

# Policing Priorities

## 2022-2024



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POLICING AUTHORITY



# Introduction

The Policing Authority has a role under the Garda Síochána Act 2005 Section 20 (1) to determine or revise the priorities for the Garda Síochána in performing its functions relating to Policing Services.

The Policing Priorities establish what the Policing Authority wants the Garda Síochána to give the most attention to in any given period. These priorities assist the Garda Commissioner in identifying areas that require extra focus and/or investment of resources to improve the service delivered to the public and the enhancement of the Garda organisation. They are:

- Protecting and Supporting Victims and the Vulnerable
- Supporting and Ensuring Community Safety
- Tackling Organised and Serious Crime
- Rights Based and Ethical Service Delivery
- Development of the Capacity to Strategically Manage Garda Resources

The Authority has set these priorities for the duration of the Garda Strategy Statement 2022-2024 but they will be reviewed annually by the Authority.

Following annual review in October 2023, the Authority revised the Priorities to include three additional success measures concerning roads policing and workforce health and wellbeing. These measures are marked with an asterisk (\*).



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## Protecting and Supporting Victims and the Vulnerable

To deliver a policing service to victims of sexual crime, domestic abuse, and coercive control that is victim-centred, trauma-informed, effective in preventing and detecting these crimes, vindicates human rights, and trusted by victims.

### Key Areas:

- Sexual Crime
- Domestic Abuse
- Coercive Control
- Victims Services

### Success will be measured by:

- Increased reporting and detection of sexual crime, domestic abuse, and coercive control
- The implementation of the recommendations from the Garda Inspectorate's report on Child Sexual Abuse
- Maintenance of the organisation's response to domestic abuse to include the levels of victim engagement, victim risk assessments, and engagement with partner organisations/agencies
- Increased cyber crime capability resulting in higher detections of child sexual exploitation
- Implementation of the recommendations of the CAD/999 review process
- Consolidation of the operation of the Divisional Protective Services Units
- The rollout and review of the Domestic Abuse Risk Assessment Tool to all members

# Supporting and Ensuring Community Safety

To understand and respond to anti-social behaviour, crime, and associated quality of life issues for communities. To address these in conjunction with its partners in a way that prevents crime, reduces fear, and results in a better quality of life for communities.

## Key Areas:

- Anti-Social Behaviour
- Community Engagement
- Garda Visibility
- Hate Crime

## Success will be measured by:

- Rollout of the Community Policing Framework, including a review of its effectiveness and impact
- Policing with communities builds on the learning and retains the approach and tone of contact achieved during the COVID-19 period
- Fear of crime being lower with increased confidence in the policing response to crime
- Strengthened interagency working at strategic national level and at local level as reported through the Authority's stakeholder engagement with NGOs, community groups, and statutory bodies
- Positive engagement in the establishment and commencement of activity of the Community Safety Partnerships
- Implementation of the Garda Reserve Strategy
- Continued rollout of the Divisional Diversity Forums and facilitating of the National Diversity Forum
- Increased reporting and detection of hate crime
- Improve road safety in conjunction with partners through the provision of new technologies, public awareness and education, and increased information sharing\*.
- Demonstration of a strategic and operational approach to roads policing activity, including enforcement, that is evidence-based, consistent, and responds to local and national trends\*.

# Tackling Organised and Serious Crime

To prevent and disrupt the activities of organised criminals, including those of international networks, engaged in national and transnational crime and reduce their impact on communities.

**Key Areas:**

- Organised Crime
- Economic Crime
- Cyber Crime

**Success will be measured by:**

- Organised crime being disrupted as evidenced by preservation of life, seizures of weapons, drugs and assets and successful convictions
- At community level, attempts by organised criminals to engage young people in criminality and drugs intimidation being increasingly disrupted
- Increased capacity to prevent and respond to cyber crime including a reduction of the backlog of seized ICT devices leading to increased detections and convictions
- Increased capacity to prevent and respond to corruption, fraud, and other economic crime types

# Rights Based and Ethical Service Delivery

To deliver a policing service in a manner that ensures that all those who come into contact with the Garda Síochána are dealt with in a way that: understands, respects and embodies diversity; vindicates and protects their human rights; is consistent with the Code of Ethics; and, is centred on the Garda Decision Making Model.

**Key Areas:**

- Human Rights
- Code of Ethics
- Anti-Corruption
- Culture
- Diversity

**Success will be measured by:**

- The embedding of human rights, the Code of Ethics, and the Decision Making Model in all strategic planning and service delivery functions
- The degree to which the public believes that the Garda Síochána would treat both themselves and all members of the community fairly
- The successful rollout of, including training of all members in the use of, the Decision Making Model
- All policies existing and new are human rights proofed, to include any policy relating to the use of new technologies for policing
- The routine publication by the Garda Síochána of progressively more data and information, e.g. on its use of force and its use of any exceptional powers
- The development of the organisational capacity and systems to publish, interrogate and respond to data and information that demonstrates the degree to which policing is fair, impartial, and non-discriminatory
- Increased diversity within the Garda Síochána workforce
- Positive improvement in the lived experience of policing within communities
- Development of the anti-corruption unit and implementation of an intoxicant testing regime and an internal vetting process
- Culture Audit outcomes demonstrate positive cultural change

# Development of the Capacity to Strategically Manage Garda Resources

To ensure that resources – finance, ICT, and capital assets – are appropriately and strategically managed and deployed to support Garda Members, Garda Staff, and Garda Reserves.

To ensure that this workforce is appropriately trained, skilled, managed, and supported to provide a service that responds to the crime environment and needs of the public.

## Key Areas:

- Operating Model
- Human Resources and Professional Development
- Information and Technology
- Finance
- Garda Estate

## Success will be measured by:

- Strategic workforce plan agreed by the leadership team and being implemented
- Operating Model being rolled out and functioning consistently and effectively across the country
- Increased financial capacity that allows for detailed financial management information and analysis to assist decision making
- A comprehensive estate strategy agreed by the leadership team and being implemented in conjunction with statutory partners
- Performance management system in place for every member of the workforce with evidence of active engagement
- Increased internal capacity to provide a risk-based, appropriate health and wellbeing infrastructure and service that supports the Garda workforce\*.
- Comprehensive training strategy in place and implemented with the necessary structures for delivery
- Governance reporting gives confidence that processes and policies are uniformly implemented across the organisation

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