

ROYAL BAHAMAS POLICE FORCE

COMMISSIONER'S POLICING PLAN

2023



Table of Contents

THE ROYAL BAHAMAS POLICE FORCE

Our Vision	2
Our Mission	2
Our Mandate	2
Statement of Common Purpose and Values	3
Commissioner's Foreword	4

POLICING AREAS OF PRIORITY

Priority 1	
Revolutionize Community Policing Product to Prevent Crime	9
Priority 2	
Zero Tolerance Approach to Minor and Major Crimes	11
Priority 3	
Restructure Internal Processes to Impact Crime Prevention Strategies	14
Priority 4	
Partner with Law Enforcement Counterparts to Expand Policing Capacity	17
Priority 5	
Proactive Approach to Youth and Gang Violence	20
Priority 6	
Optimize Technology in Crime Prevention and Police Operations	23
Notes	19





OUR VISION

“To Create Safer Communities”

OUR MISSION

“Delivering our service as a resourceful and
Professional Police Force”

OUR MANDATE

The Royal Bahamas Police Force delivers on a wide range of policing services 24/7, 365 days a year. Simultaneously, the country is changing, and the Police Force must change with it. Our mandate reflects the special nature and demands of policing in the Commonwealth of The Bahamas and they are important because they shape and guide the ways in which we work. Accordingly, the mandate of the Royal Bahamas Police Force includes:

- Maintenance of law and order;
- Preservation of the peace;
- Prevention and detection of crime;
- Apprehension of offenders; and
- Enforcement of all laws with which it is charged.



STATEMENT OF COMMON PURPOSE AND VALUES

The Royal Bahamas Police Force, in partnership with all citizens, residents and visitors, exists to provide quality law enforcement service, with emphasis on the maintenance of law and order, the preservation of peace, the prevention and detection of crime and the enforcement of all laws with which it is charged. We shall perform our duties in a manner which respects individual human rights and which reflects fairness, sensitivity and compassion. Yet, we shall act in firm pursuit of all offenders of our laws, so as to ensure a safe and just society, where neither crime nor the fear of crime adversely affects the quality of life. We shall accomplish these goals with a high degree of professionalism, through leadership and teams of individuals who are competent, ethical and dedicated. We shall discharge our duties with courage, integrity and loyalty and, being ever mindful of a changing environment, with a willingness to embrace justified criticism and the need for change.



Commissioner's Foreword



I took over the reigns as Commissioner of Police on July 5, 2022 and I am honoured to present the 2023 Policing Plan for the Commonwealth of The Bahamas. This is the first submission under my remit which is mandated by Section 9 of the Police Force Act 2009. Accordingly, the Royal Bahamas Police Force will continue to review and evaluate the efficacy of its Policing Plan and make adjustments where necessary to ensure that The Bahamas is a safe place for all. Notwithstanding, the underpinning baseline and ensuing plans will enforce accountability, structure and communication within the rank and file of the Organization.

In general, The Bahamas is a relatively safe place for civilians and tourists going about their normal business. The fear of crime is exacerbated by reports of retaliation killings and the sound of gunshots emanating from the inner-city at night. Based on our research, I can unequivocally state that tourists, visitors and everyday citizens are not the targets of murder incidents or random acts of violent crime. In unfortunate instances when crimes of a random nature occur, it is more often than not an isolated incident stemming from a crime of opportunity that escalated in the wrong direction.

Notably, The Bahamas is an archipelagic chain of islands with a population of 360K and median population age of 33. Our research concludes that young men between the ages of 18 and 35 are both victims and suspects of serious and violent crimes. In 2022, the Country recorded 128 murders and 555 armed robberies. Murder suspect and victim demographics reflected 82% and 67% respectively with males under the age of 35. Similarly, armed robbery suspect and victim demographics reflected 93% and 50% respectively with males under the age of 35.





