

ROYAL BAHAMAS POLICE FORCE

Creating Safer Communities



COMMISSIONER'S POLICING PLAN

2021

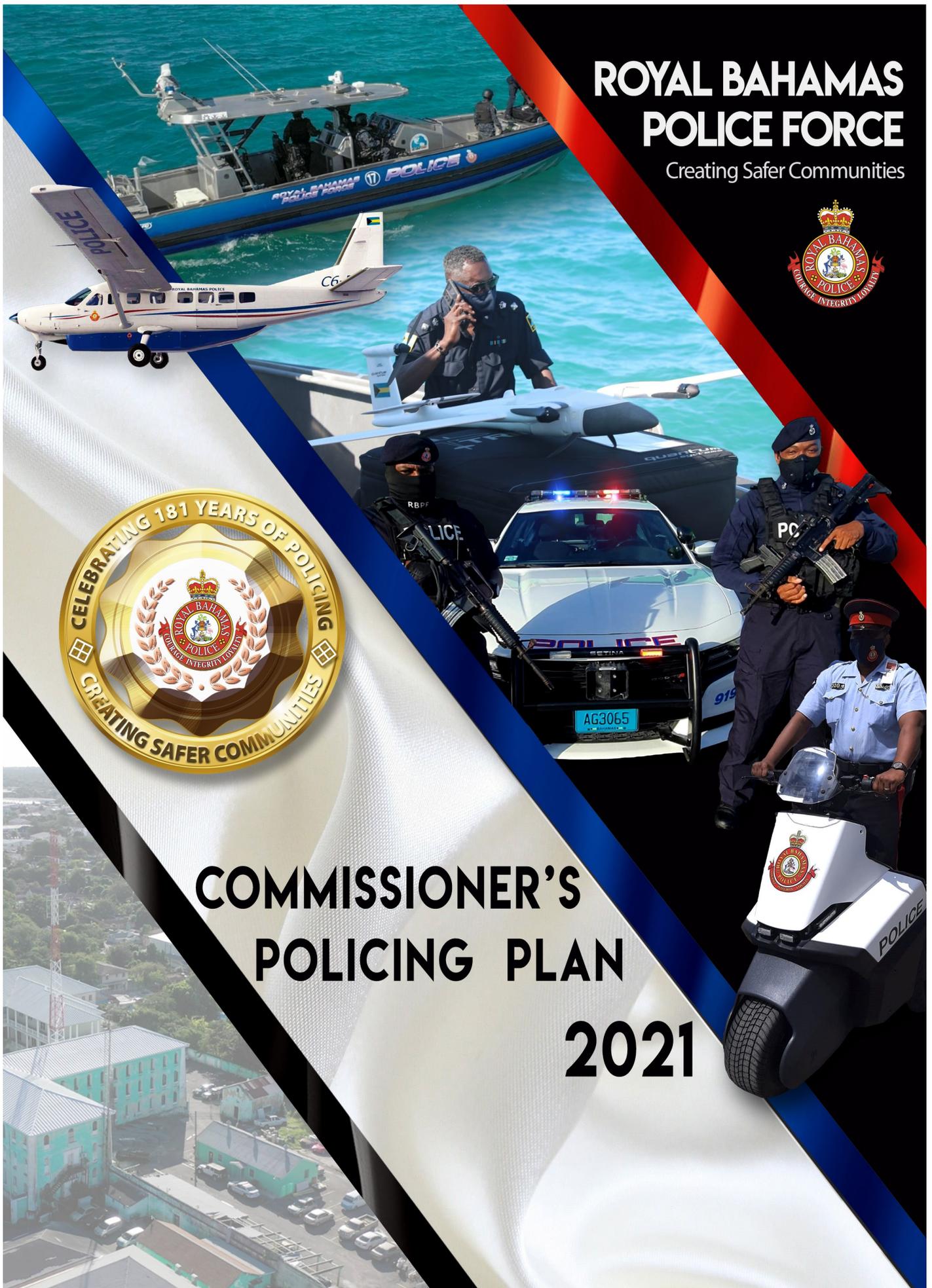




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OUR VISION

“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 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



It is my distinct privilege to present the 2021 Policing Plan as Commissioner of Police for the Commonwealth of The Bahamas. This is the second Plan under my remit, which is mandated by Section 9 of the Police Force Act, 2009. The Royal Bahamas Police Force is committed to ensuring the safety and security of all Bahamians, residents, and visitors. On March 11, 2020 a global occurrence took place as our Country continued to grapple with the loss and devastation of Hurricane Dorian on the islands of Abaco and Grand Bahama. The World Health Organization declared the novel coronavirus a global health crisis and it was subsequently deemed a worldwide pandemic. The virus impacted the entire Commonwealth of The Bahamas with 7,887 confirmed cases by the end of 2020 including 288 members of the Force.

