes

Reducing Crime by working with our strategic partners, including communities, to prevent crime by addressing the causes of crime as well as actual incidents of crime.

Tackling Serious Crime by investigating all aspects of a crime, including drug-related crime, to address the needs of victims, witnesses and offenders. We will work efficiently and effectively to increase the level of crime detection and the number of serious offenders brought to justice.

Promoting Safer Roads by being proactive in our efforts to ensure that everyone feels safe and secure. We will proactively work to make our roads safer, reducing road accidents and

casualties, while working productively with key partners to improve road safety and public education.

Developing Stronger, Safer Communities by responding to all relevant incidents, regardless of whether the incident is a major road accident or related to anti-social behaviour. Criminal disruption of business and quality of life within local communities will not be considered acceptable. We will work to protect and preserve individual safety, reduce fear, prejudice and injustice.

Maintaining Public Order by managing organisational and operational risks, implementing best practice in terms of business continuity and operating as a Best Value public service in a policing context that increasingly sees international issues resonating regionally and locally.



Strategic Achievements

In 2007/08, Northern Constabulary's problem solving approach to community policing helped achieve significant levels of operational performance, including:

- Detecting 63.1% of Group 1 – 5 crimes;
- Reducing violent crime by 24.5%;
- Effective targeting of drink and drug related driving offences resulting in an increased number of irresponsible drivers being removed from our roads;
- 774 (22.5%) fewer road traffic accidents;
- Effective targeting of vandalism and antisocial behaviour;
- 864 (25.3%) fewer child offences;
- Increased proactive work and effective partnership working over the past year, resulting in Northern Constabulary officers taking nearly £1 million worth of drugs off our streets;
- 40.2% reduction in housebreaking with intent to steal;
- Providing public reassurance by undertaking planned and purposeful police patrols using intelligence led policing;
- There were 1142 fewer victims of crimes in 2007/08.



Operational Support

Introduction

The Operational Support Service Unit comprises the following departments which are located at Police Headquarters, Burnett Road Police Station, Dingwall Police Station and the Northern Safety Camera Partnership at Tain.

- Community Safety
- Dog Section
- Drug & Alcohol Co-ordinator
- Emergency Planning
- Firearms Section
- Northern Safety Camera Partnership
- Road Policing Unit including Road Safety

The Service Unit is managed by a Superintendent and deputised by a Chief Inspector.

Operational Support has continued to make a significant contribution to the Strategic Priorities of the Force in supporting frontline service delivery. This has been achieved through the development of innovative crime reduction initiatives by the Community Safety Department and

the proactive deployment of the Road Policing Unit and Northern Safety Camera Partnership. This is further supported by the formulation of policy and procedures that ensures the Force is well positioned to meet public expectations and legislative obligations.

Achievements Against Strategic Priorities

Reducing Crime

Northern Constabulary's response to the Safer Scotland violence reduction initiatives, tackling alcohol fuelled violence and knife crimes, was co-ordinated through the Community Safety Department.

The Dog Section provided high profile public reassurance policing which received favourable comment from communities, through targeted foot patrols at organised community and sporting events, demonstrations and parades and retail centres during the festive period.

The Drugs and Alcohol Co-ordinator was involved in formulating national

policy in respect of test purchasing of alcohol. Intelligence led operations are being developed in various parts of the Force utilising this new legislation, to curb underage drinking.

Tackling Serious Crime

Firearms Support, Search Officers, Drug and general purpose police dogs and our Road Policing Section, were proactively deployed, to support Area Commands over the course of the year, in response to many serious incidents which resulted in the arrest of criminals, recovery of missing persons, and the seizure of Class A Drugs and cash assets.

Safer Roads

Enforcement and Education initiatives are the main aspects of our approach to providing safer roads.

One such initiative is the delivery of focused training for the 'drivers of tomorrow', which has been delivered in senior secondary schools and further education colleges, as far a field as Inverness, Lerwick, Thurso and Kingussie. This has proved a successful initiative, receiving national media attention.

In partnership with Moray Firth Radio and Mitchells of Inverness, a local motorcycle retailer, a series of radio programmes aired over a 3 month period followed the progress of learner motorcyclists, including two high profile radio presenters. This proved very successful and resulted in increased interest in Bikesafe/Bikeaid Training Events.

Road Traffic Collision Statistics continue to show a downward trend with Northern Constabulary already meeting all 2010 Government targets.

Safer Communities

Venue security was a primary objective, when the Scottish Labour



Party Conference was held in March 2008 at the MacDonald Highland Resort, Aviemore. Many high profile politicians, including the Prime Minister Gordon Brown and the Defence Secretary, Des Browne attended.

Operational Support assisted in what was a comprehensive and complex policing operation, involving the deployment of specialist Firearms, Search and Road Policing Officers. Our Emergency Planning Section conducted multi agency planning meetings, which were integral in ensuring the success of the policing operation for an event which attracted over 1200 delegates.

Maintaining Public Order

As part of a youth diversionary initiative, a Mobile Community Midnight Football Pitch was purchased, following a successful partnership bid from Northern Constabulary, National Children's Homes (NCH) Scotland, and Inverness Caledonian Thistle. The sum of approximately £23,000 was received from the Highland Council Antisocial Behaviour Fund, and a further sum of approximately £17,000 was sourced through Local Area Ward Forums, to assist in the delivery of the project.

The facility is of a demountable, transportable design and will be used across Highland communities to attract young people to participate in organised football events. The initiative is managed by NCH, assisted by Inverness Caledonian Thistle, who provide coaching and professional players to assist at the events.

Matters of Note

In July 2007, Community Safety Officers supported partners in hosting the 'Nuff Respect' Street Athletics event at Ness Walk, Inverness. 'Nuff Respect' encourages young people to participate in sport as a way of diverting them from antisocial behaviour and criminal activity.

Renowned athletes Linford Christie and Darren Campbell support and



promote this initiative and were in Inverness for the event. Over 100 young people, between the ages of 8 and 20, attended the event and took part in 60-metre sprint races. The winners of the different age groups were invited to the National Finals held on the 8th September 2007 in Dundee. Two Highland finalists will also attend an international event in Paris later in 2008.

Northern Constabulary hosted the Scottish Regional Police Dog Trials at the Scottish Police College, Tulliallan, between Tuesday 11th and Thursday 13th March 2008.

Sergeant Alan Heath and his team organised the event which proved to be a tremendous success with representatives from Central Scotland, Fife and the Police Service of Northern Ireland, winning through to the National Finals in Liverpool.

Constables Matty Watson and Sean McNeil with their dogs, Nevis and Skye, represented Northern Constabulary.

Priorities for 2008/09

Following the Force Review, Operational Support has restructured and while its objectives remain consistent with that of the Force Strategy for 2008/09, it will focus on providing specialist services and technical expertise, to ensure that the Force capacity, capability and resilience in tactical support functions

are maintained to meet identified needs and corporate responsibilities.

This will be achieved through:

- Co-ordination of the Service Unit response to the ACPOS Roads Strategy, the management of all specialist Road Policing activity, including Road Safety and the Northern Safety Camera Partnership under one functional lead Officer;
- Co-ordination and management of all tactical and technical support functions of Firearms, Dogs, Public Order, Search and the management and maintenance of technical equipment under one functional lead Officer;
- Ensuring the Force is involved in all relevant planning partnerships in respect of Emergency, Operational and Civil Contingency Planning to provide public reassurance and ensure we remain in a state of preparedness to respond to incidents;
- Ensuring integration of the national upgraded Automatic Number Plate Recognition (ANPR) system to improve intelligence gathering and information sharing.

With the continued support and assistance of the public and the dedication, enthusiasm and motivation of all our staff to provide a first class public service we are confident that we will achieve success and fulfil our objectives.

Crime Support

Introduction

The Headquarters based Crime Support Service Unit comprises a number of specialist departments focusing on serious crime. Management of the Unit is carried out by a Detective Superintendent who operates as Head of Crime for the Force, supported by one Detective Chief Inspector and three Detective Inspectors. The Departments within the Service Unit are:

- Drug Squad
- Financial Investigation Unit
- Computer Forensic Unit
- Force Intelligence Bureau
- Special Branch
- HOLMES
- Offender Management Unit
- Family Protection Unit
- Disclosure Unit
- Forensic Gateway/Management

The Head of Crime is assisted in serious crime investigation by a cadre of Senior Investigating Officers (SIO's), at least Detective Inspector rank. These officers have been specifically trained to enquire into major crime matters.

During major crime investigations

the department's staff and expertise are harnessed in reinforcing Area Command resource requirements for serious or complex investigations.

Achievements Against Strategic Priorities

During 2007/08 the Service Unit has continued to fulfil its role in tackling major crime.

- A number of large scale drug seizures and arrests have been successfully carried out, so reducing the operation of organised crime groups within the Force.
- Use of effective intelligence from a variety of sources has underpinned a great deal of the work carried out and produced positive outcomes, whilst being very cost effective.

Local Initiatives

Special Branch

Force Special Branch continues to fulfil their responsibilities in respect of national security issues in partnership with Security Service colleagues. The Special Branch (SB) Ports Unit officers located at Inverness Airport have reinforced working relationships with the Border and Immigration Agency (BIA) who now have a dedicated

member of staff located at Inverness Airport. This enhanced BIA presence has provided the opportunity to engage in joint working, which can only prove beneficial in strengthening our border controls at a time of heightened security, due to the threat from terrorism and serious organised crime.

Special Branch officers have also been engaged in security and planning arrangements in respect of Royal and VIP visits to the Force area, including long term involvement in the security planning for the Scottish Labour Party Conference at Aviemore. In addition the Force Counter Terrorist Security Advisor (CTSA) continues to liaise closely with industry, commerce and staff at various vulnerable sites and sectors regarding Counter Terrorist target hardening and security matters.

The ongoing severe level of threat to the United Kingdom from international terrorism, coupled with last year's attack at Glasgow Airport and other extremist activity throughout Scotland, has seen Special Branch operational activity, both regionally and locally, increase substantially.

Force Intelligence Bureau (FIB)

During the period FIB have provided intelligence and analytical support and advice to Headquarters Departments and Area Commands, in particular with regard to proactive operations targeting the supply of controlled drugs.

Operation Accumulate

This was a Headquarters Drug Squad operation investigating the trafficking of Class A controlled drugs into the Shetland Islands. The criminal group were taking delivery of large quantities of heroin that were being shipped to the Islands through the Royal Mail.



A joint enquiry with the Royal Mail was conducted and three persons were arrested for being concerned in the supply of drugs following the seizure of 1 kilo of heroin, with the potential street value of approximately £100,000.

Child Protection Unit

New National Joint Investigative Interview Training has seen four staff from the Unit trained as trainers. They have delivered training to 60 police officers and a similar number of social workers in a twelve month period. Staff from the Unit are also involved in delivering other single agency and multi agency training, and are at the forefront of plans to deliver internet safety training in Highland Schools, in partnership with Education and Health.

Disclosure Unit

The Disclosure Unit is in its seventh year, having been set up to act as a single point of contact for further enquiry into enhanced disclosure applications received via Disclosure Scotland, Glasgow.

Last year Northern Constabulary processed over 1,700 enhanced disclosure enquiries and allocated additional resources to meet the needs of this important area of business.

Financial Investigation

During the period under review the Force Financial Investigation Unit has supported and contributed towards proactive operations linked to the supply of Class A controlled drugs, fraud and criminals involved in serious and organised crime.

Several of these operations were brought to a successful conclusion with the assets of arrested individuals being restrained in terms of the Proceeds of Crime Act 2002 pending further enquiries.

The following are examples of recent confiscations under the legislation, as a result of convictions for drug trafficking offences:



- £37,000 was confiscated from a Dingwall man;
- £9,414 was confiscated from a Liverpool man;
- £3,945 was confiscated from an Inverness man.

As a result of financial enquiries in respect of drug trafficking, four individuals from the Inverness area have been reported for money laundering offences.

In a further case financial enquiries led to £16,310 being forfeited under the Proceeds of Crime Act 2002 from a number of individuals throughout the Force area.

Computer Forensic Unit

The now widespread use of computers and computer technology together with increased use of the internet has presented opportunity for committing criminal activity to such an extent that computers and computer technology are present in some form in almost every investigation undertaken by the Force.

This has led to a significant increase in the workload during the period, which has seen the Unit provide proactive and reactive computer forensic

support to Headquarter Departments, Area Commands and external partner agencies.

Priorities for 2008/09

- To target organised crime groups at Force and National level, as determined by the Force Tactical Tasking Process;
- To increase Force-wide awareness of counter terrorism matters;
- To work closely with Divisional Commands and external partners to fully integrate the multi agency Public Protection arrangements across the Force area.

Human Resources

Introduction

The Human Resources Department is managed through two broad functional heads. The Deputy Director manages administrative support, resourcing, occupational health, welfare and payroll while the Learning and Development Manager oversees learning and career development. A Police Inspector performs the role of Staff Development Officer and plays a pivotal role in linking the work of the whole Unit, in particular the cross over between recruitment and probationer training.

In addition to these units the Human Resources Service Unit also contains the staff associations (The Scottish Police Federation and UNISON).

Until March 2008 the Unit shared a joint responsibility with the Head of Support Services for the Force diversity portfolio. The diversity portfolio has now transferred to Corporate Services along with the role of Strategic Diversity Advisor. Human Resources will retain the expertise for Equal Opportunities in employment matters and Fairness and Dignity at Work policies.

The Director of Human Resources, who is also a member of the Force Executive Advisory Group, heads the Unit.

Achievements Against Strategic Priorities

During 2007/08 the Force set an ambitious target to achieve a full-time equivalent (FTE) complement of up to 730 police officers. In total the Force recruited 62 officers during the financial year, the highest number in at least 10 years. At the year end the overall establishment was increased to 723.5 FTE. In addition 8 Police Cadets were recruited in 2007, with their placements being throughout the Force area.

The Force successfully utilised television recruitment advertising for the first time over the last year.

The forthcoming year represents a further opportunity for the force to increase the number of officers serving the Highlands and Islands with plans to exceed a complement of 750 officers.

Throughout the year the Force put in place a focussed effort to prepare for the Investors in People (IIP), assessment culminating in the award of IIP status in December 2007. A formal presentation of the award was made to the Convenor of the Northern Joint Police Board by the Chief Executive of IIP Scotland at a subsequent event at Police Headquarters.