Commissioner's Foreword



The proliferation of illegal firearms and the methods in which they are entering our Country and reaching our streets have compounded the crime problem. Firearms are used in more than 90% of all violent crimes including murder at 91% and armed robbery at 96%. The unrest among rival gangs and associated drug turf wars have led to major conflict resolution problems resulting in an uptick in retaliatory killings. Our most alarming revelation based on intelligence indicates that young men are targeted for gang recruitment and initiation at the high school level, thus turning to a life of crime while intensifying the crime situation in The Bahamas.

To that end, the Royal Bahamas Police Force has taken a bold approach to contain this problem at its root to save the youth from a life of crime and gang violence while reducing the fear of crime in the process. The Force's transformative strategy on crime prevention through a myriad of priorities will address social economic problems, partner with law enforcement counterparts, integrate technology in police operations, improve criminal investigations and patrol strategies and introduce positive youth programs at an early stage to dissuade at risk youth from pursuing a path to crime.

Notwithstanding, the year 2022 was challenging for the Force, however we stood firm in our resolve to fight crime. Preliminary figures for 2022 indicate that crime across the entire Bahamas decreased by 2% when compared to 2021. Crimes against the property decreased by 9%. Crimes against the person increased by 23%. The rate of crime in New Providence remain unchanged when compared to 2021. Crime in Grand Bahama and the Northern Bahamas District, which includes Abaco and Bimini decreased by 19%. Crime in the Central and Southern Family Islands District decreased by 3%.





Commissioner's Foreword



In 2022, murder incidents increased by 8% with 128 incidents compared to 119 in 2021. This figure represents 113 murders in New Providence, 12 in Grand Bahama and the Northern Bahamas, and 3 in the Family Islands District. Armed robbery increased by 34% with 555 incidents compared to 415 incidents in 2021. Rape increased by 15% in 2022 with 55 incidents compared to 48 incidents over the previous year.

The men and women of the Organization will continue to serve with bravery, pride and confidence as we move into 2023. We are a resilient Force that stands on the shoulders of our forefathers with 183 years of dedicated service. We understand the callus criminal element that we are dealing with today, and we intend to neutralize this threat with innovative initiatives geared towards crime prevention. Too many of our young men are dying because of gang affiliation and gun violence.

A part of protecting the Bahamian Society involves reshaping the minds of our youth to allow safe spaces for them to mature and make better choices in life. The Force's current crime fighting strategies and policing initiatives are geared towards creating safer communities through structure, accountability and communication on an overall baseline of crime prevention. As the Force seeks to police The Bahamas in 2023, I have prioritized 6 key areas to impact crime trends including:

Priority 1 Revolutionize Community Policing Product to Prevent Crime: The ability of the Force to implement proactive crime prevention strategies at the community level to build a safer Bahamas for all Bahamians and visitors.





Commissioner's Foreword



- Priority 2 Zero Tolerance Approach to Minor and Major Crimes:** The Royal Bahamas Police Force will take a zero tolerance approach to all minor and major crimes to prevent further escalation into more serious matters.
- Priority 3 Restructure Internal Processes to Impact Crime Prevention Strategies:** The Royal Bahamas Police Force will improve its internal processes for accountability in an effort to change its perspective on crime prevention.
- Priority 4 Partner with Law Enforcement Counterparts to Expand Policing Capacity:** The Royal Bahamas Police Force will expand its law enforcement capacity and resources by partnering with local, regional and international law enforcement counterparts to assist with crime prevention and intervention strategies.
- Priority 5 Proactive Approach to Youth and Gang Violence:** The Royal Bahamas Police Force will tackle crime from its root with a valiant attempt to save the lives of young men who lead in demographics for suspects and victims of serious crimes.
- Priority 6 Optimize Technology in Crime Prevention and Police Operations:** The ability of the Force to seamlessly integrate information technology in police operations to aid in criminal investigations and crime prevention.