As an immediate proactive measure, the Force implemented a '10 Step Guideline to COVID-19' aimed at educating, informing and preparing all employees for the impending eventualities. The Force reviewed and altered its administrative and operational procedures to contend with the virus. Each member of the Force is required to observe all COVID-19 safety protocols including social distancing, wearing face masks and sanitizing on a regular basis while at work. All police stations were sanitized and a robust internal quarantine contingency was implemented to mitigate further exposure and/or spread of the virus. The Force modified the way it conducted meetings, training sessions and briefings with the expanded use of technology. Significant changes were made to the civilian staff work schedule to include flexi-time and working remotely from home.

Although the year 2020 was challenging for the Force, we remained resolute in the fight against crime. Preliminary figures for 2020 indicate that major crimes across the entire Bahamas decreased by 16% when compared to 2019. Crimes against the person decreased by 12% with 724 incidents, compared to 914 in 2019. Property crimes decreased by 15% with 3,519 incidents, compared to 4,128 in 2019. There were regional decreases in New Providence and the Family Islands District at rates of 17% and 21% respectively when compared to 2019.

The Force was successful in fulfilling all 7 areas of priority as outlined in the 2020 Commissioner's Policing Plan. Based on this accomplishment, we were able to reduce the overall crime rate and the fear of crime in a number of ways. We kept communities safe by providing high police visibility throughout the Commonwealth as a crime deterrent strategy. We ran daily operations that targeted hotspots and prolific offenders as a crime preventative measure. We restructured the Mobile Division with additional officers and tactical resources to launch the Operational Command Division putting more police patrols throughout New Providence and Grand Bahama.



CREATING SAFER COMMUNITIES

We executed numerous search warrants and detained persons on outstanding warrants of arrest to spin the wheel of justice. We conducted road checks and engaged in aggressive stop and search tactics to remove illegal firearms and dangerous drugs from the streets of The Bahamas. Notably, we seized 279 illegal firearms, 4,044 rounds of ammunition, and charged 178 persons for possession of illegal firearms. We also seized 4,301 pounds of marijuana, 1,505 marijuana plants, and 165 pounds of cocaine. As a result, we arrested 1,383 suspects and charged 1,120 persons for possession of dangerous drugs.

We expanded the investigative capacity of the Financial Crime Investigations Branch with additional officers and training. All officers at the Branch are certified at international standards to conduct financial crime investigations. As a result, we contributed to having The Bahamas removed from the Financial Action Task Force's Grey List and placed the Country in a position for consideration of removal from the European Union's Black List. We conducted anti-money laundering and compliance training at local banks and insurance companies to educate employees within the Financial Services Industry on the latest scams. We assisted several countries with money laundering investigations effectively seizing millions of dollars in cash and assets as proceeds of crime.

We conducted thousands of traffic stops and cited motorists that were in violation of traffic laws. We employed speed guns to monitor our highways and crackdown on reckless drivers as a means to encourage road safety. We mobilized officers throughout The Bahamas and issued over 18,000 Fixed Penalty Notices. We investigated 8,516 Road Accident Reports. Based on our road safety measures and strategy we saw a 6% decline in traffic fatalities and 31% decline in road accidents. We utilized our community reach through the National Neighbourhood Watch Council, Urban Renewal and the National Crime Prevention Office to educate the public on road safety, domestic violence, and crime prevention tips.

We also educated the Force on domestic violence and reinvigorated our relationship with the Bureau of Women's Affairs, the Department of Gender and Family Affairs, the Community Counselling and Assessment Centre, the Department of Social Services and our international affiliates on Women's Affairs. We witnessed the ascension of women police officers to key positions within the Force including the Deputy Commissioner's Office.

We amplified our community policing message using our website and social media platform, talk shows, documentaries, public service announcements, literature and seminars. We engaged the youth of our Nation face to face and through virtual platforms with various positive initiatives. We instituted a youth band and established a Cadets Program in Inagua, North Andros and South Andros. We hosted youth camps and sporting events as an outlet to keep young people occupied and out of trouble. We conducted lectures and seminars to dissuade young people from joining gangs and/or engaging in criminal activity.

We created 144 Neighbourhood Watch Groups in conjunction with the National Neighbourhood Watch Council throughout the Commonwealth of The Bahamas as a means to bridge the gap between the police and the community. We embarked on the, "We Are One" neighbourhood clean-up campaign that was sponsored by the Ministry of National Security to revitalize targeted areas in New Providence. We secured and distributed more than one million dollars in goods to further bolster our community policing efforts throughout the communities in New Providence, Grand Bahama and the Family Islands. The goods included grocery items, food vouchers, tablet computers, water, and personal protective supplies. Based on the coordinated efforts of the National Neighbourhood Watch Council, Urban Renewal and the National Crime Prevention Office, we received the coveted 2020 Community Policing Leadership Award from the International Association of Chiefs of Police (IACP).



We invested in our human capital and other key resources to assist with the overall management of crime. These investments are critical as the Force continues to transition into a learning organization. We invested in training in particular and improved our case file preparation process resulting in more successful prosecutions and higher conviction rates. We facilitated the training of 2,548 police officers in various disciplines to bolster internal service delivery and public confidence. An additional 207 law enforcement officers from other agencies were also a part of this training.