The Force is working towards achieving the requirements for Public Sector Duty Schemes. Currently, the Force has in place a Race Equality, Disability Equality, and Gender Equality Scheme. A Force policy was also agreed on the application of the Disability Discrimination Act, giving guidance to line managers.

The Force continues to take advantage of technology to save costs and improve operational effectiveness and to support this aim an E-learning platform has been put in place. Not only will this save postage and paper, its development will reduce the need to travel to central locations for training courses. The roll out of the system has commenced with probationer open learning modules.

Members of the Human Resources Department have been engaged in the planning and implementation phases of two major projects during 2007/08: the Force Review organisational development programme and the transfer of the Force ICT staff to the Scottish Police Services Authority.

Local Initiatives

Across 2007/08 significant effort was placed on the enhancement of the services available to staff in support of their health and wellbeing.

- The Occupational Health Unit worked with Headquarters staff to achieve the Scotland's Healthy Working Lives Silver Award.
- A new Occupational Health Services contract was awarded to NHS Highland Occupational Health Service.
- Further guidance and training for line managers on the management of sickness absence was produced and implemented.

At the end of the year the incidence of sickness absence throughout





the Force had shown significant improvements.

Matters of Note

From 1st September 2007, all new applicants and recruits to the Scottish Police Service have had to undertake the new national fitness standard as a demonstration of physical fitness. The standard links into the fitness regime used by the Scottish Police College during both the initial training and reconvention probationary courses. Once appointed, probationary officers will be expected to continue to demonstrate their fitness to the required levels throughout their probationary period.

Whilst at the Scottish Police College, Northern Constabulary's probationary officers won two major awards. The Force is proud of the achievements of:

- PC 261 Iain Blackburn who won the Baton of Honour award for the most Outstanding Student.
- PC 602 Paul Daniels who won the James Adamson Memorial Trophy for Outstanding Male Fitness.

In June 2007 Christopher Raffan became the first police cadet from the recently re-introduced cadet programme to be appointed as a probationer constable. At the other end of the transition spectrum, Liz Sutherland, a stalwart of the Unit and long-serving Unison Steward, retired after 35 years service to the Force.

Priorities for 2008/09

The Force Policing Plan for 2008/09 has highlighted the following objectives as priorities for the Human Resources department:

- Ensure we retain 750 FTE Police Officers by 31st March 2009 in addition to any new officers funded by the Scottish Government.
- Implement the national human resources computerised personnel system.
- Review the national Professional Development Review system and develop an implementation strategy for the Force, including development of appropriate training.
- Complete an equal pay audit for police staff.

- Undertake a programme of diversity training and develop a refresher training package.
- Develop and implement an action plan based upon the outcomes of the Investors in People (IIP) Assessment.

In addition, the Unit has identified the following local development objectives to be undertaken during the year:

- To progress work to achieve the Scotland's Health at Work (SHAW) Gold award in partnership with Occupational Health and Headquarters Service Units.
- To work with the Force to implement Force Review recommendations.
- To review the recommendation of the HMI Thematic Inspection on Police Promotion.
- To enhance the training plan process in line with Divisional needs and the principles of IIP.

Professional Standards & Conduct

Introduction

The Professional Standards and Conduct Service Unit is based in Police Headquarters and in the past year comprised departments responsible for:

- Complaints about the Police
- Police Misconduct
- Professional Standards
- Data Protection
- Information Security
- Vetting

The Professional Standards and Conduct Service Unit has as a primary objective, the safeguarding of the integrity of the Force and its staff. The Force "Professional Standards and Conduct Manual of Guidance" which is available both electronically and in paper form to all staff, provides detailed guidance in regard to professional standards and conduct matters.

Also responsible for monitoring corporate standards throughout the Force, the Unit provides a centralised quality control and collation point for all of the above related matters.

The commitment and professionalism of the dedicated police officers and police staff within the Unit is a vital component of its service. It is essential that the Force reputation and integrity is clear for all to see and that the public and staff have ready access to trained staff should they have any issues or queries which they wish to raise. It is the responsibility of the Deputy Chief Constable and the staff of the Unit to ensure this is achieved.

Achievements Against Strategic Priorities

The Unit strategic objectives for 2007/08 covered the following key areas – vetting, professional standards, audits of compliance with Force policy, resolution of complaints about the police and misconduct matters, and the production of a counter corruption strategic threat assessment.

Vetting

Vetting checks are undertaken on all applicants for posts within Northern Constabulary. Specified posts within the Force are subject to Developed Vetting and Security Check Vetting.

A policy is being developed in regard to management and non-police personnel vetting. This will complete the circle in ensuring the Force has a robust vetting policy that protects the integrity of all staff and that of the organisation.

Work continues to produce a Force Vetting Policy that is fit for purpose and will compliment the proposed standards of the developing ACPOS Vetting Policy.

Professional Standards

The Unit during the year has continued to provide training and awareness sessions to a variety of groups across the Force. The sessions had the aim of raising staff awareness of the standards and responsibilities expected of them in their professional duties.

The Unit is responsible for auditing specific areas of Force policy.

A detailed audit plan was progressed during the year to audit compliance with these policies.

Complaints about the police and misconduct issues

The Unit continued with this important aspect of work throughout the year.

The Force recorded 187 complaints about the police. It is encouraging to note that the vast majority of the complaints were resolved by explanation or found to be unsubstantiated. The Force also received 203 letters of thanks within the year, expressing appreciation for work done well.

The Unit staff also undertook 23 internal misconduct enquiries, compared to 28 during 2006/2007. One misconduct hearing was proceeded with during the year, which required the Unit to present evidence.



Local Initiatives

Data Protection

The Department has had over 1000 enquiries from the public and outside organisations regarding Data Protection.

Over 500 members of the public have requested copies of their personal data under the Data Protection Act 1998, in comparison with 310 requests in 2006/2007. The majority of these were for people emigrating or travelling abroad, who had been asked by the foreign country for a convictions check.

Under the Data Protection Act audits have been completed across all the service units in the Force.

Matters of Note

Information Security

Personal data losses in some Government Departments and private companies necessitated a review of Force procedures in regard to data held. Following this audit it was found there were no significant weaknesses but several areas for improvement, which are being progressed.

The Force Incident Reporting System and Information Technology network security has been improved. Audits continue to be carried out to monitor staff compliance with procedure and policy. The Information Security Officer has undertaken a substantial amount of proactive audits of computers. Work continues to develop an automated Internet and e-mail filtering system which will complement the National Police Standards in this area.

Work on producing an information sharing policy with our partners in the Local Authorities and National Health Service has been successful. Joint work continues in the development of a hate crime reporting website.



Priorities for 2008/09

The Unit will focus on the following key objectives during 2008/09:

A review of the Force Counter Corruption Strategy is a key objective for the forthcoming year. This strategy outlines how the Force aims to address the Professional Standards and Conduct of staff in a number of key areas.

Another key objective for the forthcoming year is the development of an analytical capability within the Unit.

Other issues that will enhance the integrity of the Force and its staff will be the continued auditing of Force policy in respect of the professional standards field. This will include auditing of compliance with the standards expected in Information Security and Police Misconduct.

Finance & Asset Management

Introduction

The Finance and Asset Management Service Unit is based at Headquarters, Inverness. The Service Unit is responsible for all the finance functions of the Force and the management of the Force's assets.

In 2007/08 the Service Unit was made up of the following seven functional areas:

- Estates Management
- Finance Services
- Fleet Management
- Information Technology
- Procurement
- Radio Communications
- Telecommunications

These services are managed from Headquarters, Inverness and delivered Force wide. To maximise service delivery a number of these services are out-sourced. Vehicle maintenance, in some areas of the Force, is provided by local garages and the management of the police estate,

including delivery of major capital new build and refurbishment programmes, is provided in partnership with the four constituent authorities of the Northern Joint Police Board and outside contractors.

The Finance & Asset Management Service Unit has a broad and diverse range of skills and experience within it. These range from professional qualifications in accountancy and procurement to vocational qualifications in vehicle maintenance.

Achievements Against Strategic Priorities

Looking back to the 2006/07 report a number of areas were identified for development within the Unit. The following progress can be reported against these priorities:

- The Force combined both its internal and external (Internet) email systems, and migrated to Microsoft Outlook 2003. Migration of the external email system took place

first, followed by the legacy internal system;

- Over the year the Unit built and installed new servers to support the new Force IT Operating Environment. The new servers are split across two sites to enhance load balancing and to allow for business continuity;
- The review of police housing provision progressed well in 2007/08 with the main area of focus being within Shetland, Orkney and the Western Isles. A considerable amount of work has been undertaken and it is intended that a transfer of police housing to Registered Social Landlords (RSLs) will take place towards the end of the 2008 calendar year. Further work around properties within the mainland area will progress thereafter;
- The development of robust asset management procedures to direct areas of expenditure need developed over the year with estate and fleet assets forming the main focus. This will link in with the Capital & Project Monitoring Group and assist with the development of prudential indicators to deliver more focussed capital and revenue planning;
- The wide area network, which connects all the police stations in the force area to the main systems at HQ, was replaced in its entirety. The new network offers significant improvements in performance, as well as being more secure and resilient. A number of cost savings have also been generated as a result;
- In light of proposed changes to the Force structure revised rules for devolved management were produced in conjunction with a review of all finance procedures to support the new structure. This will be further progressed in 2008/09 as the new structures stabilise.



Local Initiatives

Estates

The Estate function continued to provide a service to maintain and upgrade the Force estate. The redevelopment of Granttown Police Station progressed to conclusion and, despite a number of issues, work commenced and progressed well in Whalsay, Lairg and Rhiconich.

The repatriation of a number of estate related budgets, previously held locally, to the Estate department was undertaken at the beginning of the year contributing to the development of asset management.

Fleet

The Fleet Management Unit has worked to maintain the enviable condition of the Force vehicle fleet and has commissioned approximately 40 vehicles over the period.

Finance

In preparation for the revised Force structure a detailed review of the recording and reporting of financial information was undertaken. This will ensure that operational and support managers have readily available information to enable meaningful resourcing decisions to be made.

Matters of Note

During the year a number of staffing changes, at a senior level within the unit, occurred. This will continue into 2008/09 when we will seek to appoint an Estate Manager and a Finance Manager.

Priorities for 2008/09

As part of the overall Force development in 2008/09 the Finance and Asset Management Unit will work to deliver the following objectives:

- Transferring police housing within Shetland, Orkney and the Western Isles to Registered Social Landlord (RSL) ownership and/or management. This will build upon the substantial amount of work undertaken in 2007/08 and provide lessons for the proposed transfer within the mainland area in 2009/10;



- Developing a Force Recycling Policy. The development of this policy will focus of all areas of the Force from daily waste to obsolete uniforms and equipment;
- Examining the possibility of Joint Estate Management. The buoyancy of the construction industry within the Highlands and Islands is impacting on the ability of all public sector bodies within the area to recruit and retain appropriately skilled personnel to allow the continuing maintenance and development of public sector estates. During 2008/09 we will explore potential solutions with the aim of delivering a shared service function.

The Unit will also be working on a number of local initiatives during 2008/09.

- The management of the Force Radio Sites has until now sat within the ICT function of the Force. However, following the transfer of ICT functions to the Scottish Police Services Authority (SPSA)

this service will remain within Force. From 1st April 2008 this function will become part of the Estate Department portfolio and we will work towards a seamless integration in 2008/09;

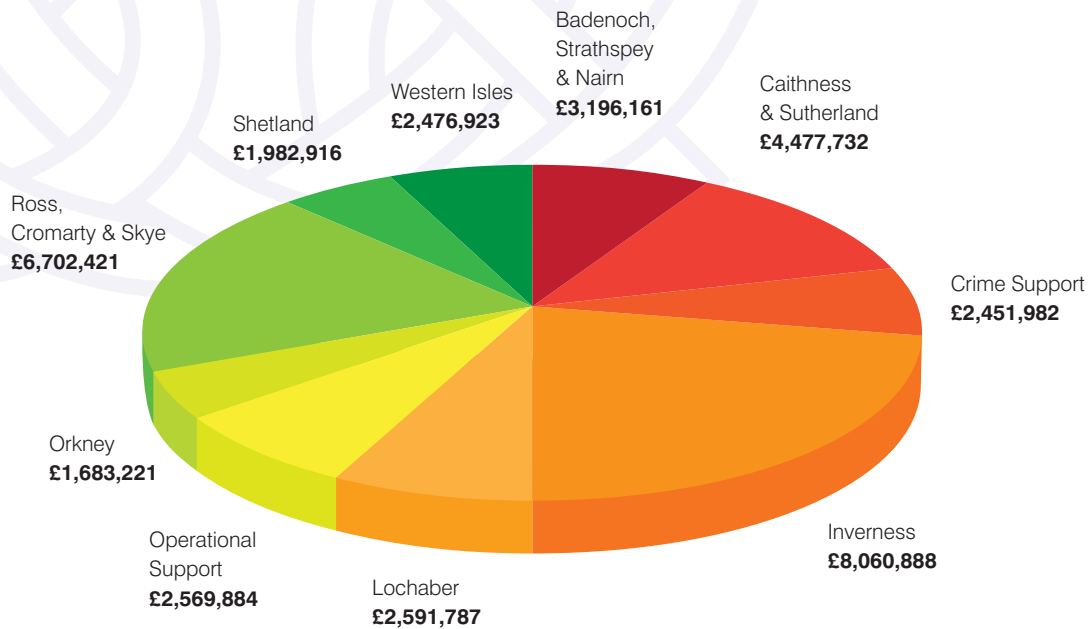
- The Procurement Manager will be managing a number of large competitive processes including Police Surgeon Services, Uniform Procurement and a number of fleet related issues in addition to the day to day involvement with a considerable number of estate related procurement processes.

2008/2009 will also present a challenging year with regards to budgetary pressures. The Force will enter 2008/09 with a budget agreed by the four constituent authorities at the level of resource identified. The 3 year settlement 2008/09 – 2010/11 is challenging, specifically around the issue of pension funding. We will work with the constituent authorities to maximise available resource for the Force against the backdrop of ever increasing demands from the wider public sector.

