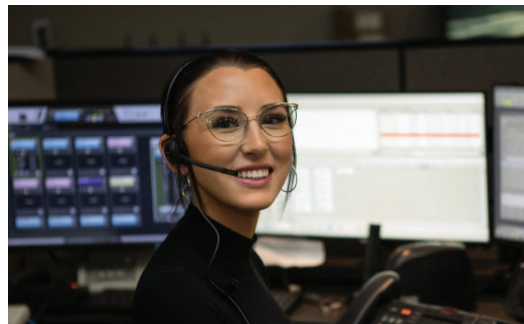
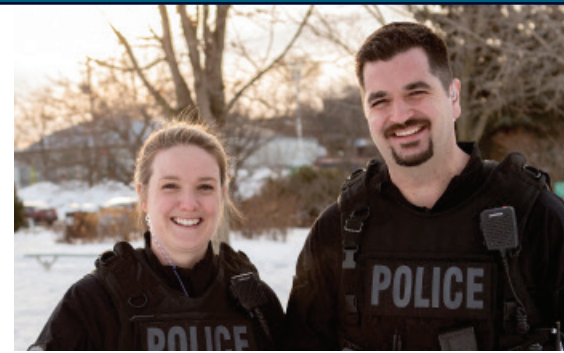




Peterborough Police Service Strategic Plan 2020 - 2023



Vision

To be the best police service, providing the highest standard of professionalism in partnership with our community.

Mission

To promote the safety of citizens and the protection of property through an appropriate balance of law enforcement, problem solving and crime prevention initiatives. This is based on the philosophy of community policing that involves working in partnership with citizens and other community stakeholders.

Core Values

- Integrity and loyalty
- Empathy and fairness
- Impartiality and transparency
- Respect and civility
- Courage and leadership

Motto

Professional • Friendly • Helpful





Chief and Chair's Message

On behalf of the Peterborough Police Services Board and the Peterborough Police Service, we are pleased to present the 2020 - 2023 Strategic Plan.

The purpose of the Strategic Plan, as outlined in Bill 68, the new Comprehensive Ontario Police Services Act, is to establish goals, priorities and direction for our police service and to provide an effective way to measure whether or not our organization is achieving these goals and meeting the communities' expectations. The goals must include practical, achievable recommendations for improvement and be measurable.

We are very proud of the service we provide to the City of Peterborough, the Township of Cavan Monaghan and the Village of Lakefield, located in Selwyn Township. We are excited at the continued growth and increasing diversity of all three of the communities we serve and the opportunities this brings. With a greater diversity of people living in the areas we serve, a strategy to recruit members from more diverse communities will continue to be developed.

At the heart of this plan is our commitment to our Mission which is, "To be the best Police Service, providing the highest standard of professionalism in partnership with our community." Embedded in that is our commitment to accountability, equity and bias free policing to ensure the safety and wellbeing of every member of our community. We have heard and support the call for systems reform and believe that the new Community Safety and Wellbeing Plan currently under development will be an important evidence based tool to do so. We also applaud the call to end systemic racism and address the harms of colonization. One of the first tasks of our new Policy, Audit and Risk Manager will be to review our policies and procedures with that lens. We will also continue to diversify our team to better reflect the increasing diversity of our communities.



The strategic planning process involved external consultants who conducted both internal and community consultations. Through that process the following five priorities were formed:

- Community safety and wellbeing
- Improve the management and the delivery of information and technology
- A dedicated Policy, Audit, Risk Manager
- Create a physical infrastructure that supports the effective and efficient delivery of police services
- A human resource strategy that addresses member wellness, service delivery and diversity

We are proud of the collaborative nature of our communities and the commitment and dedication of our members, sworn, civilian and auxiliary, to create safe and welcoming communities. This is reflected in our extremely high clearance rate for criminal occurrences compared with other municipal police services in the province.

We always appreciate the willingness of our communities to engage and we are always open to your feedback. To view the long version of the report please visit our website www.peterboroughpolice.com/police-services-board/



Respectfully,

A handwritten signature in black ink that reads "S. Gilbert".

Scott Gilbert
Chief of Police



Sincerely,

A handwritten signature in black ink that reads "Gary Baldwin".

Gary Baldwin
Chair, Peterborough Police Services Board



GOAL 1

Our Commitment to Community Safety and Well-Being
(Policing in the Social Environment)

Objectives

- Support and enhance consultations with community partners to ensure a collaborative approach to problem-solving is maintained within the PPS.
- Develop written documentation (where necessary) with community partners to define roles, partnerships and responsibilities.
- Review opportunities for information sharing with community partners and government organizations.
- Develop measureable outcomes with community partners.



GOAL 2

Our commitment to managing information and investigative solutions using current and emerging technology.

Objectives

- Establish the new position of Information Technology (IT) Manager within the PPS structure
- Establish an IT strategy that outlines the direction, resources, staff, equipment and tools necessary for the PPS to move forward in relation to the established IT priorities.
- Develop IT measurable outcomes.