Commissioner's Foreword



These areas of priority will direct the Force in 2023. The dynamic parts of our aggressive youth initiatives are geared towards youth empowerment and critical thinking to make good life choices that contribute to a civil society. As a result of these programs, we expect a major reduction in youth demographics for serious crime within the ensuing years while creating safer communities in the process.

Mr. Clayton Fernander, QPM
Commissioner of Police
Royal Bahamas Police Force



PRIORITY ONE

REVOLUTIONIZE COMMUNITY POLICING PRODUCT TO REDUCE CRIME

Revolutionize Community Policing Product To Reduce Crime - The ability of the Force to implement proactive crime prevention strategies at the community level to build a safer Bahamas for all Bahamians and visitors.

Objectives:

1. Streamline community policing efforts of the Urban Renewal Division, Neighborhood Policing, the National Crime Prevention Office, and the Public Affairs and Communications Department throughout all divisions within the Royal Bahamas Police Force;
2. Amplify police presence throughout the Commonwealth of The Bahamas through community walkabouts and door to door visits while gathering actionable intelligence with a focus on crime prevention;
3. Funnel intelligence gathered through community led initiatives to operational and divisional units for crime prevention strategies and immediate police action;
4. Engage community members while simultaneously noting and addressing issues within the Force's reach;
5. Partner with other government entities, NGOs and church leaders to garner assistance and support for persons in need of referral services;
6. Host seasonal social events for the public, participate in giveaways and other social activities to strengthen community ties between the public and the police;
7. Improve media relations and the public image of the Force through transparency with timely press briefings, crime statistics, and updates on criminal investigations; and



PRIORITY ONE

REVOLUTIONIZE COMMUNITY POLICING PRODUCT TO REDUCE CRIME

8. Create and disseminate public service announcement (PSAs) videos, posters, flyers and brochures on crime prevention and crime safety tips as a proactive measure in preventing crime.

Key Performance Indicators:

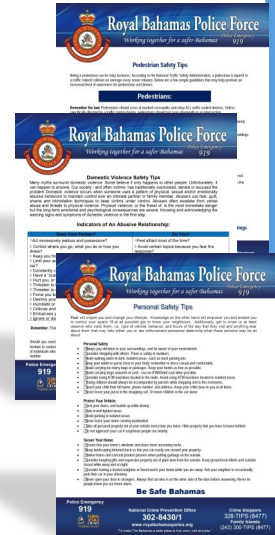
1. Flow of actionable intelligence from the public to the police;
2. Heightened police presence throughout all communities;
3. Decrease in crime and criminal activity; and
4. Stronger public trust and confidence in police.

Expected Outcomes:

1. Cooperative and law abiding public;
2. Fear of crime reduced in communities; and
3. Safer communities to live in.

Lead Responsibility:

1. Urban Renewal Division;
2. National Crime Prevention Office;
3. National Neighborhood Watch Council;
4. Public Affairs and Communications Department;
5. Central Intelligence Bureau; and
6. All Policing Divisions.