We demonstrated compassion to victims of serious crimes and conducted 101 family meetings, 151 follow-up telephone calls and 95 agency referrals for counselling. We collaborated with other law enforcement agencies and ran joint operations with the Royal Bahamas Defence Force, The Bahamas Department of Immigration and The Bahamas Customs Department in addressing the overall fight against crime.

Finally, we integrated emerging technological advancements into our policing operations with the expansion of ShotSpotter technology; the establishment of Marco's Alert Digital Platform; the mobilization of drone technology; the upgrade and expansion of closed circuit television (CCTV); and the introduction of body worn cameras and dashboard cameras. We upgraded and improved our information communications technology platform throughout the family islands as we seek to deliver superior customer service to the Bahamian people.

The Force remains committed to providing policing services that are relevant to the changing policing environment. To that end, the Force will continue to recruit suitable persons into the Police Training College to enlist as recruit constables. We have placed high priority on training and we will continue to diversify our staff through the employment of university graduates with varying professional disciplines that will add value to the Organization.

The strength of the Force currently stands at 3,570 sworn police officers and reserves. Due to the attrition factors, 93 police officers exited the Force in 2020 including 25 senior police officers. An additional 121 police officers are expected to retire by the end of 2021. This figure includes 36 senior police officers at an estimated retirement cost of \$5.547m including \$3.060m in gratuities and \$936k in salaries. The figure also includes 94 contracted police officers at an estimated retirement cost of \$1.551m. These retirement numbers are daunting given the fact that we were unable sustain recruitment levels to supplant the retirement losses. Notwithstanding, the Force expects to conduct a recruitment exercise during the year as an initial step to rebuild the strength of the Force. The financial cost for the expected 150 new hires is estimated at \$2.7m.

Notwithstanding, I will continue to realign the ranks of the Force to efficiently manage manpower resources at all police stations throughout The Bahamas. This strategy will effectively maximize the use of police officers in addressing public concerns and preventing crimes at the community level. In addition, attention will be given to operational support and investigative units to ensure that they are adequately staffed to provide the essential standard of service that is required for those areas.

Unfortunately, the illicit drug trade has remained high on our radar and we will continue to conduct special operations to derail, dismantle and disrupt drug peddlers. The illicit drug trade is arguably the main catalyst for gun violence perpetrated by criminal gangs and criminal enterprises. Cases of murder, attempted murder and armed robbery continue to be a major concern as illegal firearms are accessible to persons with criminal intentions.



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Similarly, financial crimes have been a pivotal issue in the global arena with a renewed attention as a result of the coronavirus. Fraud, forgery and identity theft are more prevalent in The Bahamas as criminals are becoming desperate and innovative during the pandemic. Therefore, the officers at the Financial Crime Investigations Branch will remain on guard with cutting edge investigative tools and procedures to stem and disrupt the intentions of white collar criminals.

Road safety remains a key concern in the global arena. A road accident that results in death is a more acute problem in particular, because proven safety measures exist as a deterrent to traffic fatalities. The amount of people who have lost their lives as a result of speeding and/or reckless driving is far too high in The Bahamas. We will monitor and review our strategies in this regard to vigorously pursue offenders and educate the commuting public on road safety.

The youths of our Nation are very impressionable individuals and may sway at times in the wrong direction without a positive role model to guide their journey into adulthood. Our brave and outstanding police officers opt to fill this gap as the Force intends to institute several initiatives aimed at positively impacting young persons. We will continue with opportunities such as the Police Cadet Corp Program as a transitional tool to enlist the best recruit constables into the Force. The Force will also increase its involvement in community-based programmes within schools to reinforce its impending anti-gang and anti-firearms messaging campaign.

Our fundamental task of protecting the Nation is herculean in nature, and one that we take very seriously. The welfare of our officers is a high priority. Likewise, the safety of the people we are sworn to protect is equally as important because safety and security may affect an individual's well-being. I believe that every citizen, resident, and visitor in The Bahamas should be able to enjoy a good quality of life regardless of their socioeconomic status.

Notably, the Force's operating environment is dynamic and continues to rapidly change to reflect global trends. Accordingly, we will secure and foster productive partnerships nationally, regionally and internationally to remain fundamentally successful in today's policing climate. The Force's crime fighting strategies and policing initiatives are geared towards building safer communities through public support, discourse and participation. As we seek to police the Commonwealth of The Bahamas in 2021, I have prioritized 7 key areas including:

1. ***Pre-emptive Operational Response to Novel Coronavirus Pandemic*** – The ability of the Force to provide continuity of policing services throughout the Commonwealth of The Bahamas during the coronavirus pandemic;
2. ***Crime Prevention and Intervention Strategy Using Community Policing Initiatives to Build Public Trust and Confidence*** – The ability of the Force to prevent crime and reduce the fear of crime through community policing initiatives and support;
3. ***Criminal Investigations and Solvability Focal Point to Impact Crime*** – The ability of the Force to conduct thorough investigations to detect, solve, and reduce crime by using cutting edge investigative methods and tools;
4. ***Information Communications Technology Expansion to Aid in Police Operations*** – The ability of the Force to expand and integrate cutting edge technology as a crime fighting staple;



