



2005 - 2008  
PLATFORM FOR SUCCESS

*Keeping our communities safe*

**GRAMPIAN**  
P.O.L.I.C.E.



## Our purpose

Grampian Police aspires to be a modern policing organisation that delivers excellent, effective operational policing supported at all levels by a professionally skilled and efficient infrastructure. As we celebrate our 30th anniversary we must remain focused on achieving this vision, building on our strong reputation for community working and innovation, to ensure that all those who live, work and travel in the North-East of Scotland continue to experience a high quality of life.

We recognise that consensual policing is critical in meeting the expectations of our communities and that only by working closely in partnership with those we serve can we achieve long-term community reassurance and well-being. In striving to make the most effective and efficient use of the resources available to us, we will engage in regular dialogue with our communities and use our own experience and knowledge in prioritising our objectives. In developing this plan we have also considered the respective priorities of the Scottish Executive, the Grampian Joint Police Board and the Association of Chief Police Officers in Scotland.



By clearly articulating our purpose, mission and objectives over the next three years, our values and guiding principles and the governance processes that lie at the heart of any successful policing service, this plan creates a platform for organisational success by establishing a rolling programme of key objectives and a focal point for the development and delivery of more detailed tactical and operational plans.

Our purpose:

## Keeping our communities safe

## Our personal values and guiding principles

We know that effective policing can only be achieved with the full support of our staff and the trust and respect of the communities in which we serve. Grampian Police is fully committed to maintaining an organisational culture in which professional standards and values are given the highest priority and where staff are free to express concerns in a supportive and confidential manner.



**Our personal values define the conduct and attitudes we expect from our staff. We will act with:**

- Integrity** - We are honest and trustworthy and will always seek to do the right thing
- Transparency** - We are open to scrutiny and will respond positively to criticism
- Accountability** - We are accountable at every level and willing to explain our actions
- Responsibility** - We will ensure our actions are always lawful, reasonable, proportionate and necessary
- Impartiality** - We act fairly and sensitively in treating everyone according to their individual needs

**Our guiding principles underpin our service delivery. We are committed to:**

- Customer focus** - Putting our customers first and meeting the needs of all our communities
- People** - Valuing our people and enabling them to achieve their full potential
- Excellence** - Continuously improving our service quality through robust performance measurement, evaluation and action
- Empowerment** - Trusting our staff and supporting a risk positive approach to decision making
- Problem solving** - Encouraging creativity and innovation in developing long-term solutions to identified problems
- Partnerships** - Working with others to promote sustainable well-being and safety in our communities
- Learning** - Investing in our future through the education and training of our people