



# ISLE OF MAN CONSTABULARY STRATEGIC PLAN

2019—2023

**Our Ambition :** The Safest Small Island

**Our Mission:** Keeping People Safe





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**Our Mission: Keeping People Safe**

Our Strategic  
Aims

Our Main Strategic Activities

Preventing Harm	Tackling Serious Offending	Creating a Culture of Continuous Improvement	Becoming Digitally Enabled	Building a Stronger Workforce
<p><b>Keeping the community as safe as possible.</b></p> <ul style="list-style-type: none"> <li>◆ Placing prevention reduction and problem solving at the centre of our activities.</li> <li>◆ Creating 21st Century neighbourhood policing.</li> <li>◆ Working in partnership to deliver safer communities.</li> <li>◆ Involving the public in policing.</li> <li>◆ Improving our visibility and accessibility.</li> <li>◆ Re-designing our operating model to meet contemporary expectations.</li> <li>◆ Working with parties to develop effective responses to issues causing adverse childhood experiences</li> <li>◆ Implementing the new road safety strategy.</li> <li>◆ Improving our services to victims and survivors of abuse.</li> <li>◆ Working with partners to help manage offenders who pose the greatest risks.</li> <li>◆ To work with partners to identify, tackle and reduce vulnerability in the community.</li> </ul>	<p><b>The threats from serious and organised crime groups are significant, but can be tackled by concerted action.</b></p> <ul style="list-style-type: none"> <li>◆ Becoming highly effective at tackling international financial crime.</li> <li>◆ Tackling the particular organised crime groups who supply dangerous drugs to the Isle of Man.</li> <li>◆ Working with partner agencies in the IOM, the UK and overseas to tackle serious and organised crime.</li> <li>◆ Developing an innovative approach to cyber crime.</li> <li>◆ Continuing to improve the investigation of sexual offences.</li> <li>◆ Focusing resources on the investigation of offending that causes the most harm.</li> <li>◆ Ensuring that our systems allow for the safe sharing of data with local, national and international partners.</li> </ul>	<p><b>The Constabulary will only be able to keep people safe if it constantly strives to improve.</b></p> <ul style="list-style-type: none"> <li>◆ Developing better ways of identifying individual, team and organisational learning.</li> <li>◆ Using performance and conduct regulations to drive improvement.</li> <li>◆ Improving the flow of “improvement” knowledge across the organisation.</li> <li>◆ Using the opportunities presented by inclusion.</li> <li>◆ Using information as an asset to drive operational effectiveness.</li> <li>◆ Developing better, deep-rooted relationships with partners in the UK and in the Small Islands Forum.</li> <li>◆ Using evidence-based practice to drive Improvement.</li> <li>◆ Improving our approach to financial management.</li> <li>◆ Improving our environmental impact.</li> <li>◆ To improve quality assurance systems across the Constabulary.</li> </ul>	<p><b>Harnessing the power and potential of technology is of key importance in continuous improvement in order to keep the public safe.</b></p> <ul style="list-style-type: none"> <li>◆ Placing the use of digital technology at the centre of operational policing.</li> <li>◆ Developing partnerships with public and private sector bodies to enhance our use of technology.</li> <li>◆ To deliver effective mobile solutions to enhance policing.</li> <li>◆ To improve public access to our information systems.</li> <li>◆ To play a leading role in the digitalisation of the criminal justice system.</li> <li>◆ To use technology to create cutting edge systems to task and co-ordinate operational activity.</li> </ul>	<p><b>Having in place the right people with the right skills, the right level of support and the right style of leadership is critical to the future development of the Constabulary.</b></p> <ul style="list-style-type: none"> <li>◆ Seizing the opportunities presented by new recruitment routes to create a stronger, modern workforce.</li> <li>◆ Modernising our development activities.</li> <li>◆ Placing a renewed focus on officer resilience and wellbeing.</li> <li>◆ Enabling our people to become as good as they can.</li> <li>◆ Enhancing our use of volunteers.</li> <li>◆ Embracing the opportunities presented by equality, diversity and inclusion.</li> <li>◆ Creating better and more modern facilities.</li> <li>◆ Developing an agile infrastructure to offer maximum support to operational policing.</li> <li>◆ To carry out further cultural development based on refreshing the Constabulary’s values.</li> </ul>



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## Preventing Harm

Keeping the community as safe as possible.

- ◆ Low crime rates.
- ◆ Public feelings of safety.
- ◆ Meeting road safety strategy targets.
- ◆ Number of repeat victims of crime and anti-social behaviour.

## Tackling Serious Offending

The threats from serious and organised crime groups are significant, but can be tackled by concerted action.

- ◆ Positive reports from international bodies.
- ◆ Drugs and cash seizures.
- ◆ Fewer victims of cyber crime.
- ◆ Low reoffending rates.
- ◆ Securing more convictions for financial crime.

## Creating a Culture of Continuous Improvement

The Constabulary will only be able to keep people safe if it constantly strives to improve.

- ◆ Low levels of complaints and civil litigation.
- ◆ Involvement of front line officers in identifying improvements.
- ◆ Improves public satisfaction.

## Becoming Digitally Enabled

Harnessing the power and potential of technology is of key importance in continuous improvement in order to keep the public

- ◆ Delivering new solutions on time and on a budget.
- ◆ Better operational outcomes from tasking activity.
- ◆ Officer satisfaction with technology.

## Building a Stronger Workforce

Having in place the right people with the right skills, the right level of support and the right style of leadership is critical to the future development of the Constabulary.

- ◆ Reduction in number of ill health retirements.
- ◆ Low absence levels.
- ◆ Retention rates.
- ◆ Contribution by volunteers.

Measuring Our Success  
at a High Level