Net Operational Budget

Northern Joint Police Board makes available to members of the public, on request, a statement of financial accounts relating to the running of Northern Constabulary during the financial year 2007/08.

This information can also be accessed at the Highland Council website at www.highland.gov.uk



Badenoch, Strathspey & Nairn	£3,196,161
Caithness & Sutherland	£4,477,732
Crime Support	£2,451,982
Inverness	£8,060,888
Lochaber	£2,591,787
Operational Support	£2,569,884
Orkney	£1,683,221
Ross, Cromarty & Skye	£6,702,421
Shetland	£1,982,916
Western Isles	£2,476,923



Administration

Introduction

The Administration Service Unit is made up of a number of Headquarters based support functions. Whilst the functions are diverse in nature, all aim to deliver a high quality service designed to meet the needs of internal and external customers.

Building Services have the day-to-day responsibility for the general upkeep and maintenance of the Police Headquarters facility. The areas of work covered are cleaning services, building maintenance, waste management, supervision of contractors and managing the grounds maintenance and window cleaning contracts.

The Catering Department provides an in-house service for staff and visitors to Police Headquarters and regularly provides buffets for special events/meetings hosted at Police Headquarters. The Department is also responsible for the regular provision of meals for custodies held at Inverness Area Command.

Committee Services provide a full secretariat for meetings which support the Force decision-making processes and other meetings chaired by Executive Officers. The Department is also responsible for the day-to-day management of Force Reference Documents and Force Standard

Forms, and the provision of Typing Services.

The Firearms Licensing Department is responsible for managing the system for granting and renewing firearm and shotgun certificates. The Firearms Licensing Manager is responsible for the preparation of certificate revocation documentation for submission to Chief Officers and is also the nominated Force Explosives Liaison Officer.

The Freedom of Information Department is responsible for processing and responding to requests received by the Force under Freedom of Information legislation and for handling any associated reviews and appeals.

Staff in the General Administration Department provide mailroom and reception services and are responsible for a range of day-to-day administrative functions.

Legal Services provide general legal advice and assistance to the Force across a range of operational and management activities.

Based in the Printroom, Reprographics staff process a high volume of photocopying requirements and produce a wide range of printed materials and publications.

The Service Unit also functions as the Force liaison and co-ordination point for business relating to meetings of the Northern Joint Police Board. A number of staff also have designated roles to fulfil in the management of major incidents and business continuity functions.

Achievements Against Strategic Priorities

The Service Unit set a number of priorities for 2007/08 and a brief summary of the progress made towards achieving them is as follows:

During the year, an objective to replace and update copier technology in the Printroom was achieved following a competitive tendering exercise. The new equipment installed will ensure that the Force continues to benefit from being able to readily access high quality reprographic services for production of a wide range of printed materials.

An objective to replace and upgrade the security access system at Police Headquarters was successfully achieved with minimum disruption to services.

The objective to implement a new computerised system for Firearms Licensing has featured in the Service Unit Plan for a number of years. The delay in being able to implement a much needed solution has been caused by ongoing deliberations within the Scottish Police Service where the options for adoption of a National Firearms Licensing Management System have been under active and lengthy consideration. In the meantime, the existing in-house system, whilst limited in functionality in certain respects will continue to be utilised until such a time as a decision is taken at national level.



Local Initiatives

Welcome Pack for New Staff

During the year the General Administration Department produced a Welcome Pack for new staff. The Welcome Pack was introduced with the intention of being utilised within the Department as an integral part of the induction training for new staff. The General Administration Department has experienced a relatively high staff turnover rate over recent years and keeping up-to-date with training of new staff whilst maintaining services has proved at times to be challenging. Whilst potentially of use and interest to all new starts at Police Headquarters, the pack is designed in such a way as to be of particular relevance and benefit to staff engaged in 'front-of-house' and mailroom duties.

Matters of Note

Freedom of Information

2007 was the third full year of implementation of the Freedom of Information (Scotland) Act. For the period 1st January to 31st December 2007, Northern Constabulary was asked a total of 1068 individual requests for information which represented approximately a 9% increase over the previous year.

In terms of the source of requests, the breakdown for 2007 was as follows:

Media	519 requests
MPs & MSPs	65 requests
Private Individuals	311 requests
Business Sector	
/Public Agencies	100 requests
Solicitors	9 requests

The full year cost to the Force of complying with the requirements of Freedom of Information legislation was in the region of £135,000.

Legal Services

Following the retirement of the Force Solicitor a decision was taken to outsource the provision of general legal services. (The provision of legal advice in respect of employment law has been outsourced by Northern Constabulary since 2001).



A formal procurement exercise was undertaken and tenders were received from a number of highly reputable legal firms.

Following a comprehensive evaluation process a four year contract was awarded for the provision of general legal services to the Force.

Priorities for 2008/09

A number of the objectives outlined in the Administration Service Unit Plan for 2007/08 are carried forward from previous years.

The objective to implement a new computerised firearms licensing system remains a high priority. The existing system has been in place for a considerable length of time and its replacement is overdue. The ability which the Force has to progress this

objective is dictated by deliberations at national level; however, the Force is hopeful that a decision may be reached in time to allow implementation of a new system to be undertaken over the quieter period in the certificate renewal cycle.

An objective has also been carried forward to upgrade and relocate the reception desk at Police Headquarters in order to ensure compliance with the Disability Discrimination Act 1995 and to improve security arrangements. In practical terms this objective will be addressed in close conjunction with the Estate Department whose staff will manage the programme of works.

The Service Unit intends to continue to support the aims and objectives of the Force, in addition to the progression of Service Unit objectives.

Corporate Development

Introduction

Corporate Development is a diverse Service Unit, comprising:

Force Operations Centre

The Force Operations Centre provides a 24 hour focal communication point for Northern Constabulary and has responsibility for the following tasks:

- Responding to radio messages, 999 and routine telephone calls and initiating appropriate responses;
- Initiating initial response to Major Incidents;
- Carrying out Criminal History System (CHS) and Police National Computer (PNC) enquiry checks;
- Point of contact/liaison with a large number of external agencies;
- Recording of all radio communications throughout the Force.

Media Services

Media Services is a Force resource serving all eight Area Commands. The department is well placed in terms of its relationship with local and national media to respond to any incidents or reputation management issues which may arise. In addition, Media Services works to ensure Northern Constabulary is seen by the public to be accountable, open, transparent and providing the best possible service to the people of the Highlands and Islands.

Criminal Justice Administration

The work of the Criminal Justice Administration (CJA) falls into two main areas:

- Criminal Records: responsible for maintaining the Criminal Records Databases on both CHS and PNC for Northern Constabulary. The work of CJA is vital to the processing of custodies and crime reports and is key to an efficient and effective local criminal justice

system;

- Information Services: provides all the statistical information for the Force in relation to crime, road accidents and performance management amongst other topics.

Planning & Development

The Planning and Development Department supports the operational work of Northern Constabulary by ensuring that a number of statutory obligations are fully discharged in the discrete functional areas of:

- Strategy Development and Planning
- Corporate Governance and Risk Management
- Organisational Development
- Community Planning
- Information Sharing
- Quality and Performance Management
- Health & Safety
- Performance Reporting and Community Engagement

Partnership Development

The Partnership Development Officer (PDO) has a wide and varied workload assisting the Force to deliver positive outcomes with partner agencies. Whilst recognising much of the 'value adding' partnership activity occurs at Area Command level and through each Service Unit, the PDO represents the Force on many strategic level groups. Given the pace of change within the Criminal Justice System recently, the PDO has also taken on an important role in troubleshooting summary justice reform and adherence to the Scottish Crime Recording Standard.

Achievements Against Strategic Priorities

A significant amount of work has been carried out, much of it behind the scenes to ensure that the Force can deliver an efficient and effective

service, meeting or exceeding public expectation and satisfying audit bodies. Some examples of these are:

- Consolidating improvements within the new call handling arrangement;
- Progressing ROSPA Quality Audit of Health & Safety in conjunction with Force Safety Committee;
- Monitoring of more than 50 organisational projects which underpin operational and support service improvements;
- Responding to a significantly increased number of Her Majesty's Inspectorate of Constabulary (HMIC) Thematic Inspections;
- Implementing Force process changes in response to Summary Justice Reform;
- Operational campaigns publicised and media enquiries dealt with on a 24/7 basis;
- Implementation of the Association of Chief Police Offices in Scotland Performance Framework;
- Absorbing many national changes such as the Scottish Criminal History system, to ensure timely updating of criminal records;
- Carrying out the bi-annual Community Consultation exercise in partnership with the Highland Council, NHS Highland, Comhairle na Eilean Siar, the Scottish Court Service and the Procurator Fiscal Service – with very positive results reflecting the low levels of crime/fear of crime within the Force area and an updated view of new priorities, as seen by the public.

Local Initiatives

As part of an ongoing review of call handling throughout the Force, a Call Management Manual was introduced in the Force Operations Centre (FOC) with the aim of ensuring effective Call Handling and Demand Management, thus ensuring the Force makes best use of available resources whilst providing first class service to the



public. Benefits include:

- Improved consistency and quality of call handling;
- Improved response to incidents by operational officers;
- An increased number of calls being resolved at the first point of contact thereby reducing, in an appropriate manner, the number of calls requiring attendance from operational officers;
- Improved call handling skills.
- Continuous improvement through quality management;
- Improved customer satisfaction.

In the absence of agreed national training, a local Communication and Call Handling course was devised for FOC staff with the emphasis placed on customer service, public perception, creating the right impression, call structure and control and communication skills.

The course has been well received by staff within the FOC and it is planned to roll out the training to the rest of the Force in the near future.

Matters of Note

As part of the Force Review, the critical areas of information management and crime administration were identified as essential building blocks for efficient service delivery to the public. The opportunity was taken to streamline the complex processes and make them more efficient for the benefit of front line officers.

The full implementation of new processes will occur over 2008/09 but initial indications are very favourable.

Priorities for 2008/09

Northern Constabulary faces many pressures, but is continuing to improve its service delivery and aims to keep itself at the forefront of policing by implementing the recommendations of the Force Review. This will have a significant impact on the Service Unit. The new 'Corporate Services' is not just a change of name – we will welcome a significant number of colleagues from other Units and take on new tasks and portfolios, alongside what we have undertaken in 2007/08. This will require agility, resilience and continued enthusiasm.

Corporate Services will consist of the Force Information Management Unit, Policy and Co-ordination Unit and the Force Operations Centre. Our overriding priority will be to assist in achieving the Force goal through the continued provision of professional services, including the management of information and interactions with the public, agencies and media. Picking just two examples, we will:

- Identify and eliminate unnecessary bureaucratic information processes (early changes indicate saving at least 250,000 pages of reports completed by front line officers each year);
- Improve call handling throughout the Force.



SECTION 3

NORTHERN CONSTABULARY LOCAL POLICING STRATEGIES

“Through increased proactive work and effective partnership working over the past year, Northern Constabulary officers have taken nearly £1 million worth of drugs off our streets.”



Central Division

The review of our Force Structure has radically altered the operational policing areas into three Superintendent led Divisions from 1st April 2008. Central Division certainly highlights this by the disparate nature of its three Area Commands, Ross and Cromarty, Lochaber, Skye and Lochalsh, and the Western Isles. As the appointed Divisional Commander I am delighted to note that each of these Area Commands has had a most productive and successful policing year in 2007/08. The challenge in the coming year will be as a result of a continued period of change within the Force area on many fronts. Our aim will be to sustain the current success in each Area Command, while bringing the combined talents and resources of the Division together to deliver even safer communities throughout the Central Division.

Key to such success will be the leadership of the Management Team, and the use of the Divisional assets based at the Dingwall Headquarters. These assets are the enlarged Proactive Team, the new Public Protection Unit and the National Intelligence Model (NIM) Co-ordination Unit.

Taking each of these in turn the Proactive Team, consisting of 6 experienced officers, will provide ability, experience and enthusiasm in handling cases across the operational field from road safety and enforcement, to drug searches. The Team will also provide assistance to front line officers on day to day disorder issues within the more urban areas of the Division. This Unit will be increased in size regularly through the secondment of officers and will be used extensively throughout the Division.

The Public Protection Unit, consisting of Offender Management, Child Protection and Community Safety staff will strive to achieve best practise and consistency throughout the Division, offering opportunities to officers for training and development.

The NIM Co-ordination Unit will drive the Division through intelligence led policing, providing the Management Team with an accurate picture of trends in crime and disorder, allowing better decisions to be made on where resources are required.

The geographical area will present challenges, but that is nothing new to the Commanders and staff within Central Division and there are significant opportunities ahead to improve the service we deliver to our communities.

Superintendent John Darcy

Divisional Commander

Targeting Drug & Alcohol Issues Ross, Cromarty & Skye



**Superintendent
John Darcy**
Area Commander

Introduction

Ross, Cromarty and Skye covers a wide geographical area and its disparate nature, combined with the mixture of significant urban areas in Easter and Wester Ross and many smaller communities in a vast rural setting, has offered a very enjoyable policing challenge.

The area has a substantial road network, which during summer months is extensively used by the increased number of visitors from the United Kingdom and abroad. Through working closely with our partners in Highland Council and our own Road Policing Unit, we have been very successful in reducing the number of casualties on our roads. A great deal of proactive work has been undertaken in enforcing laws in relation to speeding, mobile phones, drink driving and uninsured drivers.

The growth of Inverness brings with it challenges for our area, due to the close proximity of the city. Considerable success has been achieved in identifying, targeting and arresting individuals, with large seizures of drugs and cash. We cannot be complacent however as our young people remain vulnerable to those individuals who continue to profit from misery.

Sadly it is not just drugs but the abuse of alcohol and antisocial behaviour which blights our communities. Therefore we have worked effectively with Highland Council and other agencies to limit the amount of disorder and violence on our streets. It is important to highlight that for a second year in a row there has been a dramatic fall in offences of serious and violent crime, dishonesty and disorder. This is one trend we are determined to maintain as we enter the new year under Central Division.

Achievements Against Local Priorities

Safer Roads

The target of detecting 10% more drink drivers on our roads was met, and while the substantial rise is worrying, it is very encouraging that local communities have assisted us greatly in this achievement, and that the vast majority of drink drivers were caught before causing accidents.