PRIORITY TWO

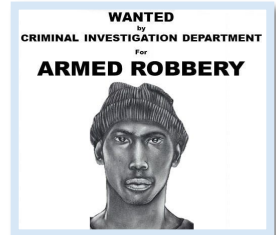


ZERO TOLERANCE APPROACH TO MINOR AND MAJOR CRIMES

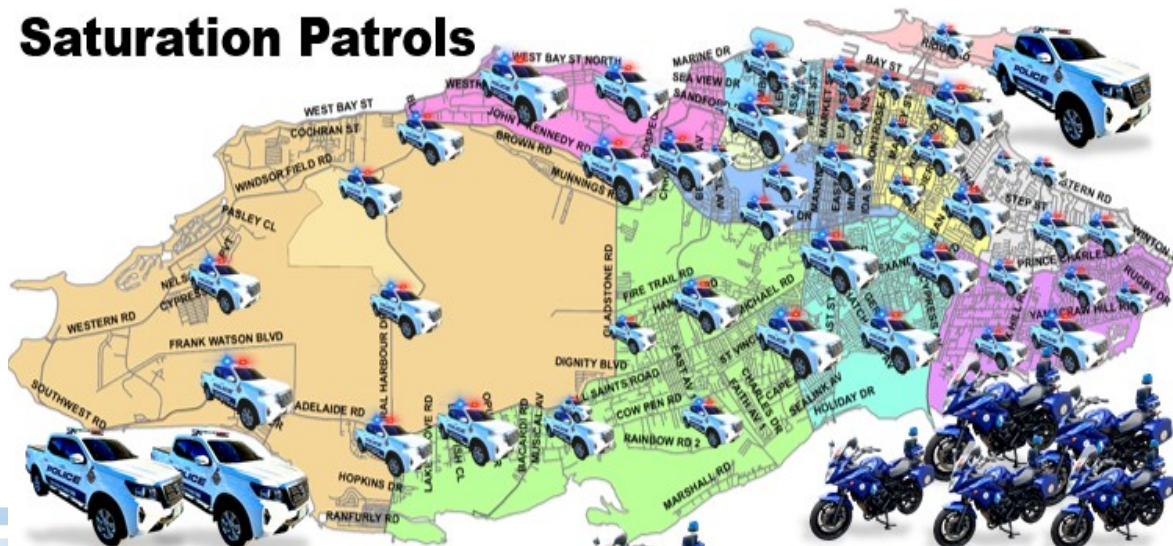
Zero Tolerance Approach to Minor and Major Crimes - The Royal Bahamas Police Force will take a zero tolerance approach to all minor and major crimes to prevent further escalation into more serious matters.

Objectives:

1. Expand capacity of Operation Cease Fire to disrupt criminal activity of persons staining the moral fabric of the Bahamian society;
2. Saturation police patrols with flashing lights throughout the Commonwealth of The Bahamas with concentrations on known hotspot areas as a crime preventative measure;
3. Conduct aggressive stop and search operations of suspicious individuals and vehicles to uncover illegal firearms, ammunition and/or dangerous drugs;
4. Target prolific criminals, drug peddlers and repeat offenders within communities who continue to disregard the rule of law;
5. Track down wanted suspects of serious crimes and place them before the Court;



Saturation Patrols





PRIORITY TWO



ZERO TOLERANCE APPROACH TO MINOR AND MAJOR CRIMES

6. Utilize police intelligence garnered from community walkabouts and door to door visits to aid in crime prevention strategies;
7. Establish the Electronic Monitoring Unit to monitor suspects affixed with electronic monitoring devices as well as those on bail to ensure strict adherence to bail conditions;
8. Arrest and charge suspects in breach of bail conditions;
9. Initiate bail revocation proceedings against suspects arrested and charged for breaching bail conditions;
10. Mobilize Divisional Intelligence Officers (DOI) to connect the dots and bridge the gap between CID, Intelligence and the Divisions;
11. Immediate update of all convictions for criminals found guilty in court proceedings to assist prosecutors with bail objections in matters of a similar or serious nature for repeat offenders; and
12. Follow leads in all cases with named suspects leaving no stone unturned to ensure that minor or major cases does not escalate into dangerous or deadly cases.

Key Performance Indicators:

1. Reduction in overall crime statistics;
2. Heightened police presence throughout all communities; and
3. Decrease in criminal activity.

Expected Outcomes:

1. Cooperative and law abiding public;
2. Fear of crime reduced in communities; and
3. Safer communities to live in.





PRIORITY TWO



ZERO TOLERANCE APPROACH TO MINOR AND MAJOR CRIMES

Lead Responsibility:

1. Operation Cease Fire;
2. Mobile Division;
3. All Policing Divisions;
4. The Legal Office;
5. Electronic Monitoring Unit; and
6. Criminal Records Office.