5. ***Traffic Laws Enforcement and Awareness to Reinforce Public Road Safety*** – The ability of the Force to keep all road commuters safe through education and enforcement of traffic laws;
6. ***Gender Based Violence and Domestic Violence Awareness to Protect People at Risk of Harm*** – The ability of the Force to protect all members of society including at risk groups susceptible to gender based violence and domestic violence by prosecuting offenders and heightening awareness of these groups; and
7. ***Youth Engagement through Community Relations Outreach to Bolster Anti-Gang and Anti-Firearm Initiatives*** – The ability of the Force to positively impact young people into becoming productive members of society through anti-gang and anti-firearms messaging.

These areas of priority will direct the Force in 2021 with emphasis on property crimes and behavioural crimes. Emphasis will also be placed on cases of gender based violence and domestic violence to dissuade exploitative practices of human trafficking, forced labour, and victimization. The Force will also focus on creating a safer Bahamas by renewing its focus on youth engagement, criminal investigations and crime prevention.

While the Force acknowledges the public's demand for a responsive police force, we will continue to manage crime with a steady hand. We expect to build on the public's support from our good will and community outreach initiatives in 2020. There is indeed an inextricable link between the Force and the general public. The Force requires the public's assistance in managing crime and making The Bahamas a safer place for residents and visitors alike. Simultaneously, the public requires the Force to fulfil its mandate as outlined in law by maintaining law and order, preserving the peace, preventing and detecting crime, apprehending offenders and enforcing all laws with which it is charged.

Accordingly, I am committed to holding each member of the Royal Bahamas Police Force accountable to the 7 areas of priority outlined in this Plan. As Commissioner of Police for the Commonwealth of The Bahamas, I can unequivocally state that we will do our endeavour best to retain the public's trust and confidence. We shall perform our duties in a manner that respects individual human rights on the primary tenets of fairness, sensitivity, and compassion for all.

Paul A. Rolle, Esq, QPM, MS, BS
Commissioner of Police



CREATING SAFER COMMUNITIES



PRIORITY ONE:

Pre-emptive Operational Response to Novel Coronavirus Pandemic - The ability of the Force to provide continuity of policing services throughout the Commonwealth of The Bahamas during the coronavirus pandemic.

Objectives:



1. Increase overall workforce morale by ensuring that all welfare concerns are addressed;
2. Educate frontline officers and the wider Force on changing policies, laws, regulations and procedures concerning the coronavirus pandemic;
3. Equip all frontline officers with protective personal equipment including face masks and gloves to limit COVID-19 exposure;
4. Require all employees to observe social distancing protocols and safety procedures at all times;
5. Ensure that all areas of the Force are properly equipped with protective gear, furniture, hardware and working sanitizing stations on a consistent basis;
6. Immediate medical care for all employees exhibiting COVID-19 symptoms;
7. Ensure availability of adequate manpower resources for continuity of essential policing services at all times;
8. Provide fluid updates to the general public on the latest COVID-19 measures, information and directives through the Force's public relations medium including the expanded social media and web services platform;
9. Ascertain emergency protocols of other essential service agencies for additional information, coordination and assistance when required;
10. Strict isolation protocols for employees awaiting COVID-19 test results;
11. Mobilize COVID-19 Ambassadors throughout New Providence, Grand Bahama and the Family Islands to enforce Emergency Powers Order health protocols;
12. Modify standard operating procedures as the need arises;
13. Activate Incident Command Systems (ICS) as the need arises; and
14. Activate Critical Incident Stress Management.



CREATING SAFER COMMUNITIES

Key Performance Indicators:

1. Motivated and informed workforce;
2. Decrease in the number of employees testing positive for COVID-19;
3. Decrease in the number of employees on quarantine;
4. Organized and prepared workforce;
5. Cooperation between other government agencies; and
6. Continuity of policing services.



Expected Outcomes:

1. Documentation of best practices;
2. Fewer officers exposed to COVID-19;
3. Fewer officers on quarantine;
4. Efficient and effective workforce; Organized efforts between government agencies.



Lead Responsibility:

1. Senior Executive Leadership Team (SELT);
2. Junior Executive Leadership Team (JELT);
3. Public Safety and Operational Support;
4. Research and Policy Branch;
5. Police Training College;
6. Human Resources Department; and
7. Police Procurement Department.





PRIORITY TWO:

Crime Prevention and Intervention Strategy Using Community Policing Initiatives to Build Public Trust and Confidence.

The ability of the Force to prevent crime and reduce the fear of crime through community policing initiatives and support.