Reducing Crime

A significant drop of 14.2% was achieved in group 1 – 5 crimes, with a dramatic drop of 19.4% in serious and violent crime for the second year running. These excellent figures have been achieved by dedicated officers and staff working tirelessly to drive down disorder and underage drinking. The detection rate remained high at 63% for group 1 – 5 crimes.

Tackling Serious Crime

There have been numerous seizures of the class A drug heroin, specifically in the Black Isle / Muir of Ord area, limiting the supply to our vulnerable youth. The standard of enquiry into these cases has been high, and in one case recently the accused pled guilty and was sentenced to 7 years imprisonment, sending exactly the correct message to those who would continue in this dangerous and illegal trade.

Stronger, Safer Communities

There has, as always in this Area Command, been a heavy accent on visibility of uniformed officers, an emphasis on tackling underage drinking, and a willingness to engage with partners to limit the disorder in our communities, often caused by groups of young people abusing alcohol. It must always be remembered however, that vast majority of our young people are a credit to the community.



Maintaining Public Order

During the year, the Area Command committed significant resources to the policing of high profile events, such as the Black Isle Show, Loopallu and the Hogmany Street Party in Tain. Maintaining high profile policing both at these events and at peak times throughout the year is an uppermost priority of the Management Team, as we promote public reassurance and community safety for those who live, work and visit our area.

In terms of reducing bureaucracy and working more efficiently with our criminal justice partners, the Area Command is committed to making full use of the new Fixed Penalty measures open to the police to fine individuals for minor acts of antisocial behaviour. This direct action prevents specific minor crimes and offences being reported to the Procurator Fiscal and causing unnecessary burden on our courts. Both police and procurators fiscal have a wide range of measures to adopt in the fight against crime, helping to deal with individuals quickly.

Local Initiatives

A great deal of work has been carried out by all officers, supported by Constable Carrie Shanks, Community Safety Officer, in combating underage drinking and this has in no doubt assisted the overall fall in low level offences which can blight our communities.

Through actively promoting and encouraging sensible drinking, 10,000 bottle guards and beer mats were distributed to licensed premises throughout the Area Command. The bottle guards are placed on the top of opened bottles of alcohol, for customers visiting licensed premises. The message "who else is watching your drink?" is scripted onto every guard, along with the Crimestoppers telephone number. The beer mats have been designed and produced double sided and send out a clear and informative message in relation to drinking sensibly and responsibly. This campaign is in partnership with the Ross & Cromarty and Skye & Lochalsh Drugs and Alcohol Forums.

Matters of Note

It must be reflected here that the substantial fall over the past two years in serious and violent crime has meant that there are far fewer victims suffering serious injury. It is a real challenge to maintain such a low level of serious crime and indeed efforts will continue to be made to limit such violence even further, maintaining this area as one of the safest in the country.

The main priority for the coming year is to maintain the low level of crime, while striving for an excellent detection rate across the whole Division. We will continue to target drug traffickers, and strive to reduce even further the road collisions and casualties by visible proactive enforcement and education. It will of course be a priority to identify best practice in each of the three Area Commands and produce consistency in all matters across the Division, and nowhere will this be more important than in Offender Management.

Promoting Road Safety Lochaber



**Chief Inspector
John Chisholm**
Area Commander

Introduction

Lochaber Area Command enjoys excellent working relationships with its local communities and partner agencies. Over the last twelve months the Ward Forum meetings have been invaluable in enabling feedback directly from members of the Community Councils, elected members, Council officials and the general public. The information gathered, coupled with the expertise and experience of our staff provided the basis for our strong operational performance.

2007/08 presented many policing challenges including a major sporting event and the Royal National Mod, both of which attracted good numbers of participants, supporters and wide media coverage from across the world. Aonach Mor was selected to host the first UK event on the World Mountain Bike Cup calendar. The sheer logistics of managing the main event at Aonach Mor and the varied entertainment venues in and around Fort William town centre, saw us bringing operational support from across the Force. The success of the event served to re-inforce the reputation of the area, as an ideal location for sports and physical activities, which continues to be one of the safest places in the country to live, work and visit.

2008/09 will see our boundaries extend to incorporate Skye & Lochalsh into a new Command structure. Knowing both areas well and the skill and professionalism evidenced by all staff, I am confident that we will meet any new challenges presented.

I look forward to another year with the support of our Community partners. Lochaber and Skye Area Command will continue to deliver good quality, intelligence led policing to our communities.

Achievements Against Local Priorities Reducing Crime

Our ongoing work with Lochaber Pubwatch, which led to a 40% reduction in violent crime in and around licensed premises, will continue as we make clear the communities' feelings that violence and disorder, associated with irresponsible drinking, will not be tolerated. This model will develop in Skye and Lochalsh where similar benefits can be enjoyed.

Tackling Serious Crime

We will work to achieve this objective by providing high visibility policing to deter opportunistic crimes and deploy officers proactively whenever possible. Our inclusion in the newly formed Central Division strengthens our investigative capacity and our ability to share specialist assets throughout the Area Command. Tackling the menace of drug supply is uppermost in our operational agenda. During the month of June 2007 leading up to the Rockness festival, a tri-Force initiative involving officers from Lochaber Area Command, Strathclyde Police and Central Scotland Police stopped a large number of vehicles. Advice about road safety was issued, and in addition, 19 people were reported to the Procurator Fiscal for drug supply offences.

Safer Roads

Operation Prone is a week long campaign, running at various times throughout the year to detect offences for speeding, drink and drug driving offences, use of mobile phones whilst driving and seat belt compliance. Several enforcement days have focused on providing education to road users on responsible driving behaviour. The 'Early Bird' initiative operated by Spean Bridge and Kilmallie Community Beat Officers was launched to address, advise and



educate motorists on the dangers of driving whilst under the influence of alcohol from 'the night before'. During 2007/08 festive period nearly 400 motor vehicles were stopped and checked, and a range of road traffic offences were detected.

Stronger, Safer Communities

Community safety and crime prevention is at the heart of our policing style. The ongoing development of CCTV in Fort William and Caol is a testament of our participation in productive partnership working. We are fortunate to have a strong team of reliable and respected Special Constables who are keen to be involved in local issues and have been deployed regularly in proactive community work. The Area Command places on record its appreciation to the Special Constabulary for their help and support to all our communities.

Maintaining Public Order

Policing high profile events requires careful planning and preparation. Throughout the year we have hosted a number of large scale events, such as mountain bike events, the Mod, the Ben Race, and Royal

visits to name but a few. Attracting visitors from around the world, we place an important priority on safety to ensure their visit to Lochaber is remembered for all the right reasons. Our communities likewise deserve this safe environment to live in and our record for highly organised policing is appreciated. This extends to good working relationships with our key partners, where large scale events undertake rigorous scrutiny to ensure public safety remains high on everyone's agenda.

Local Initiatives

Craic mhath sa Ghearastan (Good fun in Fort William)

The Royal National Mod ran between 12th – 20th October 2007 and opened with a march of pipe bands and Mod dignitaries through the town centre to a ceilidh at the Nevis Centre. Around 15,000 visitors attended during this time including over 3,000 competitors who brought huge financial benefit to the area.

Late licences were granted to most licensed premises hosting music events and the crowds could be seen to move from one musical event to

another. The week was described as 'Craic Mhath' with a party atmosphere in Fort William. The police officers on duty enjoyed the happy atmosphere, and all concerned appreciated a crime free event.

The Mod ended with massed choirs at the Parade with as many as 1,000 people participating. Fort William looks forward to welcoming back the Mod in the future.

Matters of Note

The most significant change commenced on 1st April 2008 with the inclusion of Skye & Lochaber geographical area within the Area Command, taking its place within the newly created Central Division.

Lochaber, Skye and Lochalsh Area Command has a good experienced staffing profile, making a dynamic enthusiastic dedicated team committed to delivering good quality policing throughout our area.

Reducing Crime Western Isles



**Chief Inspector
Philip MacRae**
Area Commander

Introduction

The Western Isles provides a challenging environment for policing through the diverse geography of the Area Command and the wide variety of incidents which occur throughout the year.

The Western Isles have eleven inhabited islands: Lewis, Bernera, Harris, Scalpay, Berneray, North Uist, Benbecula, South Uist, Eriskay, Barra and Vatersay.

These islands are home to over 26,500 people who deserve all the police services which are provided in more urban areas. This requires a flexible approach by our staff to ensure the right resources are located at the right place at the right time, in order to respond to the needs of the communities.

Through our close association with the community from formal contact with Members of Parliament, Members of Scottish Parliament, local elected members of Comhairle Nan Eilean Siar, Community Council members and informal contact in our everyday interaction with the public, we maintain our focus on community policing. This community support and involvement is apparent and can be seen in the performance of the Area Command, where our targets are achieved through the involvement of the community.

Achievements Against Local Priorities

The past year, 2007/08, has seen the Western Isles face many policing challenges, and despite this, excellent results have been achieved in each of the strategic priorities areas.

Safer Roads

We have continued to concentrate on the main issues which contribute to serious injury on our roads: speeding,

drink and drug driving, careless and dangerous driving.

Reducing Crime

2007/08 saw a 13.8% reduction in Group 1 – 5 crimes from the previous year. This equates to 155 less victims of crime in these categories. Accompanying this reduction in crime was a detection rate of 72.5% across class 1 – 5 crimes. This shows a determined approach to improve the quality of life within the islands by ensuring we respond effectively to both reducing crime and, when it does occur, effectively detecting those responsible.

Tackling Serious Crime

The Western Isles Alcohol and Drug Action Team continue to fund the deployment of a Drugs Action Dog. This resource has assisted in the detection and seizure of in excess of £60,000 of class A drugs, which were being brought to the islands for further distribution. The success of this initiative remains an effective method of disrupting the supply of controlled drugs to the Western Isles and is invaluable in our fight against this type of crime.

Stronger, Safer Communities

Through our involvement in the Outer Hebrides Community Safety Partnership we have worked to improve the quality of life of those living in, working in and visiting the Western Isles. This has been achieved through the close working relationship we have with the recently appointed community wardens and the antisocial behaviour co-ordinator, together with the links we have made with the licensed trade association and the Hebridean Housing Partnership. This partnership approach to dealing with issues of antisocial behaviour has led to an increased feeling of safety within our communities.

Maintaining Public Order

The Area Command mounted dedicated high visibility uniformed police patrols, comprising of two police officers, for four hours each Friday and Saturday to deal with antisocial behaviour. These officers were not involved in any other policing activities and attended areas of identified need to provide an immediate response to public concerns. By providing this extra service, these officers were available for immediate deployment to 'hot spots' to ensure early intervention and effective enforcement.

These patrols have proved to be very effective and have been successful in dealing with numerous issues, including under-age drinking and supply of alcohol, together with highly visible patrols to known areas of antisocial activity.

This project has been funded by the Outer Hebrides Community Safety Partnership and is carried out across all areas of the Western Isles.

Local Initiatives

New Police Cadet

For the first time since 1990, the Western Isles employed a Police Cadet. The use of cadets was re-introduced to Northern Constabulary in 2007, when Cadet Katy Hebditch, 16 years, joined the ranks to begin her police career.

Katy's initial interest in the police began at the age of 15 years when she attended a school Work Experience Programme which was held at Stornoway Police Station.

Katy is now working hard to attain all the necessary skills to become a constable with the Force.

Matters of Note

The past year, whilst bringing us much satisfaction with our achievements, has also brought some staff changes with some members of staff leaving.

In January 2008, Murdo Fraser retired from the Police Service after spending



over 31 years working, initially as a Cadet, until attaining the rank of Chief Inspector, Area Commander for the Western Isles.

We also say goodbye to two of our dedicated Special Constables: SPC 386 John MacSween and SPC 467 Kayanna Lawson.

John has now reached the age of 60 years and has retired after providing many years of loyal service to the community. John has served with many officers stationed in Ness and will be much missed for his contribution.

Kayanna, a former police officer with Lothian and Borders Police, became a Special Constable with Northern Constabulary after returning to her home in Lewis and bringing up a family with her husband, a local GP. They are now emigrating to New Zealand.

We wish our former colleagues all the best for their futures.



East Division

Following an extensive review of the Force, the East Division has been created with the amalgamation of the former Inverness and Badenoch, Strathspey and Nairn Area Commands.

This will see a Divisional Command Structure under the authority of a Superintendent who will oversee a team of three Chief Inspectors. The Chief Inspectors will perform the following roles: Inverness Area Commander, Badenoch, Strathspey and Nairn Area Commander and Head of Protective Services. Protective Services will encompass matters such as Family Protection, Offender Management, Crime Management and Community Safety.

The emphasis for the policing of the East Division will be on intelligence led policing with increased visible, responsive and accessible services. Proactive teams of officers will be created to respond to intelligence and crime trends from both our urban and rural areas.

We are also conscious of our corporate duty in protecting the Highlands by policing the main entry points to the Force area via arterial routes such as the A9, A96 and A82. The establishment of a Road Crime Unit, equipped with Automatic Number Plate Recognition technology, will see a dedicated asset patrolling these main routes to prevent, reduce, detect and disrupt all types of criminal behaviour.

A Business Management Unit will be established to allow us to maximise good practice and efficiency savings, which will be reinvested in front line operational policing. It will also allow financial and operational decisions to be made for the Division, to help achieve our policing priorities.

We are confident we can continue to deliver a high quality police service to the communities within the new East Division of Northern Constabulary, building upon the sound operational practices and results already in existence.

Superintendent David O'Connor

Divisional Commander

Improved Community Beat Policing Inverness



**Superintendent
David O'Connor**
Area Commander

Introduction

The City of Inverness is one of the fastest growing cities in Europe; it is the main centre of the Highlands and Islands area and has a multi-cultural population of approximately 80,000 people. It has the heaviest demand for policing services within Northern Constabulary.

The capital of the Highlands and Islands attracts many thousands of visitors each year. It is the main transport hub for the Highlands and Islands and is the main economic centre. The area is proving popular for large scale outdoor events, with music festivals such as Rockness and Belladrum now annual occurrences, attracting many thousands of people to the area whilst boosting the local economy.

During the Scottish Premier League (SPL) football season, Inverness Caledonian Football Club attracted substantial crowds to their stadium; there has also been experimental use of the stadium for other large scale events with Sir Elton John performing a memorable live concert in August 2007.