PRIORITY THREE



RESTRUCTURE INTERNAL PROCESSES TO IMPACT CRIME PREVENTION STRATEGIES

Restructure Internal Processes to Impact Crime Prevention Strategies - The Royal Bahamas Police Force will improve its internal processes for accountability in an effort to change its perspective on crime prevention.

Objectives:

1. Establish a fixed syllabus at the Police Training College that offers year round opportunities for police officers at all ranks to receive training in various disciplines including refresher courses, development courses, crime scene and investigation courses, management courses, supervisor courses, specialist courses and leadership seminars in an effort to provide the public with superior customer service in the fight against crime;
2. Expand policing capacity with additional manpower at the Tourism Police Division to manage the influx of tourists due to the ongoing development at the Nassau Cruise Port. The Tourism Police Officers will also undergo special training in Bahama Host and Port Security to effectively manage the safety and security of all tourists and visitors;
3. Reestablish the Inspection and Review Branch to ensure that all areas within the Force are compliant with Force Policies and procedures;





PRIORITY THREE



RESTRUCTURE INTERNAL PROCESSES TO IMPACT CRIME PREVENTION STRATEGIES

4. Establish the Quality Control Unit to ensure that all cases that are initiated in the Police Computer System are actioned and cleared by the respective policing divisions;
5. Connect the dots with evidence and the flow of information between the police intelligence sector, criminal investigations and the divisional commanders to effectively execute intelligence led operations and investigations;
6. Expand the crime scene investigation protocol at the divisional level for swift response and turnaround time in police investigations;
7. Fast track ballistics in serious cases, particularly in cases where persons are caught with a firearm during the commission of an offence for the swift administration of justice;
8. Improve turnaround time for DNA testing, illegal drug testing and other forensic science evidence to aid in the swift administration of evidence;
9. Hire a minimum of 2 squads per year to offset attritional manpower losses on the Force beginning with 100 recruits in January 2023;
10. Expand motorcycle fleet by 50 in the Traffic Division to manage traffic congestions at various corridors;
11. Procure 100 trucks to expand existing vehicle fleet to execute saturation patrols strategy;





PRIORITY THREE



RESTRUCTURE INTERNAL PROCESSES TO IMPACT CRIME PREVENTION STRATEGIES

- 12. Outfit and mobilize donated ambulance to handle internal medical emergencies for police officers and police civilians; and
- 13. Restructure the Police Reserve Division and hire 100 Reserve Officers to improve effectiveness in assisting in the fight against crime.

Key Performance Indicators:

- 1. Structure and communication among divisions;
- 2. Improved policing product; and
- 3. Professional working environment.

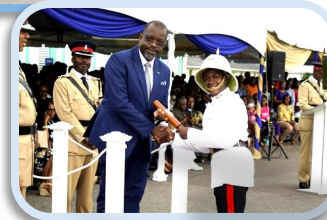
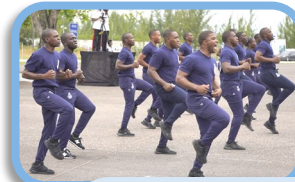


Expected Outcomes:

- 1. Unhindered flow of information;
- 2. Accountability among divisions; and
- 3. Knowledgeable workforce.

Lead Responsibility:

- 1. Quality Control Unit;
- 2. Police Training College;
- 3. Traffic Division;
- 4. Tourism Police Division;
- 5. Inspection and Review Branch;
- 6. Criminal Investigations Department;
- 7. Central Intelligence Bureau;
- 8. Security and Intelligence Branch;
- 9. Interpol;
- 10. Forensic Support Services; and
- 11. All Policing Divisions.





PRIORITY FOUR



PARTNER WITH LAW ENFORCEMENT COUNTERPARTS TO EXPAND POLICING CAPACITY

Partner with Law Enforcement Counterparts to Expand Policing Capacity -
The Royal Bahamas Police Force will expand its law enforcement capacity and resources by partnering with local, regional and international law enforcement counterparts to assist with crime prevention and intervention.