Objectives:



1. Conduct internal training programs aimed at improving police services and public interactions through community based policing;
2. Canvass all communities through walkabouts and door to door visits to ascertain issues and concerns while eliciting crime tips from members of the public;
3. Disseminate posters, flyers and brochures on crime prevention and crime safety tips during community walkabouts;
4. Coordinate efforts between the National Crime Prevention Office and all other policing divisions throughout the Commonwealth of The Bahamas to expand and amplify crime prevention messaging;
5. Engage neighbourhood crime watch groups and other civilian incorporated initiatives to heighten awareness and sensitize the public on crime safety tips;
6. Mobilize officers from the National Crime Prevention Office, Urban Renewal, and the National Neighbourhood Watch Council to engage in Public Service Announcements during the varying seasons and holidays throughout the year to inform the public of crime safety procedures and crime prevention;
7. Saturate patrols between Operational Command, Mobile, Rapid Response, Divisional Patrols and the National Neighbourhood Watch Council to heighten police presence as a deterrence for crime prevention;
8. Conduct field check patrols of business establishments including shopping plazas during saturated patrols to engage employees and patrons as a crime prevention and intervention measure;



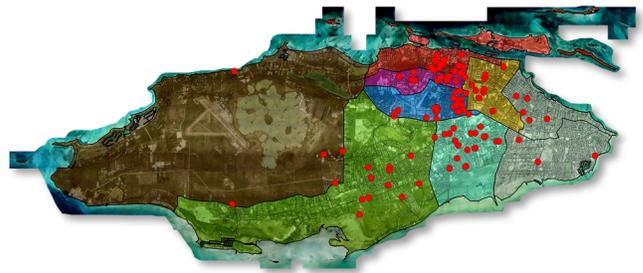
CREATING SAFER COMMUNITIES

9. Interpolate divisions in special operations to heighten police presence at precise times and locations as a crime deterrence measure to aid in crime prevention and intervention;
10. Conduct foot patrols in strategic sectors of all policing divisions throughout the Commonwealth of The Bahamas to engage the public and ascertain information and actionable intelligence to avert criminal activity;
11. Utilize Geographic Information Systems (GIS) Technology to track and forecast crime trends that identify at risk neighbourhoods and criminal hotspots to aid in the operational decision making and strategy concatenation process;
12. Utilize the Force's expanded social media and web services reach to promote and disseminate crime prevention literature on personal safety and care.

PARENTAL GUIDE TO CYBER-SAFETY

 RESTRICT the content that your kids can access online	 LIMIT ACCESS to technological devices such as smartphones, computers, and tablets
 TEACH your children how to avoid unwanted contact with strangers	 TEACH your children how to avoid unwanted contact with strangers

Safety is everybody
www.royalbahamaspolice.org



ROYAL BAHAMAS POLICE FORCE CRIME PREVENTION TIPS

 CLOSE ALL WINDOWS AND DOORS TO CARE AND HOMES. FREGUENTLY CHECK AND DOUBLE CHECK WHEN LEAVING AND WHEN RETURNING TO YOUR CAR OR HOME.	 BE SURE ALL NIGHT-TO-NIGHT LIGHTS ARE AVAILABLE. INSURE THAT THEY ARE WORKING PROPERLY.
 ALWAYS LOCK ALL WINDOWS AND DOORS TO YOUR VEHICLES AND HOME. CHECK SLIDING DOORS, GARAGE DOORS AND ALL OTHER POSSIBLE ENTRY POINTS.	 REMOVE ALL VALUABLES, SHARPE KEYS AND GARAGE DOOR OPENERS FROM CARS PARKED IN OTHER DRIVeways OR ON THE EXTERIOR OF YOUR YARD.
 ENSURE THAT EXPENSIVE ITEMS ARE SECURED PROPERLY OUT OF SITE BEFORE LEAVING YOUR HOME OR EXTING YOUR VEHICLE.	 REPORT ALL CRIMINAL AND SUSPICIOUS ACTIVITIES TO THE POLICE AS SOON AS POSSIBLE. DO NOT HESITATE TO BE YOUR BROTHER'S KEEPER.

Crime Stoppers 328-TIPS
 Grand Bahama (421) 300-1188
 New Providence (421) 300-1188
 Nassau (421) 300-1188

If you see something, say something

Police Emergency 911 or 919

Contact Us Crime Stoppers International
 Covid-19 Emergency? Call 311

ROYAL BAHAMAS POLICE FORCE
 SAFER COMMUNITIES

I'm looking for: SEARCH

HOME SERVICES COMMUNITY CRIME PREVENTION CAREERS ABOUT



POLICE STATIONS & DIVISIONS
 CRIME DIVISION

COMMUNITY POLICING
 GRAND BAHAMA & NASSAU

Key Performance Indicators:

1. Amicable relations between the police and community members;
2. Flow of intelligence data from the public to the police;
3. Heightened police presence throughout all communities;
4. Decrease in crime and criminal activity;
5. Police sensitization on public issues and concerns; and
6. Public trust and confidence in police restored.



Expected Outcomes:

1. Proactive and efficient police services;
2. Supportive and law abiding public;
3. Reliable information from the public;
4. Fear of crime reduced in communities; and
5. Safer communities to live in.