The Area Command has a combination of urban and rural policing with officers working in Inverness, Fort Augustus, Beauly and Culloden sections.

The city has response teams working 24 hour shifts cross the area which had been sub-divided in to six beats including Merkinch, Dalneigh and Kimmylies, Hilton and Raigmore, Crown and Lochardil, City Centre, and Smithon and Culloden. In addition each of the areas is served by dedicated Community Beat Officers who respond to community concerns and apply a problem solving approach.

Through robust daily and monthly tactical meetings the policing response of the Command Area has been constantly monitored by the Management Team to ensure that issues are timeously addressed by appropriate resource allocation.

Achievements Against Local Priorities

The Area Command has once again had a very successful policing year. A highly creditable overall detection rate of 63% for group 1 – 5 crimes has been achieved, endorsing our strategies and resource allocation processes. A pleasing aspect is that apart from detecting crime we are also driving down crime totals which meant there were fewer victims. Group 1 – 5 crime showed a 2.1% decrease representing 135 fewer crimes reported.

- Violent crime decreased from 212 to 163 crimes;
- Vandalism decreased from 1,799 to 1,547;
- Miscellaneous crimes, including drugs offences decreased from 1,884 to 1,828, within this we detected 1,033 drug offences.

Crimes involving sexual offences and crimes of dishonesty showed slight increases in the number of reported cases, however, they will continue to be thoroughly investigated, given the often complex nature of these particular crimes.

The reduction in violent crime is a consequence of robust City Centre policing at peak licensing times supported by Community Safety Initiatives such as Pubwatch, late night buses, and 'Best Bar None'. Court interventions such as Bail Orders with Curfews have been rigorously policed to ensure offenders are deterred. The introduction of licensing for door stewards through the Security Industry



Authority accreditation has had a positive effect.

Acquisitive crime in terms of dishonesty has risen. The reason is attributed to the drug issue, whereby a growing number of addicts are stealing to feed their habits. Through a local partnership with the retail industry, a proactive response continues to target this type of crime.

It is particularly pleasing to see a reduction in vandalism as this can have a debilitating and negative effect on communities. The use of mobile CCTV patrols, dedicated Beat Officers supported by Proactive Teams and skilled Crime Prevention Officers has seen the area turn the tide in what has been in recent years a rising crime pattern of behaviour.

The issue of vandalism is often linked to youth disorder and underage drinking. With new Liquor Licensing Legislation, Northern Constabulary now has the ability to undertake test purchasing, to combat the sale of alcohol to underage youths. We will use this approach to tackle the issue, supported by traditional and innovative policing.

It was a challenging year as we policed some of the largest outdoor music festivals in Scotland, which are now well established and a sound policing template has been delivered.

Local Initiatives

Neighbourhood Watch has existed within Inverness for approximately 15 years and there are presently 37 established Neighbourhood Watch Schemes. In an effort to increase the communication between Inverness Area Command and the Co-ordinators of the Watches, a new initiative has been put in place.

An automatic messaging system called Page One Connect has been introduced. This system can send out text messages and text based voice messages to mobile phones and landline phones. It can store pre-programmed mobile and telephone numbers as stand alone entries or these can be grouped together under a group name or description.

Matters of Note

In December 2007 police were called to an address in Inverness following the discovery of a woman's body. A full murder investigation was launched

and following extensive enquiries a 47 year old man was arrested in connection with the death.

In March 2008 police attended an incident in the City, where a young man had been found with serious injuries. The victim was conveyed to hospital where he subsequently died. A full murder investigation was instigated and following local enquiries a 17 year old youth was arrested and charged in connection with this incident.

Beat Officer Leads the Way

In September of 2007 Constable Paula Lloyd undertook the role of Community Beat Officer for the Inverness City Centre.

She has engaged with the local communities represented in the area and has undertaken the role of Polish Liaison Officer for the East Division. A number of initiatives have been carried out, including enforcement of the alcohol byelaw.

Tackling Organised Crime Badenoch, Strathspey and Nairn



**Chief Inspector
Donald
Henderson**
Area Commander

Introduction

It has been another very successful and positive year in respect of the delivery of policing services across the Badenoch, Strathspey and Nairn Area Command, which is reflected in the current 65.4% detection rate of Group 1 – 5 crimes. This includes a number of notable successes in respect of operations against drug trafficking into the area through the main arterial routes.

This could not have been achieved without the dedication and commitment of all our staff, both police officers and police staff alike.

These results are set against a background of ever increasing demands for policing resources at high profile major events and incidents. These include policing of the “Outsider” rock concert at Rothiemurchus, the Scottish Labour Party Conference at Aviemore and involvement in the policing of the Rockness concert at Dores, Inverness. Other impact factors include High Court sittings, support at Scottish Premier League football matches and targeting of antisocial behaviour.

Achievements Against Local Priorities

Safer Roads

This year we have continued to focus on road traffic patrols in known accident areas and dealt with drivers for offences such as speeding, failing to wear seatbelts and using mobile phones whilst driving. We have also been successful in taking part in national campaigns to deal with drink driving and driving under the influence of drugs.

Reducing Crime

We have maintained a strong detection rate and have seen a slight increase in recorded crime over the past year. By making good use of

intelligence and focusing patrols on known crime areas, we have been able to clear up a number of outstanding offences.

Tackling Serious Crime

During the past year officers have been successful in recovering various amounts of controlled drugs from persons intent on supplying to others.

Stronger, Safer Communities

Public reassurance has been a priority for the Area Command over the past year. The effect of young persons drinking alcohol and going on to cause antisocial behaviour in our communities has been tackled by the introduction of Operation Magma. This operation has focused on youths with alcohol and has led to large seizures of alcohol and enquiries which have led to prosecution of persons supplying drink to persons under age. The operation has also included an education element with officers going into schools and youth groups to speak with young person about the dangers of alcohol. This has resulted in a reduction in incidents involving youth disorder.

Local Initiatives

In the fight against antisocial behaviour, underage drinking and general disorder caused by groups of youths, the Area Command has used several different initiatives, one of which is the Blue Light Disco. This is a disco run by the police, aided by youth workers and volunteers from the community, and is aimed at secondary school pupils. It is held in licensed premises, which proves to be a great draw for the pupils, but no alcohol is either on display or sold. The majority of those attending were searched and breathalysed before being admitted to the venue – this is to guarantee to both the pupils and their parents that they are entering an alcohol, drug and weapon free environment, where they

can enjoy themselves in complete safety.

The first event was held in Aviemore in March, with almost 70 youths attending, and incidents involving youths showed a reduction on that night.

Investments in Our Area

There continues to be significant development planned for the geographical area of the command.

The Management Team and staff have participated recently in the Force Review process and have recently migrated to the new East Divisional structure and everyone is looking forward to exploiting the new opportunities and challenges.

The opening of the new Grantown police facility and the proposals to commence work on a new building for Nairn Police Station marks significant milestones in the future investment of our estate.

Matters of Note

In June 2007 a vehicle containing three young males en-route for the Rockness concert at Loch Ness was stopped on the A9 just south of Aviemore. A search of the vehicle recovered approximately £7,000 worth of controlled drugs which were destined for sale at the venue. Two of the males were convicted and sentenced, one received a 3 year sentence, and the other received a 2 year sentence.

In November 2007 a 15 year old male residing in Nairn was arrested for the theft of three mountain cycles and associated parts to the combined value of £12,000 from a secure garage in Nairn. He was additionally charged with other thefts committed over the proceeding months. Some of the stolen property had been transferred to Lithuania but has since been recovered.

In January 2008, following enquiries into counterfeit currency being used at various locations in Nairn,



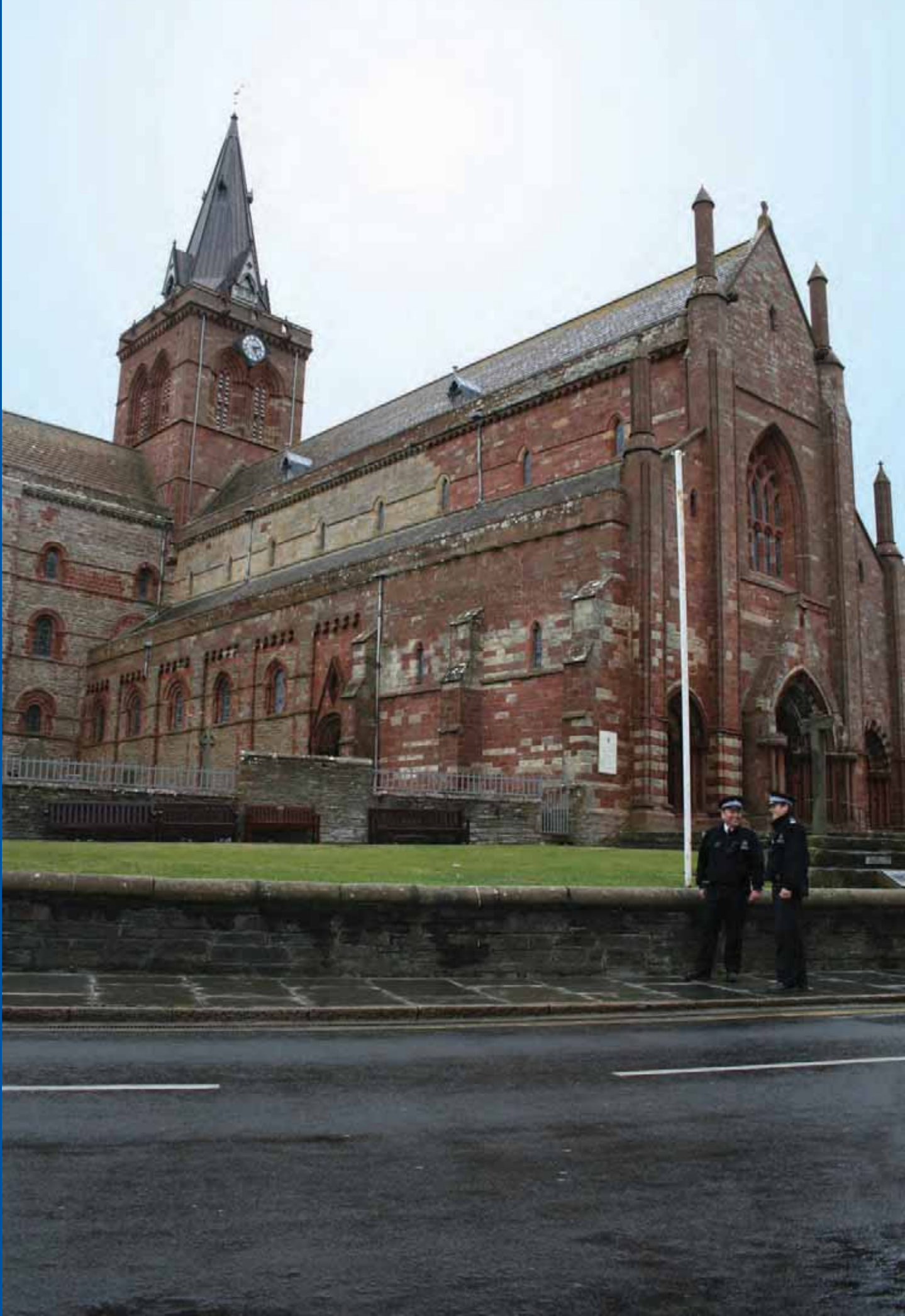
three sixteen year old males were arrested and charged with alleged offences relation to the Forgery and Counterfeiting Act 1981. They have now been reported to the Procurator Fiscal.

In January 2008 a 39 year old male was stopped on the A95 Aviemore / Grantown on Spey public road and a search of his vehicle recovered approximately £65,000 of class A controlled drugs. He was arrested and appeared from custody. A disposal of the case is awaited.

Cycle Marathon for Local Charities

Following months of planning surrounding the Outsider Music Event, Inspector Les Donaldson embarked on an event of his own. Accompanied by six youths from Nairn Academy, they set off on a 480 mile cycle from

Manchester to Nairn. The cycle, which was done in memory of a Nairn Academy teacher Mr Keith Hoban, who sadly died of cancer, took six months of planning. As a result of their efforts, the team managed to raise over £7,000 for Cancer Research UK and Maggie's Cancer Centre, Raigmore, Inverness. The cyclists were accompanied by Deputy Head Teacher, Mr Ian Maxwell, who acted as a support driver for them. They took six days to complete their journey which commenced on Sunday 24 June 2007.



North Division

The Chief Constable initiated a review of Northern Constabulary to enhance our capability and capacity to deal with crime and to grow our officer numbers, whilst still focusing on our primary objective of delivering community based policing. 2008/09 presents a challenge and an opportunity for my staff and I to achieve this strategic aim.

The North Division will consist of three Area Commands: Caithness, Sutherland and Easter Ross, Orkney and Shetland. The previous Area Command of Caithness and Sutherland has now been expanded to incorporate the Tain area of Easter Ross, which was previously within the Ross and Cromarty Area Command. The conjoined assets of the North Division will support and enhance policing within the Divisional area, as well as support colleagues within the Central and East Divisions. The development of the Divisional Public Protection Unit, National Intelligence Model Co-ordination Unit and the Crime Management Unit, together with the enhanced capability in respect of Community Safety Officers, will deliver an improved service for the communities we serve.

To ensure we continually improve the service we deliver to our communities, we will strive to improve accessibility to the public at police stations and by telephone, and we aim to increase our presence in the community through increasing patrol time, with a particular emphasis on foot patrols. The Division will work to increase officer numbers and will make efficient and effective use of police resources to increase visibility and provide public reassurance. I am confident that these aims will improve our capacity, capability, performance and our reputation within the community.

I look forward to delivering a successful policing year within the North Division in 2008/09.

Superintendent Ian Arnott

Divisional Commander

Focusing On Youth Disorder Caithness & Sutherland



**Chief Inspector
Andy Brown**
Area Commander

Introduction

Caithness and Sutherland Area Command provides a policing service for the counties of the same name in the northern area of the Highlands. The principle towns are Wick and Thurso in Caithness and Dornoch in Sutherland. There are also many rural communities spread throughout the area.

The Area Command Headquarters are located at Wick, with Area Offices in Thurso and Dornoch. A number of smaller police stations service the rural communities. There are 84 police officers, 34 members of police staff and 26 special constables.