Objectives:

1. Establish the Firearms and Anti-Gang Task Force as an interagency approach to disrupt operations of organized crime as well as criminal activity involving the proliferation of illegal firearms and ammunition;
2. Partner with local and International law enforcement agencies to close transshipment points for illicit drugs and firearms smuggling to effectively protect our ports and borders;
3. Engage local and international partners to assist in special police operations to include the Royal Bahamas Defense Force, Bahamas Customs Department, Bahamas Department of Immigration, Bahamas Department of Corrections, Department of Inland Revenue, Bureau of Alcohol, Tobacco, Firearms (ATF) and Explosives, and other regional partners;
4. Foster relationship with the United States Embassy to garner continued support in crime prevention and intervention initiatives;
5. Foster relationships with OPBAT and the DEA for continued success in illegal drug seizures;



PARTNER WITH LAW ENFORCEMENT COUNTERPARTS TO EXPAND POLICING CAPACITY

6. Exchange intelligence and work in concert with the International Association of Chiefs of Police (IACP) and particularly the Association of Caribbean Commissioners of Police (ACCP) at a regional level on the proliferation of illegal firearms, ballistics testing, and murder trends as a means to map the way forward;
7. Engage international Forensic Science Laboratories in a quest to explore an option of utilizing its space to conduct local forensic testing to cut cost as well as turnaround time on forensic evidence;
8. Establish the Domestic Violence Unit to ensure that domestic incidents do not escalate into dangerous situations working in tandem with Social Services, the Department of Gender and Family Affairs, the Crisis Center, Religious Leaders and private entities to provide safe zones for victims;
9. Liaise with the Department of Public Prosecutions in an effort to proffer stronger objections to bail for known suspects charged before the courts on serious matters of a similar nature; and
10. Advocate for tougher penalties for persons found in possession of illegal firearms and ammunition.



PARTNER WITH LAW ENFORCEMENT COUNTERPARTS TO EXPAND POLICING CAPACITY

Key Performance Indicators:

1. Interception of more illegal firearms, ammunition and drugs;
2. Disruption of organized gangs;
3. Exchange of actionable intelligence;
and
4. Reduction in domestic related incidents.

Expected Outcomes:

1. Synergy among external counterparts;
2. Protection of boarders;
3. Safe haven for victims of domestic violence;
4. Safer communities to live in; and
5. Knowledgeable workforce.

Lead Responsibility:

1. Firearms and Anti-Gang Task Force;
2. Drug Enforcement Unit;
3. Domestic Violence Unit;
4. All Policing Divisions; and
5. Criminal Records Office.





PRIORITY FIVE



PROACTIVE APPROACH TO YOUTH AND GANG VIOLENCE

Proactive Approach to Youth and Gang Violence - The Royal Bahamas Police Force will tackle crime from its root with a valiant attempt to save the lives of young men who lead in demographics for suspects and victims of serious crimes.

Objectives:

1. The Force will capitalize and amplify the successes of its youth initiative programs as a means to engage our youth and keep them out of mischief;
2. Expand Police Cadet Program by 100 Police Cadets as a means to engage the youth through various disciplines of drill exercises, general knowledge, Mathematics and English Language in order to build a vetted pool of prospective recruits for the Royal Bahamas Police Force;
3. Officers from the School Resource Unit, the Firearms and Anti-Gang Task Force, the Urban Renewal Division, the National Crime Prevention Office and all other policing divisions will engage students throughout the Commonwealth of The Bahamas to push the anti-gang and anti-bullying message, while keeping school campuses safe within each division;
4. Expand the Law Enforcement Empowerment and Preparedness Program (LEEP) to give prospective recruits who fail the entrance exams an opportunity to enroll in a 6 weeks course with tutors in reading, writing and mathematics for consideration of recruitment into the Force;





