



AN GARDA SÍOCHÁNA

# Wicklow Divisional Policing Plan 2023

**“Keeping People Safe”**  
“Ag Coinneáil Daoine Sábháilte”



## Divisional Officer's Foreword

It is my pleasure to introduce An Garda Síochána's Policing Plan for the Wicklow Division for 2023. This plan is the second of three annual plans to achieve the objectives contained in our 2022-2024 Strategy Statement. This plan also takes account of the Joint Policing Committee's Strategic Plan and the contributions made by the local policing partnerships that contribute to that forum. This plan outlines how we will continue to build on our commitment to keep the people of Wicklow safe, grounded in the principles of our Code of Ethics and our dedication to Human Rights.



I am committed to promoting, demonstrating and upholding professional values such as service, honesty, accountability, respect, professionalism and high ethical standards among all personnel assigned to the Wicklow Division and remain dedicated to our primary objectives, protecting life and property, detecting and preventing crime, preserving peace and maintaining public safety.

This plan will give effect to our strategic priorities of strengthening community partnerships, proactively preventing, disrupting and detecting crime, supporting the needs of victims, and safeguarding the security of the State. We will continue to embed innovative and sustainable ways of working, grounded in the principles of the Commission on the Future of Policing in Ireland, recognising that we will be continually evolving and changing to meet the needs of the communities we serve.

The continued rollout of the Operating Model in 2023 will see the delivery of streamlined, efficient structures focused on a community-led service.

A handwritten signature in blue ink, appearing to read 'D. Hughes'.

**Derek Hughes**

**Chief Superintendent**

**Wicklow Division**



## How to contact your Division – Always call 999 or 112 in an emergency

Superintendents, and office contact	Station	Opening Hours	Telephone
Superintendent Declan McCarthy Wicklow (0404) 60147	Arklow	24/7	(0402) 32304
	Ashford	10am – 1pm	(0404) 40212
	Aughrim	10am – 1pm	(0402) 36142
	Wicklow	24/7	(0404) 60140
	Avoca	10am – 1pm	(0402) 35102
	Rathdrum	10am – 1pm, 5pm – 7pm	(0404) 46206
	Roundwood	10am – 1pm	(01) 2818142
Superintendent Pat Connell Bray (01) 6665382	Bray	24/7	(01) 6665300
	Enniskerry	10am – 1pm	(01) 6665750
	Greystones	24/7	(01) 6665800
	Newtownmountkennedy	10am – 1pm	(01) 2819222
Superintendent Rory Sheriff Baltinglass (059) 6482617	Baltinglass	24/7	(059) 6482610
	Blessington	10am – 1pm, 7pm – 10pm	(045) 865202
	Carnew	10am – 1pm	(053) 9426102
	Dunlavin	3pm – 5pm	(045) 401211
	Donard	10am – 1pm	(045) 404612
	Shillelagh	11am – 1pm	(053) 9429102
	Tinahealy	3pm – 5pm	(0402) 38102

**Diversity officers** for the Division can be found [here](#) on the Garda website

**Crime Prevention** officers for the Division can be found [here](#) on the Garda website

**Drug related intimidation** inspectors for the Division can be found [here](#) on the Garda website



# 1. Community

Continue to strengthen connections with communities, working in partnership to keep people safe.

National Targets	Divisional Outcomes
1.1 Work in partnership, through the Community Policing Framework, developing sustainable solutions to community concerns	The Community Policing Framework provides a methodology through which quality of life issues, relevant to the role of An Garda Síochána, are addressed in partnership to reduce harm, and fear of crime in communities.
1.2 Deliver a policing service that recognises the diversity of the people we serve	Through the delivery of initiatives under the Equality, Diversity and Inclusion Strategy, communities will know and understand the role of An Garda Síochána and see us as an organisation which ensures that all communities have a voice, thereby increasing confidence in reporting crime, with a particular focus on hate crime.
1.3 Work in partnership with other agencies to combat the harm caused by drug dealing in communities	By working effectively in partnership with other agencies, we will reduce the risk of harm in our communities and impact criminals' ability to; distribute controlled drugs, undermine confidence in authorities, infiltrate and undermine legitimate business, instil fear and use violence within communities.

## 1. Our Regular Work with the Community

Work	Method	Work	Method
Community Policing Framework		Garda Reserve	
Problem Oriented Policing		Hate Crime	
Community Based CCTV		Drug Related Intimidation	
Minority Groups and Young Persons		National Drugs and Alcohol Strategy	



## 2. Tackling Crime & Preventative Policing

Proactively anticipating and addressing crime, including new and emerging crime trends, utilising effective information-led policing approaches.

### National Targets

2.1 Deliver proactive, intelligence-led responses to volume crime to address current and emerging trends

2.2 Continue to enhance our capacity to address fraud and cyber-enabled crimes

2.3 Proactively disrupt Organised & Serious Crime in collaboration with national and international partners

### Divisional Outcomes

An Garda Síochána will make optimal use of available resources to anticipate and address current and emerging crime trends in urban, rural and private spaces, recognising the blending of our physical and digital worlds, to enable proactive crime prevention and prevention of harm in our communities.

Through public awareness, increased investigative capabilities and working with our partners, An Garda Síochána will impact on the scope of fraud and cyber-enabled crimes.

Through ongoing collaboration with our partners, An Garda Síochána will impact on the scope of criminality that Organised Crime Gangs and Transnational Criminal Organisations can engage in.