Located within the area are the Dounreay Nuclear site and the Royal Naval facility at HMS Vulcan. There are also harbour facilities where ferries, commercial vessels and fishing vessels operate, located at Wick, Scrabster, Kinlochbervie and Lochinver as well as a number of other smaller ports. There is also an airport at Wick which provides connections to a number of UK locations as well as servicing the oil industry and charter flights. Also located within the area is the Royal Residence of the Castle of Mey which is occupied part of the year by HRH The Duke of Rothesay.

The Area Command has strong links through community planning initiatives with partner agencies, in particular Highland Council and NHS Highland.

Achievements Against Local Priorities

Caithness and Sutherland Area Command priorities for 2007/08 were:

- Reducing Crime
- Tackling Serious Crime
- Safer Roads
- Safer Communities
- Maintaining Public Order

Overall reported crime within the Area Command fell over the year from 2,151 to 2,045, which was a reduction of 106 crimes or 4.9%. Our detection rate for Group 1 – 5 crimes was 55.4% which was a decrease on the previous year.

We had significant success in addressing violent crime with a reduction in the number of incidents from 84 to 66. We also achieved a detection rate of 97.0% for these crimes.

The Area's clear up rate for car crimes was increased, achieving a detection rate of 76.3%.

Vandalism continued to be an issue during the year. We ran a number of operations focused on this type of crime and achieved a slight reduction in the number of incidents reported.

The scourge of illegal drugs in our community received considerable effort throughout the year. As a result of a number of operations 49 people were reported to the Procurator Fiscal for drug supply offences.

We achieved some success in reducing the number of road casualties during the year. The number of casualties who were killed or seriously injured was 26, which was 12 less than our target for the year. We also achieved our target for slight injury casualties with 112. There was 1 child killed and 3 seriously injured in road traffic accidents in the Area during the year.

Throughout the year, we also focused on a number of road safety initiatives including drink and drug driving. There were 79 people arrested for drink driving, including one driver charged for drug driving. Operations were also directed towards dealing with inappropriate driver behaviour,



use of mobile phones, speeding and non wearing of seatbelts.

Local Initiatives

In order to address youth offending issues, we introduced, in conjunction with Highland Council a “Youth and Early intervention strategy” letter. When officers come into contact with young people whose conduct is verging on criminality, letters are sent to parents to advise them of their child’s behaviour. The letters are graded depending on the number of times contact is experienced. Parents are offered the opportunity to speak to an officer about their child and in persistent cases the child is referred to the Youth Action Team for intervention and support. Similar arrangements are in place for children found in possession of alcohol, who are referred to substance misuse workers.

The Area Command also issued officers with “alco-dip” tester kits to use when dealing with alleged cases of under age drinking. These kits allowed officers to detect alcohol in containers that were not obviously marked as alcoholic drinks.

Matters of Note

Following the Force Review, the Area Command has expanded to incorporate the Tain area of Easter Ross. This will afford us the opportunity to make better use of our resources in the East Sutherland and Tain area. We shall also be able to make better use of those protective service specialisms linked to Domestic Abuse, Child Protection and Sex Offender monitoring afforded by the Divisional Public Protection Unit.

We intend to make our service more available to the community through maximising officer presence on patrol, by making better use of technology and communications equipment. We will develop a service point strategy that will allow us to utilise the services of partner organisations to assist us interacting with those members of the public who call at our police stations. We will develop and publicise opening hours for police stations to improve access to our services.

Beyond the Call of Duty

Late on 4th January 2008, police officers were alerted to a disturbance

ongoing at a house in Thorfinn Terrace, Thurso. Constables Claire Price and Paul Kerr responded and found that a man who had been causing the disturbance had set some of the contents of the house alight. The officers entered the house and restrained the man, removing him from the premises to safety. The officers then returned to the house and extinguished the remaining fire. The officer’s actions undoubtedly prevented further injury or damage being caused.

Operation Judo

During August and September 2007 a number of rural Post Offices within Caithness and Sutherland were broken into and large amounts of cash and property were stolen. Operation Judo was initiated to investigate these crimes. Further similar crimes were committed in Moray and Lochaber following the incidents in this area. As a result of extensive enquiries by a team officers from this Area Command, along with Headquarters colleagues and police in England, two men were subsequently arrested.

Enhanced Demand Management Orkney Islands



**Chief Inspector
Mike Cowdry**
Area Commander

Introduction

Orkney is the smallest Area Command in Northern Constabulary and remains one of the safest in the country. The remoteness of being a group of islands brings additional challenges for all residents, but particular challenges for policing.

We continue to work closely with our local partners in particular the Orkney Community Planning Partnership and the various forums that sit within it. Those particularly worthy of note are the Orkney Community Safety Partnership, Orkney Drugs Alcohol Smoking Action Team (DASAT), Orkney Road Safety Forum and the Orkney Child Protection Committee. These partnerships continue to be effective as demonstrated by the Joint Inspection of Services to Protect Children and Young People Report of August 2007, which highlighted a number of strengths about child protection in Orkney.

There is no doubt that our location, strong community identity and support play a significant part in our overall performance. Credit must also go to officers and police staff who continue to perform to a high standard. This partnership and performance underpinned a significant reduction in overall reported Group 1 – 5 crime, which was down by 79 crimes, giving a percentage reduction of 15.9%.

Achievements Against Local Priorities

The Area Command Policing Plan has been developed to reflect and concentrate issues that have been identified through our community and partner agencies and can be defined under the following headings:

Reducing Crime

The Area Command achieved a detection rate of 64.4% for Group 1 – 5 crimes. Whilst this area has relatively low crime levels, these results continue to demonstrate a very positive trend.

Tackling Serious Crime

The Area Command continued to reduce serious violent crime and all cases reported were detected. This situation is not taken for granted and the Orkney Islands continue to enjoy very low levels of serious violent crimes.

Safer Roads

The Area Command continued to maintain low numbers of road casualties with only two persons seriously injured over the period 2007/08. At the same time no children were killed or seriously injured in road collisions during the period. Again on a positive note there has been a significant reduction in the number of drink drivers caught, from 56 in 2006/07 to 38 in 2007/08.

Stronger, Safer Communities

The Area Command submitted reports to the Procurator Fiscal and Children's Reporter within the relevant time periods. This has allowed quick and effective justice for offenders whilst sending a very strong message to our communities. Whilst there was a very slight increase in vandalism we continue to robustly target these types of offences and work with our partners to tackle the underlying causes of this type of crime.

Maintaining Public Order

The Area Command continued to target areas and offenders to reduce public order and antisocial behaviour and this has seen a reduction in street related crimes. The introduction of

Fixed Penalties for minor crimes has also allowed officers to spend more time on patrol with less paperwork associated to the reporting process.

Local Initiatives

Throughout the year we have continued to target youth crime and antisocial behaviour, and targeted the possession of alcohol by persons under 18 years of age. This was a success and a total of 168 seizures of alcohol from youths were made during the year, and this substantial quantity includes 24 bottles of spirits. These seizures disrupted the opportunity for youths to commit crime whilst under the influence of alcohol and assisted in the aims of our partners to discourage underage drinking.

Planning for the Future

Within the Area Command we reviewed our internal command structure to increase the number of operational constables. We have looked at our demand profile and available intelligence to design a shift pattern that uses this information to ensure that there are sufficient officers on duty when demand increases. Local changes have been made to increased patrol time, and the early signs are encouraging in terms of community safety.

The Orkney Islands Council, through the Orkney Community Planning Partnership Steering Group, are developing Single Outcome Agreements that are required to be agreed with the community planning partners for the Scottish Government. These Single Outcome Agreements will demonstrate the effectiveness of our community planning in Orkney and we look forward to influencing the final document.

Matters of Note

Following an extensive review of the murder of Shamsuddin Mahmood in June 1994, a 29 year old male was apprehended on a charge of Murder.



During December 2007 an alleged rape was reported to have taken place in Kirkwall, a major enquiry team was appointed and based within Kirkwall police station. This enquiry was extensive, using resources from throughout the Northern Constabulary. Following excellent co-operation from the public and local media, this enquiry was concluded and is presently awaiting court proceedings.

Police Dependants' Trust

Despite appalling weather conditions, a well attended and successful event was held to raise funds for the Police Dependants' Trust (PDT), on Sunday 9th September 2007 at Kirkwall Police Station and saw £3,000 being raised. Half of the proceeds, following agreement with the PDT, were donated to local causes.

The event was opened by the Chief Constable and accompanied by Lord Alistair Strathnaver, Chair to the Northern Branch of the PDT. The afternoon's proceedings began with recitals from Kirkwall City Pipe Band and Kirkwall Town Band.

Displays and other entertainments were also provided by partner agencies. Unquestionably the highlight of the day was a charity auction, with items generously donated by local businesses and individuals. Collectors items such as a handwritten musical score of 'Farewell to Stromness' gifted by Sir Peter Maxwell-Davies, a rare vintage malt whisky by Highland Park distillers and several signed copies of the last 'Rebus' novel given by the author Ian Rankin', helped boost much needed funds.

Improving Proactive Policing Shetland Islands



**Chief Inspector
Malcolm Bell**
Area Commander

Introduction

Shetland Command Area is the most northerly and remote policing area in the United Kingdom. This brings with it unique challenges as well as the benefits of living and working in one of the country's safest communities.

During the past year we have seen a substantial decrease in crimes of violence, particularly in Lerwick Town Centre. Initiatives such as the alcohol byelaw and the issuing of Fixed Penalties for low level crimes and offences has played a significant part, along with high-visibility community policing, in achieving this.

The support of the community, allied to close working relationships with partners in all sectors, has played a significant part in us achieving an overall reduction of 3.1% in Group 1 – 5 crimes compared with the previous year, whilst at the same time, achieving a high detection rate of 70.7%. This is one of the highest detection rates anywhere in the UK and one which all staff are proud to contribute to.

Achievements Against Local Priorities

In setting the Policing Plan for 2007/08, our priorities for the year reflected the concerns of all our local communities.

These can be broadly categorised as follows:

Reducing Crime

During the course of the year, against our target of 67%, our detection rate for Group 1 – 5 crimes was 70.7%, an excellent result, representing one of the highest in the country. This is a testament to the hard work and dedication of local officers.

Tackling Serious Crime

Detections for supply and possession of controlled drugs rose by 42% during the course of the year. This included a number of high profile and significant seizures at points of entry into Shetland. High visibility and targeted patrol plans helped us achieve a very significant drop in serious and violent crime of 54.5% whilst, at the same time, we achieved a detection rate in this category of 93.3%.

Safer Roads

Despite a number of tragic incidents involving road users during the year, we remain on target to achieve the national casualty objectives. In the course of the year we detected 47 drink drivers and 1 drug driver.

Stronger, Safer Communities

We are committed to working together with our criminal justice partners to



achieve the national targets for an efficient justice process. In this regard we submitted 93.5% of police reports to the Procurator Fiscal within 28 days of caution and charge, and 93.2% of police reports to the Children's Reporter were submitted within 14 days, against the targets of 80%.

Maintaining Public Order

We detected 100% of all racially aggravated crime against our target of a 90%. Although this kind of crime occurs infrequently in Shetland we maintain our focus on it through the multi agency Shetland Racist Incident Panel.

Local Initiatives

Recognition for Joint Initiative

A joint initiative by Shetland Command Area and Shetland Islands Council, was recognised when it reached the finals of the Local Government Chronicle (LGC) Awards 2008. The initiative "No uninvited sales people! For a Safer Shetland" is aimed at discouraging itinerant salespersons travelling from the mainland to prey on vulnerable residents with high pressure and often illegal sales techniques. Representatives from both agencies attended the award ceremony in London.

Maintaining Visibility

We recognise that there is a constant desire from our communities to see Police Officers on patrol. We have addressed this by continuing our focus on targeting foot patrols to identified priority areas. We have noted a reduction in the number of complaints of disorder in Lerwick town centre with assaults down by over 50%. We will continue to maintain and enhance this initiative which has been well received by local businesses and public alike.

Tackling Illegal Drugs

During the past year we have again seen an increase in the number of seizures of controlled drugs. Of most concern is the amount of heroin seized. Over the period officers have removed over £100,000 worth of heroin either at points of entry



to the islands; or from the streets which has had a considerable impact on maintaining the safety of the community. We have also seen substantial prison sentences handed out by the courts to those have been detected. In two recent notable cases two men were sentenced to over 5 years each, by the High Court, for their part in trying to take heroin into Shetland.

Matters of Note

Town Centre CCTV Project approaches conclusion

After many months of planning and consultation, the project to establish a CCTV system in Lerwick town centre, led by Shetland Community Safety Partnership, is nearing completion. A partnership agreement was recently signed between Shetland Islands Council, who will own the system and Northern Constabulary, who will operate it. The scheme encompasses a 'state of the art' system, comprising 14 cameras at various strategic

locations in the Town Centre, which will be monitored at Lerwick Police Station.

Pounding the Beat for Charity

A heavy police presence was evident at this years Sports Relief Charity event in Lerwick.

Sergeant Gary McCarthy together, with members of his shift from Lerwick Police Station and family members took part in the event at the Lerwick's Clickimin Centre. Sergeant McCarthy and colleagues raised over £700 for the charity and were easily spotted in the record turnout of over 200 participants, as they completed the race in full police uniform!



SECTION 4

NORTHERN CONSTABULARY STATISTICS

“In 2007/08 Northern Constabulary had the lowest level of recorded crime in Scotland, with 25.5% less crime than the Scottish average.”