GOALS 3

Hire a dedicated Policy, Audit, Risk Manager

Objectives

- Hire a dedicated Policy, Audit, Risk Control Manager.



GOAL 4

Our Commitment to creating a physical infrastructure that supports the effective and efficient delivery of police services.

Objectives

- Obtain Board and Council support for recommended solution.



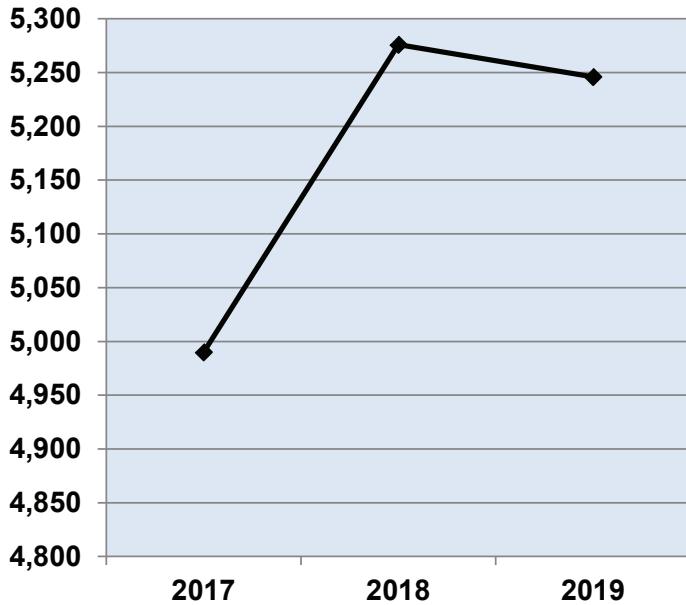
Our Commitment to develop an enhanced Human Resources Strategy that will address member wellness, diversity and succession planning.

Objectives

- Provide sufficient qualified staff for the Human Resources division.
- Hire an external consultant to conduct a staffing review to determine the appropriate uniform and civilian staffing levels for the PPS.
- Implement a succession and staff development plan.
- Review and enhance wellness and return-to-work programs
- Review and enhance recruiting and hiring processes to ensure a diverse staff that reflect the communities we serve.

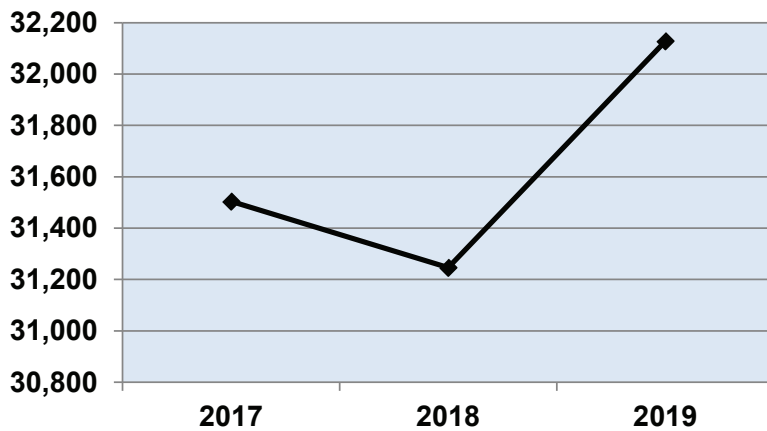
Statistical Highlights

Crime Rate



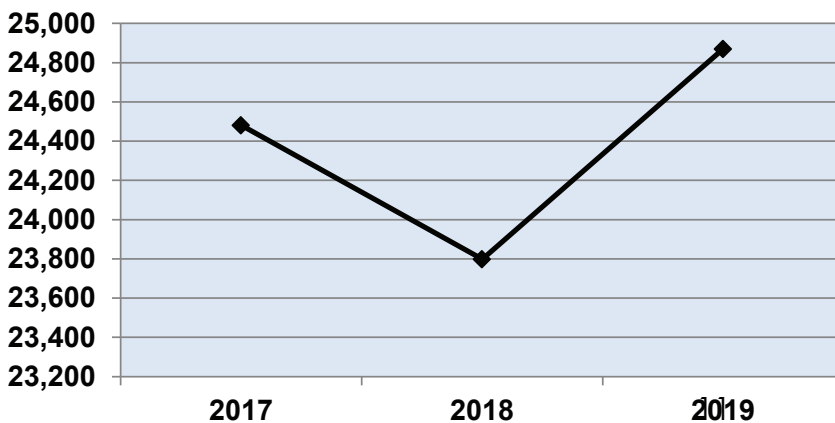
Increase of 5.1% since 2017 in the number of crimes reported.

Calls for Service



Increase of 2% since 2017 in the number of times citizens requested police attendance.

Non-Offences



Increase of 1.6% since 2017 in the number of calls for service attended by police.

PROFESSIONAL • FRIENDLY • HELPFUL

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