Lead Responsibility:

1. National Crime Prevention Office;
2. National Neighbourhood Watch Council;
3. Urban Renewal Divisions;
4. Public Safety and Operational Support;
5. Research and Policy Branch;
6. Police Training College;
7. Central Intelligence Bureau;
8. Grand Bahama and the Northern Bahamas District; and
9. Family Islands District.





PRIORITY THREE:

Criminal Investigations and Solvability Focal Point to Impact Crime.

The ability of the Force to conduct thorough investigations to detect, solve, and reduce crime by using cutting edge investigative methods and tools.

Objectives



1. Promote a learning environment to keep the Force on the cutting edge of investigative procedures and practices;
2. Conduct a series of criminal investigation training programs at the Police Training College to educate investigators and enquiry officers on the best practices to employ during investigations;
3. Focus on in house training and periodic refresher courses for investigators and enquiry officers to review methods used during the interview and statement taking process to lawfully elicit information from potential witnesses and suspects;
4. Review Force Orders and Policies to reflect updated criminal investigative techniques crafted for today's policing environment within the confines of Bahamian Law;
5. Conduct a series of seminars and refresher courses on interview techniques, intelligence gathering and the information extraction process to solidify investigations;
6. Foster inter-divisional cooperation and information exchange among all police divisions and internal intelligence sections to aid in apprehending wanted suspects and/or criminals with exact methods of operation;
7. Employ cogent preservation of exhibit practices at crime scenes to maintain chain of custody for admissible evidentiary value;
8. Exhaust and pursue all lawful avenues to solve crime and gather evidence including businesses and home owners that may possess video surveillance of a crime;
9. Strict adherence to Arrest and Detention Policy as well as constitutional guidelines when dealing with suspects in custody;
10. Coordinate efforts between Operational Command, Mobile and Rapid Response to arrest persons wanted for various criminal investigations;



CREATING SAFER COMMUNITIES

11. Optimize inter-law enforcement agency cooperation and communication to assist with criminal investigations;
12. Utilize technology to assist in police investigations and crime solvability; and
13. Review concepts and implications of a Transnational Criminal Investigation Unit.

Key Performance Indicators:

1. Evidence oriented case files;
2. Well prepared witnesses and testimony;
3. Cogent evidence to marshal in court;
4. Stronger prosecutorial cases brought before the courts;
5. Increase in conviction rate;
6. Increase in solvability and detection rate;
7. Decrease in crime and criminal activity; and
8. Decrease in dismissals due to lack of evidence or shoddy investigations



Expected Outcomes:

1. Competent and efficient crime investigating workforce;
2. Confident detectives and enquiry officers;
3. Successful prosecutions;
4. Higher conviction rate;
5. Higher solvability and detection rate;
6. Successful criminal investigations;
7. Fear of crime allayed in communities; and
8. Safer communities to live in.



Lead Responsibility:

1. Criminal Investigations Department;
2. Criminal Records Office;
3. Drug Enforcement Unit;
4. Financial Crimes Investigations Branch;
5. Security and Intelligence Branch;
6. Criminal Intelligence Bureau;
7. Interpol;
8. Scientific Support Services;
9. Police Prosecutions;
10. Public Safety and Operational Support;
11. Research and Policy Branch;
12. Police Training College;
13. Grand Bahama and the Northern Bahamas District; and
14. Family Islands District.



CREATING SAFER COMMUNITIES



PRIORITY FOUR:

REAL TIME CRIME CENTRE

Information Communications Technology Expansion to Aid in Police Operations.

The ability of the Force to expand and integrate cutting edge technology as a crime fighting staple.

Objectives



1. Coordinate cutting edge technology at the Real Time Crime Center to provide operational support to all policing divisions;
2. Expand the use of body worn cameras and dashboard cameras among frontline officers during police operations to accurately document police interactions with the public during arrests and critical incidents for evidentiary purposes and to allay any malicious allegations against police officers;
3. Utilize footage from body worn cameras and dashboard cameras as evidence for investigative and prosecutorial purposes for offences recorded in plain site;
4. Expand ShotSpotter Technology throughout strategic areas of New Providence to aid in crime intervention during police operations;
5. Mobilize Drone Technology Operations throughout New Providence to gain an aerial imagery or video advantage of crime hotspot areas and/or inaccessible properties to aid in crafting strategic operational tactics;
6. Utilize upgraded CCTV Smart Technology Platform with license plate recognition, facial recognition, and pan tilt zoom cameras to capture evidential information in real-time to pursue suspects and/or aid in criminal investigations and police operations;
7. Utilize the Organization's expanded social media and web services platform to disseminate information on wanted suspects and missing persons to aid in criminal investigations;
8. Expand investigative capacity of electronic monitoring technology requiring detectives to cross check criminal incidents with the global positioning of all suspects affixed with a device;
9. Upgrade Geographic Information Systems (GIS) Technology to international standards and utilize pictorial plots to identify crime trends and crime hotspots during COMPSTAT Meetings to aid in police operational strategies;



10. Expand the use of Marco's Alert Digital Billboard Platform to disseminate information on wanted suspects and other missing persons that do not fit the Marco's Alert criteria to aid in criminal investigations at times when a Marco's Alert is not in effect. Notwithstanding, a Marco's Alert will automatically interrupt any other messaging on the Digital Billboard Platform to broadcast the Marco's Alert; and
11. Promote inter-divisional cooperation and usage of all existing technology platforms throughout the Royal Bahamas Police Force where its use would have a substantive impact on any new or pending criminal investigation or police operation.