Retirements – Police Officers

Date Retired	Name	Rank	Station / Department
04/05/07	George Pickett	Constable	Alness
26/05/07	George Burdett	Special Constable	Stromness
30/06/07	Lisa Sydenham	Constable	Tain
01/07/07	Anne Millar	Constable	Dingwall
02/07/07	Hector MacKenzie	Constable	Tain
31/07/07	Steve Taylor	Sergeant	Portree
03/08/07	Kenneth MacKay	Special Constable	Inverness
30/09/07	Neil MacKintosh	Constable	Road Policing Unit
30/09/07	David Fraser	Sergeant	Force Operations Centre
02/10/07	David Sutton	Special Constable	Grantown on Spey
12/10/07	Chris MacKenzie	Sergeant	Thurso
15/10/07	Cornelius Leonard	Special Constable	Inverness
31/10/07	Julie Ritch	Constable	Fort William
31/10/07	John Ross	Constable	Fort William
04/11/07	Derrick Cronie	Inspector	Operational Support
04/11/07	Calum Ross	Detective Constable	Inverness
25/11/07	Sheila Slaughter	Constable	Ullapool
30/11/07	Ian Davidson	Constable	Dingwall
01/12/07	Alex Hughson	Special Constable	Brae
07/12/07	Eric MacRae	Sergeant	Road Policing Unit
07/12/07	Sharon Kingsman	Constable	Portree
24/12/07	Alastair MacSween	Detective Constable	Crime Support
07/01/08	Kenny Watson	Detective Constable	Inverness
08/01/08	John MacLeod	Constable	Road Policing Unit
09/01/08	Duncan Pockett	Constable	Administration
11/01/08	John Jones-Davies	Inspector	Fort William
28/01/08	Murdo Fraser	Chief Inspector	Stornoway
30/01/08	William Jack	Special Constable	Golspie
17/02/08	George MacDonald	Chief Inspector	Seconded to the Home Office
12/03/08	Lachlan MacInnes	Special Constable	Broadford

Retirements – Police Staff

Date Retired	Name	Rank	Station / Department
07/05/07	Nancy Campbell	Administration Assistant	Crime Support
17/05/07	Jessie MacIver	Cleaner	Headquarters
31/05/07	Lorna Robertson	Clerical /Control Room Assistant	Wick
31/05/07	Liz Sutherland	Senior Human Resource Administrator	Human Resources
16/06/07	James MacKay	Traffic Warden	Tain
31/08/07	Grace MacLeod	Cleaner	Headquarters
10/09/07	Janet Mowat	Clerical Assistant	Thurso
30/09/07	Norman Phillips	Force Solicitor	Administration
04/10/07	Maureen Conway	Shift Clerical Assistant	Inverness
05/10/07	Donald Adam	Traffic Warden	Inverness
14/10/07	Sheena Allison	Traffic Warden	Alness
19/10/07	Dunc Fraser	Vehicle Technician	Headquarters
26/01/08	Michael Housby	Caretaker/Driver	Aviemore

Obituaries

It is with deep regret that we have to report the death this year of the following retired Police Officers and Police Staff. Our Sympathy is extended to their families.

Name	Died
Stuart J A Obree	09/05/07
George M Paton	15/05/07
John M Cathcart	22/06/07
Donald S Mackay	08/07/07
Christina C Corse	08/08/07
Robert H Y Cogle	11/08/07
George W MacKenzie	28/09/07
Alexander Cowie	13/11/07
Elspeth C Duncan	06/01/08
Catriona G MacGeoch	16/01/08
Allan M MacLeod	23/02/08



Police Strength

Headquarters	Chief Constable	Deputy Chief Constable	Chief Superintendent	Superintendent	Chief Inspector	Inspector	Sergeant	Constable	TOTALS
Executive Service Unit	1	1	2	1	2	1	0	1	9
Operational Support Service Unit	0	0	0	1	1	4	8	28	42
Crime Support Service Unit	0	0	0	1	1	4	8	26	40
Human Resources Service Unit	0	0	0	0	0	2	1	3	6
Professional Standards Service Unit	0	0	0	0	1	3	1	0	5
Corporate Development Service Unit	0	0	0	1	1	2	5	10	19
Seconded out of Force	0	0	0	0	0	2	3	3	8
Totals	1	1	2	4	6	18	26	71	129

Area Commands	Chief Constable	Deputy Chief Constable	Chief Superintendent	Superintendent	Chief Inspector	Inspector	Sergeant	Constable	TOTALS
Ross, Cromarty and Skye	0	0	0	1	1	3	22	100	127
Lochaber	0	0	0	0	1	1	8	41	51
Western Isles	0	0	0	0	1	0	8	37	46
Inverness	0	0	0	1	2	6	22	127	158
Badenoch, Strathspey And Nairn	0	0	0	0	2	2	11	55	70
Caithness and Sutherland	0	0	0	1	0	3	14	66	84
Orkney	0	0	0	0	2	0	6	23	31
Shetland	0	0	0	0	1	1	6	27	35
Totals	0	0	0	3	10	16	97	476	602

Support Staff Strength

Headquarters	Cadet	Domestic/Manual	Traffic Warden	Administrative/ Technical/ Management	TOTALS
Executive Service Unit	0	0	0	6	6
Operational Support Service Unit	0	0	0	13	13
Crime Support Service Unit	0	0	0	15	15
Human Resources Service Unit	0	0	0	22	22
Professional Standards Service Unit	0	0	0	6	6
Finance & Asset Management Service Unit	0	0	0	43	43
Administration Service Unit	0	13	0	15	28
Corporate Development Service Unit	0	0	0	46	46
Seconded out of Force	0	0	0	1	1
Totals	0	13	0	167	180

Area Commands	Cadet	Domestic/Manual	Traffic Warden	Administrative/ Technical/ Management	TOTALS
Ross, Cromarty and Skye	0	16	1	30	47
Lochaber	1	6	2	13	22
Western Isles	1	9	2	12	24
Inverness	2	9	13	42	66
Badenoch, Strathspey And Nairn	1	5	3	15	24
Caithness and Sutherland	1	10	2	24	37
Orkney	1	1	1	10	13
Shetland	1	6	0	9	16
Totals	8	62	24	155	249

Group Totals

CRIMES AND OFFENCES	YEAR	Ross, Cromerty & Skye	Lochaber	Western Isles	Inverness	Badenoch, Strathspey & Nairn	Caitness & Sutherland	Orkney	Shetland	FORCE TOTALS
GROUP 1 - NON SEXUAL CRIMES AGAINST PERSON	2007/08	104	39	47	163	46	66	3	15	483
	2006/07	129	73	55	212	48	84	6	33	640
GROUP 2 - CRIMES INVOLVING INDECENCY	2007/08	84	27	18	135	36	48	15	20	383
	2006/07	113	21	25	130	38	85	19	24	455
GROUP 3 - CRIMES OF DISHONESTY	2007/08	989	394	304	2581	526	501	178	266	5739
	2006/07	1094	559	415	2364	506	596	236	269	6039
GROUP 4 - FIRE RAISING, VANDALISM Etc	2007/08	1078	320	299	1547	504	971	167	255	5141
	2006/07	1126	340	359	1799	472	977	169	247	5489
GROUP 5 - OTHER CRIMES	2007/08	823	280	302	1828	439	459	55	202	4388
	2006/07	1126	279	271	1884	408	409	67	209	4653
GROUP 6 - MISCELLANEOUS OFFENCES	2007/08	2121	788	1151	4246	955	1271	271	575	11378
	2006/07	2449	935	982	3937	963	1383	370	595	11614
GROUP 7 - ROAD TRAFFIC OFFENCES	2007/08	2708	1297	675	5114	4431	1407	523	689	16844
	2006/07	3443	1303	721	6454	3737	1488	670	700	18516
OVERALL TOTALS	2007/08	7907	3145	2796	15614	6937	4723	1212	2022	44356
	2006/07	9480	3510	2828	16780	6172	5022	1537	2077	47406

Group 1

Non Sexual Crimes Against the Person

CRIMES AND OFFENCES	YEAR	Ross, Cromerty & Skye	Lochaber	Western Isles	Inverness	Badenoch, Strathspey & Nairn	Caitness & Sutherland	Orkney	Shetland	FORCE TOTALS
MURDER	2007/08	•	1	•	2	•	•	•	•	3
	2006/07	•	1	1	1	•	•	•	1	4
ATTEMPTED MURDER	2007/08	3	4	2	13	1	9	•	1	33
	2006/07	7	5	4	14	1	25	•	3	59
CULPABLE HOMICIDE	2007/08	•	1	•	2	2	•	•	1	6
	2006/07	•	1	•	•	•	•	•	•	1
CAUSE DEATH BY CARELESS DRIVING etc	2007/08	3	1	•	1	•	1	•	1	7
	2006/07	2	1	•	1	3	•	•	•	7
CORPORATE HOMICIDE	2007/08	•	•	•	•	•	•	•	•	•
	2006/07	•	•	•	•	•	•	•	•	•
ASSAULT	2007/08	51	19	29	56	26	29	2	10	222
	2006/07	71	22	36	113	24	36	4	12	318
ROBBERY AND ASSAULT WITH INTENT TO ROB	2007/08	9	3	•	28	1	4	•	•	45
	2006/07	7	•	3	22	1	3	1	2	39
THREATS	2007/08	14	4	6	19	5	8	1	•	57
	2006/07	12	8	5	11	11	8	•	3	58
CRUEL AND UNNATURAL TREATMENT OF CHILDREN	2007/08	18	6	8	35	9	13	•	2	91
	2006/07	29	32	5	43	7	10	1	12	139
POSSESS FIREARM WITH INTENT TO ENDANGER LIFE	2007/08	1	•	2	5	2	2	•	•	12
	2006/07	1	•	•	4	•	2	•	•	7
ABDUCTION AND ILL TREATMENT OF MENTAL PATIENT	2007/08	5	•	•	2	•	•	•	•	7
	2006/07	•	3	1	1	•	•	•	•	5
MISCELLANEOUS CRIMES AGAINST THE PERSON	2007/08	•	•	•	•	•	•	•	•	•
	2006/07	•	•	•	2	1	•	•	•	3
TOTALS GROUP 1	2007/08	104	39	47	163	46	66	3	15	483
	2006/07	129	73	55	212	48	84	6	33	640

Group 2

Crimes Involving Indecency

CRIMES AND OFFENCES	YEAR	Ross, Cromerty & Skye	Lochaber	Western Isles	Inverness	Badenoch, Strathspey & Nairn	Cairnness & Sutherland	Orkney	Shetland	FORCE TOTALS
INCEST	2007/08	4	•	•	2	•	•	•	•	6
	2006/07	•	•	•	1	•	•	•	1	2
RAPE	2007/08	11	1	3	30	1	7	3	•	56
	2006/07	16	2	2	23	8	10	1	•	62
ASSAULT WITH INTENT TO RAVISH	2007/08	1	•	1	1	•	•	•	1	4
	2006/07	1	1	1	1	2	4	•	•	10
INDECENT ASSAULT	2007/08	6	4	6	40	10	10	1	9	86
	2006/07	9	4	7	41	3	29	5	7	105
LEWD AND LIBIDINOUS PRACTICES	2007/08	28	10	6	33	18	18	7	7	127
	2006/07	40	7	13	33	12	31	5	11	152
PUBLIC INDECENCY	2007/08	4	1	•	4	5	1	•	•	15
	2006/07	7	3	1	14	5	2	4	1	37
SEXUAL INTERCOURSE WITH A GIRL UNDER 13 YEARS	2007/08	3	•	1	1	•	5	•	•	10
	2006/07	4	•	•	•	3	•	•	•	7
SEXUAL INTERCOURSE WITH A GIRL UNDER 16 YEARS	2007/08	22	11	1	16	2	6	4	1	63
	2006/07	32	4	1	17	5	8	4	3	74
MISCELLANEOUS	2007/08	5	•	•	8	•	1	•	2	16
	2006/07	4	•	•	•	•	1	•	1	6
TOTALS GROUP 2	2007/08	84	27	18	135	36	48	15	20	383
	2006/07	113	21	25	130	38	85	19	24	455

Group 3

Crimes of Dishonesty

CRIMES AND OFFENCES	YEAR	Ross, Cromerty & Skye	Lochaber	Western Isles	Inverness	Badenoch, Strathspey & Nairn	Caitness & Sutherland	Orkney	Shetland	FORCE TOTALS
THEFT BY HOUSEBREAKING	2007/08	94	27	13	194	32	57	11	20	448
	2006/07	74	25	30	150	29	57	14	21	400
THEFT BY OPENING LOCKFAST PLACES	2007/08	58	15	6	84	41	1	3	4	212
	2006/07	42	64	7	63	20	15	1	9	221
HOUSEBREAKING WITH INTENT TO STEAL	2007/08	20	4	1	16	2	8	1	3	55
	2006/07	21	9	5	35	4	15	1	2	92
THEFT	2007/08	466	152	129	986	237	235	61	126	2392
	2006/07	420	187	184	823	274	289	112	133	2422
THEFT OF MOTOR VEHICLES	2007/08	56	12	54	81	29	22	24	9	287
	2006/07	107	23	46	99	14	30	38	18	375
THEFT BY SHOPLIFTING	2007/08	107	54	48	630	36	76	18	54	1023
	2006/07	111	71	47	571	48	69	18	30	965
THEFT OF PEDAL CYCLES	2007/08	33	19	6	167	24	11	3	1	264
	2006/07	30	11	7	209	31	12	2	2	304
RESET	2007/08	12	3	3	34	12	8	1	11	84
	2006/07	15	4	6	42	8	9	1	7	92
BREACH OF TRUST AND EMBEZZLEMENT	2007/08	•	4	1	17	2	6	1	5	36
	2006/07	5	3	•	13		23	•	3	47
FRAUD	2007/08	57	79	20	252	56	24	51	25	564
	2006/07	129	66	48	215	45	46	4	13	566
FORGERY AND UTTERING	2007/08	3	2	2	14	•	2	•	1	24
	2006/07	7	1	5	5	•	4	40	1	63
MISCELLANEOUS	2007/08	83	23	21	106	55	51	4	7	350
	2006/07	133	95	30	139	33	27	5	30	492
TOTALS GROUP 3	2007/08	989	394	304	2581	526	501	178	266	5739
	2006/07	1094	559	415	2364	506	596	236	269	6039

Group 4

Crimes of Vandalism etc.