PRIORITY FIVE



PROACTIVE APPROACH TO YOUTH AND GANG VIOLENCE

5. Expand the Students Together Against Negative Decisions Program (STAND) to offer positive venues for students to speak up against detrimental activities within their schools and communities, receive spiritual guidance and positive mentorship, receive holistic training in conflict resolution and effective communication, and engage in peer to peer mentorship and other character building skills;
6. Expand the Second Chance Program to other divisions throughout the Commonwealth of The Bahamas to allow ‘at risk youth’ to engage in positive activities such as field trips, academic assignments, tours, chores and mentoring to keep them busy from causing mischief or engaging in antisocial behavior;
7. Expand the School Based Policing initiative to help the youth make better choices through constant engagement in positive sessions with police officers including arts and craft, sports, music, mentorship and life lessons;
8. Expand the Just Adolescent Mentorship Movement (JAMM) which is a collaborative effort between orphanage staff and the police to provide discipline, conflict resolution skills and life lessons to juvenile and young transitioning adults;
9. Expand the Urban Renewal Band which positively engages the youth through music, training with various musical instruments and military drills; and
10. Introduce new programs such as community bands, music, arts and craft, Junkanoo and other cultural activities to engage the youth with Bahamian pride while keeping them out of trouble.



PRIORITY FIVE

PROACTIVE APPROACH TO YOUTH AND GANG VIOLENCE

Key Performance Indicators:

1. Stem gang recruitment and activity;
2. Positive initiatives for the youth; and
3. Reduction in crime.

Expected Outcomes:

1. Positively engaged youth;
2. Disruption of organized gangs;
3. Reduction in demographics for perpetrators of serious crimes; and
4. Safer communities to live in.

Lead Responsibility:

1. Urban Renewal;
2. Neighborhood Crime Watch;
3. School Resource Officers;
4. Firearms and Anti-Gang Task Force; and
5. All Policing Divisions.





PRIORITY SIX



OPTIMIZE TECHNOLOGY IN CRIME PREVENTION AND POLICE OPERATIONS

Optimize Technology in Crime Prevention and Police Operations - The ability of the Force to seamlessly integrate information technology in police operations to aid in criminal investigations.



Objectives

1. Merge police technology product with intelligence-led strategies and on the ground optics to aid police operations;
2. Activate Automatic Vehicle Location (AVL) technology in saturation patrol vehicles to improve efficiency in police response times;
3. Establish Electronic Monitoring Unit to track the movement of suspects on bail for serious offences and when necessary, utilize the historical global positioning of suspects to aid in police investigations;
4. Use Facebook, YouTube, Instagram, Twitter, Tik Tok and the Force's Website to reinforce and disseminate crime prevention literature;
5. Expand ShotSpotter Technology in Grand Bahama and other strategic areas in the Capital to assist in crime intervention strategies;
6. Utilize Social Media Platform to assist in tracking down wanted suspects and missing persons;
7. Expand the use of CCTV to include Grand Bahama, Abaco and Bimini to assist in police investigations and operations;