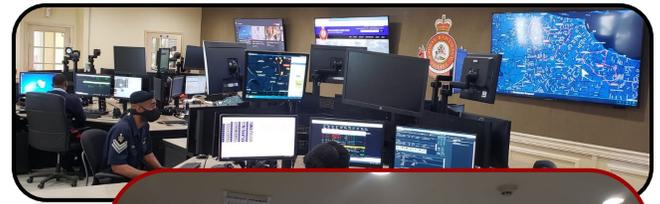
Key Performance Indicators:

1. Efficient and effective use of Information Communications Technological Assets;
2. Cost effective methods and strategies to fight crime;
3. Exact and precise actionable information in criminal investigations;
4. Refutable evidence on malicious allegations against police officers;
5. Irrefutable evidence on real-time crime recordings to apprehend criminals;
6. Expanded criminal investigative capacity;
7. Stronger prosecutorial cases;
8. Increase in firearm and ammunition seizures;
9. Increase in illegal drug seizures;
10. Increase in solvability and detection rate;
11. Increase in conviction rate; and
12. Decrease in crime and criminal activity.



Expected Outcomes:

1. Technologically advanced workforce;
2. Efficient and effective use of time and resources;
3. Employment of cutting edge technology to solve crime;
4. Significant return on capital asset investment;
5. Increased accountability among officers;
6. Improved police response times;
7. Fewer firearms on the streets of New Providence;
8. Successful criminal investigations;
9. Higher solvability and detection rate;
10. Successful prosecutions;
11. Higher conviction rate;
12. Fear of crime allayed in communities; and
13. 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;
6. Criminal Records Office;
7. Criminal Investigations Department;
8. Interpol;
9. National Crime Prevention Office; and
10. Public Safety & Operational Support.





PRIORITY FIVE:

Traffic Laws Enforcement and Awareness to Reinforce Public Road Safety.

The ability of the Force to keep all road commuters safe through education and enforcement of traffic laws.



Objectives:

1. Enforce all traffic laws and regulations throughout the Commonwealth of The Bahamas to ensure the safety of all road users;
2. Conduct impromptu nation-wide road checks to sanction traffic offenders;
3. Conduct stop and search operations targeting suspicious vehicles and/or persons that may have contrabands in their possession;
4. Coordinate efforts between the National Crime Prevention Office, the National Neighbourhood Watch Council, and the Traffic Division to disseminate Public Service Announcements on the dangers of speeding, drinking and driving, and reckless driving;
5. Coordinate efforts between the National Crime Prevention Office, the National Neighbourhood Watch Council, and all other divisions throughout the wider Force to disseminate brochures, flyers and other literature on traffic safety tips as well as revised traffic laws, rules and regulations;
6. Coordinate efforts between the National Crime Prevention Office, the National Neighbourhood Watch Council, and Urban Renewal to host public seminars and educate the public on road safety and traffic regulations;
7. Utilize the Force's expanded social media and web services reach to promote and disseminate road safety messaging;
8. Review the internal functionality, processes and resources at the Traffic Division and make adjustments accordingly in an overall effort to increase efficiency;
9. Investigate all road accident reports and provide final investigative reports in a timely manner;
10. Conduct traffic accident investigations refresher courses and internal customer service seminars at the Police Training College and require all traffic officers to attend;
11. Deploy traffic motorcyclists at peak traffic hours to monitor the flow of traffic at major intersections throughout the Capital; and
12. Increase usage of speed guns in New Providence and Grand Bahama.



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Key Performance Indicators:

1. Efficient and effective traffic investigations;
2. Increase in Fixed Penalty Notices;
3. Decrease in road traffic accidents;
4. Decrease in traffic fatalities;
5. Decrease in traffic bottlenecks;
6. Increase in police visibility;
7. Shorter response times to road accidents;
8. Informed road commuters;
9. Increase in crime detection rate;
10. Increase in firearm and ammunition seizures; and
11. Increase in illegal drug seizures.



Expected Outcomes:

1. Efficient and effective traffic management;
2. Cooperative motoring public;
3. Traffic compliant road commuters;
4. Fewer road accidents;
5. Fewer traffic fatalities;
6. Efficient traffic flows;
7. Fewer firearms on the streets of New Providence;
8. Decrease in crime;
9. Safer communities; and
10. Safer streets, roads and highways.



CREATING SAFER COMMUNITIES

Lead Responsibility:

1. Traffic Division;
2. Public Safety and Operational Support;
3. National Crime Prevention Office;
4. National Neighbourhood Watch Council;
5. Urban Renewal;
6. Research and Policy Branch;
7. Police Training College;
8. Family Islands District; and
9. Grand Bahama & Northern Bahamas District.