CRIMES AND OFFENCES	YEAR	Ross, Cromerty & Skye	Lochaber	Western Isles	Inverness	Badenoch, Strathspey & Nairn	Caitness & Sutherland	Orkney	Shetland	FORCE TOTALS
CULPABLE AND RECKLESS FIRERAISING	2007/08	40	9	9	49	19	17	1	7	151
	2006/07	61	4	12	61	17	13	5	10	183
MALICIOUS MISCHIEF VANDALISM ETC	2007/08	1035	309	288	1495	485	944	164	247	4967
	2006/07	1065	336	344	1735	451	962	162	235	5290
RECKLESS CONDUCT WITH FIREARMS	2007/08	3	1	1	2	•	8	1	1	17
	2006/07	•	•	3	3	3	2	1	1	13
MISCELLANEOUS	2007/08	•	1	1	1	•	2	1	•	6
	2006/07	•	•	•	•	1	•	1	1	3
TOTALS GROUP 4	2007/08	1078	320	299	1547	504	971	167	255	5141
	2006/07	1126	340	359	1799	472	977	169	247	5489

Group 5

Other Crimes

CRIMES AND OFFENCES	YEAR	Ross, Cromerty & Skye	Lochaber	Western Isles	Inverness	Badenoch, Strathspey & Nairn	Caitness & Sutherland	Orkney	Shetland	FORCE TOTALS
RECKLESS BLASTING	2007/08	•	•	•	•	•	•	•	•	•
	2006/07	•	•	•	•	•	•	•	•	•
PERJURY	2007/08	•	•	•	3	•	•	•	•	3
	2006/07	1	1	•	•	•	•	•	•	2
PUBLIC NUISANCE (False statements to police)	2007/08	14	2	8	46	7	12	1	•	90
	2006/07	21	7	4	29	5	21	•	6	93
RESISTING ARREST	2007/08	47	28	44	99	48	50	4	9	329
	2006/07	49	40	35	113	38	56	14	2	347
DANGEROUS DRUGS	2007/08	468	166	140	1037	261	205	20	125	2422
	2006/07	690	98	146	1242	219	118	26	127	2666
CARRYING OFFENSIVE WEAPONS	2007/08	102	31	13	145	28	39	9	10	377
	2006/07	97	40	16	132	40	51	10	19	405
MISCELLANEOUS	2007/08	192	53	97	498	95	153	21	58	1167
	2006/07	268	93	70	368	106	163	17	55	1140
TOTALS GROUP 5	2007/08	823	280	302	1828	439	459	55	202	4388
	2006/07	1126	279	271	1884	408	409	67	209	4653

Group 6

Miscellaneous Offences

CRIMES AND OFFENCES	YEAR	Ross, Cromerty & Skye	Lochaber	Western Isles	Inverness	Badenoch, Strathspey & Nairn	Caitness & Sutherland	Orkney	Shetland	FORCE TOTALS
ALIENS Immigration Act	2007/08	•	•	•	•	1	1	•	•	2
	2006/07	•	•	•	•	•	•	•	•	•
PETTY ASSAULT	2007/08	781	211	332	1368	298	432	114	162	3698
	2006/07	729	266	310	1261	324	457	114	194	3655
BREACH OF THE PEACE	2007/08	1005	398	593	2078	484	632	115	214	5519
	2006/07	1235	484	510	1820	473	726	188	265	5701
FALSE CALLS Emergency Services	2007/08	1	•	•	1	•	7	2	•	11
	2006/07	3	•	2	1	1	1	•	•	8
OFFENCES INVOLVING ANIMALS	2007/08	12	1	•	1	•	1	2	•	17
	2006/07	2	•	•	•	1	•	1	•	4
ANIMAL HEALTH ACT	2007/08	1	•	•	2	•	2	1	3	9
	2006/07	5	1	•	•	•	1	1	•	8
OFFENCES INVOLVING BIRDS	2007/08	2	1	•	1	3	1	•	•	8
	2006/07	2	•	•	•	1	•	•	1	4
OFFENCES INVOLVING DOGS	2007/08	32	4	7	14	5	21	2	5	90
	2006/07	22	5	7	11	9	19	2	3	78
EXPLOSIVES	2007/08	•	•	8	•	1	1	•	•	10
	2006/07	3	1	1	1	•	•	•	1	7
FIREARMS	2007/08	12	6	9	9	4	6	1	3	50
	2006/07	27	•	6	11	14	27	1	9	95
FISHERY LAWS Salmon and Freshwater	2007/08	6	10	•	3	2	•	•	•	21
	2006/07	9	6	•	1	1	4	•	•	21
GAME LAWS Poaching etc	2007/08	2	•	•	1	1	2	•	•	6
	2006/07	1	•	•	•	•	1	•	•	2

Group 6

Miscellaneous Offences (cont.)

CRIMES AND OFFENCES	YEAR	Ross, Cromerty & Skye	Lochaber	Western Isles	Inverness	Badenoch, Strathspey & Nairn	Cairnness & Sutherland	Orkney	Shetland	FORCE TOTALS
DEER SCOTLAND ACT	2007/08	•	•	•	•	•	1	•	•	1
	2006/07	•	3	•	•	•	2	•	•	5
DRUNKENNESS	2007/08	74	102	93	426	63	52	8	48	866
	2006/07	69	63	59	530	51	51	6	44	873
OFFENCES BY LICENSED PERSONS	2007/08	7	•	•	7	1	1	•	8	24
	2006/07	57	1	5	7	1	5	14	2	92
OTHER OFFENCES AGAINST LIQUOR LAWS	2007/08	65	8	15	149	11	1	5	58	312
	2006/07	35	20	24	53	16	19	7	15	189
LITTER ACT	2007/08	3	•	1	8	•	6	•	1	19
	2006/07	5	•	•	2	1	•	•	1	9
CIVIC GOVT SCOT ACT 1982 (and similar provisions)	2007/08	3	2	3	9	2	2	•	5	26
	2006/07	4	•	•	1	•	1	•	1	7
POLLUTION ACT	2007/08	3	•	4	12	2	8	2	2	33
	2006/07	6	•	2	11	2	4	1	1	27
BIGAMY	2007/08	•	•	•	•	•	•	•	•	•
	2006/07	•	•	•	•	•	•	•	•	•
BICYCLES	2007/08	•	•	3	1	5	2	•	1	12
	2006/07	3	•	•	1	2	1	•	•	7
VAGRANCY AND TRESPASS ACTS	2007/08	•	1	•	7	•	1	•	•	9
	2006/07	1	•	•	7	•	1	•	1	10
OTHER MISCELLANEOUS OFFENCES	2007/08	112	44	83	149	72	91	19	65	635
	2006/07	231	85	56	219	66	63	35	57	812
TOTALS GROUP 6	2007/08	2121	788	1151	4246	955	1271	271	575	11378
	2006/07	2449	935	982	3937	963	1383	370	595	11614

Group 7

Road Traffic Offences

CRIMES AND OFFENCES	YEAR	Ross, Cromerty & Skye	Lochaber	Western Isles	Inverness	Badenoch, Strathspey & Nairn	Cairnness & Sutherland	Orkney	Shetland	FORCE TOTALS
RECKLESS AND CARELESS DRIVING	2007/08	216	60	105	166	94	127	43	53	864
	2006/07	235	96	87	167	83	156	57	41	922
DRIVING WHEN UNFIT THROUGH DRINK OR DRUGS	2007/08	21	5	11	17	3	3	4	1	65
	2006/07	18	1	8	14	5	8	1	4	59
DRUNK IN CHARGE OF A VEHICLE	2007/08	13	9	3	9	•	3	4	1	42
	2006/07	1	•	1	2	1	•	1	•	6
DRIVING WITH EXCESS BLOOD ALCOHOL	2007/08	122	47	68	170	53	63	28	37	588
	2006/07	115	58	71	167	66	62	44	53	636
FAIL TO PROVIDE BLOOD OR URINE SAMPLE	2007/08	34	10	25	55	23	10	2	9	168
	2006/07	35	3	23	57	15	21	10	9	173
PARKING OFFENCES	2007/08	1	•	•	3	•	•	•	5	9
	2006/07	•	1	1	3	•	•	•	3	8
DRIVING WHILST DISQUALIFIED	2007/08	23	13	8	42	13	11	11	13	134
	2006/07	36	11	5	44	9	12	14	12	143
DRIVING LICENCE OFFENCES	2007/08	109	26	51	134	40	36	26	24	446
	2006/07	138	38	49	162	44	55	32	41	559
INSURANCE OFFENCES	2007/08	252	71	91	285	127	93	51	64	1034
	2006/07	328	78	76	331	100	108	66	73	1160
CONSTRUCTION AND USE REGULATIONS	2007/08	282	52	63	453	162	191	72	99	1374
	2006/07	388	65	78	492	100	150	29	106	1408
MISCELLANEOUS ROAD TRAFFIC OFFENCES	2007/08	1635	1004	250	3780	3916	870	282	383	12120
	2006/07	2149	952	322	5015	3314	916	416	358	13442
TOTALS GROUP 7	2007/08	2708	1297	675	5114	4431	1407	523	689	16844
	2006/07	3443	1303	721	6454	3737	1488	670	700	18516

Group 1-5

Crimes

CRIMES AND OFFENCES	YEAR	Ross, Cromerty & Skye	Lochaber	Western Isles	Inverness	Badenoch, Strathspey & Nairn	Caitness & Sutherland	Orkney	Shetland	FORCE TOTALS
GROUP 1 - NON SEXUAL CRIMES AGAINST PERSON	2007/08	104	39	47	163	46	66	3	15	483
	2006/07	129	73	55	212	48	84	6	33	640
GROUP 2 - CRIMES INVOLVING INDECENCY	2007/08	84	27	18	135	36	48	15	20	383
	2006/07	113	21	25	130	38	85	19	24	455
GROUP 3 - CRIMES OF DISHONESTY	2007/08	989	394	304	2581	526	501	178	266	5739
	2006/07	1094	559	415	2364	506	596	236	269	6039
GROUP 4 - FIRE RAISING, VANDALISM etc	2007/08	1078	320	299	1547	504	971	167	255	5141
	2006/07	1126	340	359	1799	472	977	169	247	5489
GROUP 5 - OTHER CRIMES	2007/08	823	280	302	1828	439	459	55	202	4388
	2006/07	1126	279	271	1884	408	409	67	209	4653
TOTAL CRIMES	2007/08	3078	1060	970	6254	1551	2045	418	758	16134
	2006/07	3588	1272	1125	6389	1472	2151	497	782	17276

Child Offenders

(Crimes and offences committed by persons under 16 years of age)

CRIMES AND OFFENCES	YEAR	Ross, Cromerty & Skye	Lochaber	Western Isles	Inverness	Badenoch, Strathspey & Nairn	Caitness & Sutherland	Orkney	Shetland	FORCE TOTALS
GROUP 1 - NON SEXUAL CRIMES AGAINST PERSON	2007/08	1	•	5	5	1	•	•	•	12
	2006/07	6	•	•	4	3	4	•	•	17
GROUP 2 - CRIMES INVOLVING INDECENCY	2007/08	12	8	3	7	1	2	1	2	36
	2006/07	2	3	1	2	3	2	1	1	15
GROUP 3 - CRIMES OF DISHONESTY	2007/08	99	47	30	172	52	55	16	30	501
	2006/07	103	51	77	180	65	47	29	62	614
GROUP 4 - FIRE RAISING, VANDALISM ETC	2007/08	103	51	77	180	65	47	29	62	614
	2006/07	299	39	151	269	70	559	26	64	1477
GROUP 5 - OTHER CRIMES	2007/08	31	2	19	41	15	23	•	6	137
	2006/07	31	6	9	37	7	16	1	16	123
GROUP 6 - MISCELLANEOUS OFFENCES	2007/08	31	6	9	37	7	16	1	16	123
	2006/07	239	40	85	288	77	154	15	101	999
GROUP 7 - ROAD TRAFFIC OFFENCES	2007/08	10	•	6	22	16	8	1	3	66
	2006/07	60	5	2	43	3	12	6	36	167
OVERALL TOTALS	2007/08	669	145	205	729	246	355	53	146	2548
	2006/07	740	144	325	823	228	794	78	280	3412

Road Accidents

CLASS	YEAR	Ross, Cromerty & Skye	Lochaber	Western Isles	Inverness	Badenoch, Strathspey & Nairn	Cairnness & Sutherland	Orkney	Shetland	FORCE TOTALS
ACCIDENTS										
TOTAL NUMBER OF ACCIDENTS	2007/08	591	342	168	639	256	423	91	152	2662
	2006/07	720	352	210	962	323	564	136	169	3436
TOTAL NUMBER OF ACCIDENTS INVOLVING DEATH OR INJURY	2007/08	174	78	50	150	80	100	28	39	699
	2006/07	198	84	39	160	88	109	43	40	761
CASUALTIES										
NUMBER OF PERSONS KILLED	2007/08	6	5	0	8	5	4	0	5	33
	2006/07	5	7	1	8	11	3	2	1	38
NUMBER OF PERSONS SERIOUSLY INJURED	2007/08	47	23	12	35	10	22	2	4	155
	2006/07	58	11	7	38	18	36	9	11	188
NUMBER OF PERSONS SLIGHTLY INJURED	2007/08	198	90	51	174	112	112	34	38	809
	2006/07	235	112	51	169	110	106	47	43	873
TOTAL CASUALTIES	2007/08	251	118	63	217	127	138	36	47	997
	2006/07	298	130	59	215	139	145	58	55	1099

SUDDEN DEATHS, FATAL ACCIDENTS, SUICIDES ETC.	FORCE TOTALS
Alcohol Related	43
Asphyxiation	17
Barbiturate Poisoning/Overdose	16
Carbon Monoxide Poisoning	1
Cot Death	1
Drowning	28
Natural Causes	205
Industrial Accidents	0
Head Injury	27
Fire	5
Others	40
Totals	383

FOREIGN NATIONALS	FORCE TOTALS
First Time Registered	15
Transferred In	14
Transferred Out	10

FIREARM CERTIFICATES	FORCE TOTALS
Current	7097
Granted	237
Grants refused	2
Renewals refused	1
Cancelled	273
Transferred out	49
Transferred in	66
Revoked	14
Visitors Firearm Permit	980

SHOTGUN CERTIFICATES	FORCE TOTALS
Current	8673
Granted	248
Grants refused	7
Renewals refused	2
Cancelled	400
Transferred out	69
Transferred in	140
Revoked	14
Visitors Shotgun Permit	905

FIREARM DEALERS	FORCE TOTALS
Current	55
Granted	5
Cancelled	5
Removed from Register	1
Renewals Refused	0

PEDLARS CERTIFICATES	FORCE TOTALS
Current	5
Granted	5

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If you require this information in
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