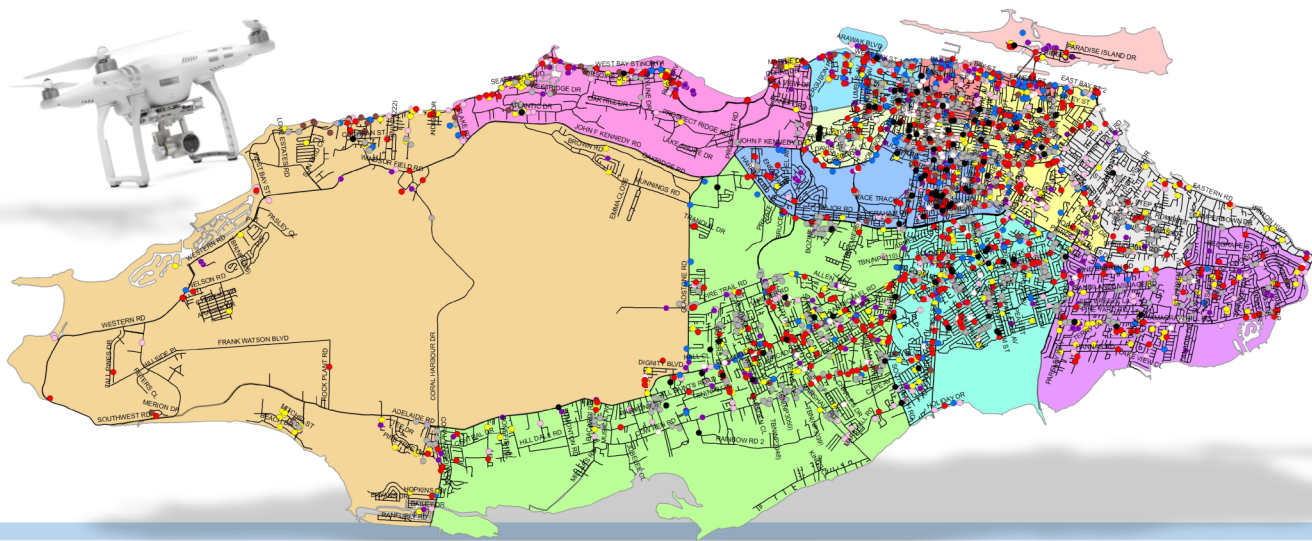
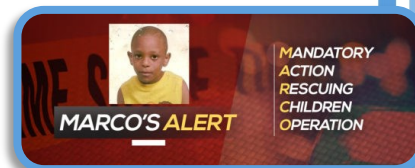


PRIORITY SIX



OPTIMIZE TECHNOLOGY IN CRIME PREVENTION AND POLICE OPERATIONS

8. Enforce policy on the mandatory use of body worn cameras and dashboard cameras during police interactions with the public for greater transparency;
9. Expand the use of Marco's Alert Billboards in Grand Bahama and Exuma for immediate police intervention in crimes perpetrated against children;
10. Utilize crime trends and hotspot data ascertained from COMPSTAT and the Geographic Information System (GIS) to craft police operational strategies;
11. Reestablish the Mobile Data Terminal System (MDT) in police units for officers to have direct access to the Force's network while on mobile patrol. This will enable officers to check names, warrants, bolos during stop and search operations as well as receive ShotSpotter and Marco's Alert for immediate police response;
12. Encourage the use of Body worn Cameras among officers during all police operations or interactions with the public and explore the possibilities and logistics of Drone Technology; and
13. Mobilize police vans where necessary to operate as a fully functioning standalone police station to assist in police operations.





PRIORITY SIX



OPTIMIZE TECHNOLOGY IN CRIME PREVENTION AND POLICE OPERATIONS

Key Performance Indicators:

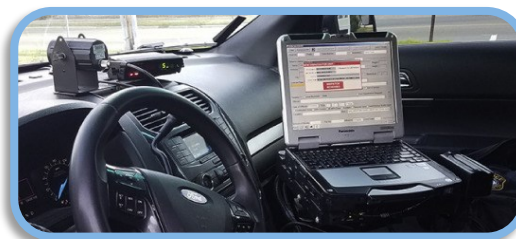
1. Optimization of Information Communications Technological Assets;
2. Efficient methods and strategies to fight crime;
3. Cogent evidence in criminal investigations;
4. Expanded criminal investigative capacity;
5. Stronger prosecutorial cases; and
6. Decrease in crime and criminal activity.

Expected Outcomes:

1. Advanced technological workforce;
2. Efficient use of time and resources;
3. Accountability among officers;
4. Improved police response times;
5. Fear of crime allayed in communities; and
6. Safer communities to live in.

Lead Responsibility:

1. Real Time Crime Center;
2. Information Technology Department;
3. Communication and Technology Branch;
4. Research and Policy Branch;
5. Scientific Support Services; and
6. Criminal Investigations Department.



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Royal Bahamas Police Force
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