CREATING SAFER COMMUNITIES



PRIORITY SIX:

PROVIDED DEPRIVATION ON FORMS VICTIM THREATENING LIVING NECESSITIES WITHHOLDING TRESPASSING

Gender Based Violence and Domestic Violence Awareness to Protect People at Risk of Harm.

The ability of the Force to protect all members of society including at risk groups susceptible to gender based violence and domestic violence by prosecuting offenders and heightening awareness of these groups.

Objectives:



1. Conduct internal seminars and training on gender based violence and domestic violence to ensure that frontline officers are equipped with the tools necessary to contend with at risk groups;
2. Collaborate with the Department of Gender and Family Affairs at the Ministry of Social Services, the Crisis Center and other essential governmental agencies to heighten awareness on gender based violence and domestic violence;
3. Educate all officers on best practices, procedures and protocols when dealing with persons involved in gender based violence or domestic violence situations;
4. Document addresses of recurring gender based violence or domestic violence situations and conduct safety follow up checks to ensure that all parties involved are protected;
5. Improve police training on dealing with domestic related cases;
6. Strengthen relationships between the police and gender based civic organizations to remain up to date on international standards and record keeping protocols;
7. Review and adjust where necessary the internal policies, procedures and manpower resources at the Sexual Crimes Section of the Criminal Investigations Department with reinvigorated attention to gender based violence, domestic violence, human smuggling and trafficking in person; and
8. Review response methodologies to gender based violence and domestic violence cases and enhance inter-agency communication, cooperation, and referrals.



CREATING SAFER COMMUNITIES

Key Performance Indicators:

1. Greater awareness of gender based violence and domestic violence;
2. Greater awareness of human smuggling and trafficking in persons;
3. Increase in the number of persons charged with gender based violence and domestic violence;
4. Reduction in exploitative incidents; and
5. Efficient and effective investigations geared towards gender based violence and domestic violence.

Expected Outcomes:

1. Safer communities for at risk groups;
2. Informed society and workforce;
3. Patient and considerate society living in harmony;
4. Fewer cases of gender based violence and domestic violence; and
5. Disruption in exploitive practices against at risk groups.



Lead Responsibility:

1. Crime Management and Criminal Investigations;
2. Public Safety and Operational Support;
3. National Crime Prevention Office;
4. National Neighbourhood Watch Council;
5. Research and Policy Branch;
6. Police Training College;
7. Grand Bahama and the Northern Bahamas District; and
8. Family Islands District.



CREATING SAFER COMMUNITIES



PRIORITY SEVEN:

Youth Engagement through Community Relations Outreach to Bolster Anti-Gang and Anti-Firearm Initiatives.

The ability of the Force to positively impact young people into becoming productive members of society through anti-gang and anti-firearms messaging.

Objectives:



1. Interact with community residents and young adults in all policing divisions to elicit information on gang activity or areas criminals are known to frequent;
2. Liaise with corporate sponsors and non-government organizations to give back to residents and young children that live in communities in need;
3. Engage youths in schools and convey anti-crime, anti-gang, and anti-firearm messaging to keep children and young adults safe;
4. Canvass parks, basketball courts, public spaces and other recreational areas where youths frequent;
5. Review community based programs in schools and incorporate police officers in learning sessions with disciplines in literacy, mathematics and art;
6. Review and expand the Police Summer Youth Program to observe social distancing protocols keeping youths engaged in positive activities away from anti-social activities;
7. Expand community bands to include more young children and young adults;
8. Host various sports tournaments between youths in different communities to foster camaraderie among youths from different demographics;
9. Host a series of youth seminars on the dangers of gang and gun violence in an effort to dissuade youths from engaging in anti-social activities;
10. Coordinate efforts between National Neighbourhood Watch Council, Urban Renewal and the National Crime Prevention Office to increase school visits and convey anti-crime messaging to all youths; and
11. Establish after school programs in areas where the rate of crime is high.



CREATING SAFER COMMUNITIES

Key Performance Indicators:

1. Civic oriented youths;
2. Decrease in offences perpetrated by juveniles;
3. Better relationship between the police and youths;
4. Thwarted gang initiations;
5. Decrease in gun related violence among youths;
6. Decrease in gang related crimes;
7. Heightened police presence in schools and recreational community areas; and
8. Crime prevention initiative.



Expected Outcomes

1. Youths becoming productive members of society;
2. Law-abiding society;
3. Cooperation between the police, youths and the community;
4. Increase in crime prevention and detection;
5. Increase in community initiatives;
6. Decrease in crime; and
7. Safer communities.



Lead Responsibility

1. National Crime Prevention Office;
2. Urban Renewal;
3. National Neighbourhood Watch Council;
4. Criminal Investigations Department;
5. Central Intelligence Bureau;
6. Research & Policy Branch;
7. Public Safety & Operational Support;
8. Family Islands District; and
9. Grand Bahama & Northern Bahamas District.





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