## 2. Our Regular Work and Service Standards

Work	Method	Work	Method
Crime Operations		Strategic Approach to Offender Recidivism	
Public Order		Bail, Warrants and Summonses	
Liquor Licencing		Fraud and Cyber-enabled Crime	
Undetected Crimes		Organised Crime	
Crime Prevention Advice		Drug Trafficking	
Key Indicator		Key Indicator	
Number of detections		Number of Warrants and Summonses	
Feedback from Joint Policing Committee		Detections for Drug Offences	
Reduction in the number of assaults, public order and anti-social offences		Number of liquor licencing inspections and test purchasing operations	
Feedback from the community		Monitoring of bail conditions	



### 3. Victims & the Vulnerable

Reducing harm by promoting and protecting the dignity and Human Rights of victims and all vulnerable persons interacting with An Garda Síochána.

National Targets	Divisional Outcomes
<p>3.1 Ensure all victims interacting with An Garda Síochána receive the appropriate service and supports with a particular focus on domestic, sexual and gender-based violence</p> <p>3.2 Embed a system of outcomes-based measurement for all crime types, in addition to standard statistical reporting of crime</p> <p>3.3 Promote and enforce responsible behaviour on our roads working in partnership with the Road Safety Authority and other partner agencies</p>	<p>We will continue to enhance our victim centric ethos, working on an on-going basis to improve and ensure consistency of appropriate supports for victims and people at risk.</p> <p>Implementing a system of outcomes-based measurement for all crime types will provide An Garda Síochána with insights that will inform victims, stakeholders and policy formation.</p> <p>Communities will have confidence in our road network as a result of effective roads policing, education, awareness building, and working with our partners to have safer roads and a reduction in Fatal and Serious Injury collisions.</p>

### 3. Our Regular Work and Service Standards

Work	Method	Work	Method
Sexual Crime		Outcomes-based Measurement of Crime	
Domestic Abuse		Road Safety	
Victims of Crime		Roads Policing Operations	
Key Indicator		Key Indicator	
Completion of Risk Evaluation Tool		Outcomes from crime investigations	
Number of Life Saver detections		Number of fatal and serious injury collisions	
Number of sexual offences reported		Compliance with Victims Policy	



## 4. Protecting the Security of the Irish State

Protecting the Security of the State and its people from terrorism and threats to its vital interests.

### National Targets

4.1 Ongoing implementation of the Security Service Development Plan strengthening the security and intelligence capability of An Garda Síochána

4.2 Ensuring preparedness for major emergencies through training, ongoing awareness building in An Garda Síochána and engagement in Major Emergency Management activities

4.3 Conduct intelligence-led operations, working in partnership with domestic and international agencies to proactively identify and disrupt terrorism and the activities of hostile actors

### Divisional Outcomes

Through ongoing implementation of the Security Service Development Plan, An Garda Síochána in Wicklow will have increased capability and capacity to identify and disrupt potential terrorism and the activities of hostile actors, reducing risk to the State and harm in our communities.

The capacity of An Garda Síochána to respond, with our inter-agency partners and community stakeholders, to major emergencies will be maintained and enhanced.

The capacity of An Garda Síochána to respond, with our inter-agency partners and community stakeholders, to terrorism and the activities of hostile actors will be maintained and enhanced.



## 5. Sustainable Change & Innovation

Inspiring and sustaining a culture of continuous improvement, enhancing innovation and responsiveness to change.

### National Targets

5.1 Enhance Change Capacity and Capability in An Garda Síochána through the implementation of the Change Management capacity-building plan.

5.2 Evolve towards a future state for An Garda Síochána, strengthening effectiveness, service delivery and realising our strategic objectives, underpinned by the vision of the Commission on the Future of Policing in Ireland

5.3 Build on existing sustainable practices in An Garda Síochána through the development of a Garda Environmental Sustainability Plan aligned to the Government Climate Action Plan

### Divisional Outcomes

We will continue to embed and sustain the changes and improvements required to be a dynamic and adaptable police service, realising the vision of the Commission on the Future of Policing in Ireland.

The change capacity of the organisation will be enhanced through improved communication, collaboration and opportunities for personnel, most impacted by change, to provide feedback.

We will create the capacity to deal with emerging and future sustainability challenges bringing an environmentally sustainable approach to service delivery.



## Enabler 1: Partnerships

An Garda Síochána values being a people focused organisation

### National Targets

E1.1 Enhance our capacity to provide appropriate Human Resources, Training, Learning and Development supports, enabling our personnel to succeed in their role

E1.2 Further support our personnel through the implementation of health and wellbeing initiatives aligned to the principles of the Health and Wellbeing Strategy

### Divisional Outcomes

We will ensure personnel are developed and their performance managed to allow them succeed in their roles.

We will enhance our organisational capacity to support mental health and wellbeing at all levels and strengthening the peer support infrastructure to ensure the health and wellbeing of our people.



## Enabler 2: Partnerships

Engage and sustain strategic, collaborative partnerships to continually strengthen our knowledge, service and effectiveness.

### National Targets

E2.1 Continue to work with partners to enhance our multi-disciplinary approaches

### Divisional Outcomes

Partnership working, through multi-disciplinary opportunities and approaches, will strengthen our service and effectiveness, and enable us to address community concerns, and current and emerging challenges.



## Enabler 3: Engagement

Develop clear two-way communication and engagement through new and existing channels.

### National Targets

E3.1 Strengthen two-way engagement with national and local level partners, listening to and understanding the needs of our communities.

E3.2 Understand and respond to the results of An Garda Síochána Culture Audit

### Divisional Outcomes

We will have an enhanced understanding of the needs of the diverse range of communities that we serve. This will support the transformation of data into knowledge, building an informed organisation, and empowering decision-making at all levels.

We will have an enhanced understanding of the needs of our personnel. This will support the transformation of data into knowledge, building an informed organisation, and empowering decision-making at all levels.





## Enabler 4: Empowerment & Trust

Foster a culture of empowerment and trust, rooted in integrity and the protection of Human Rights.

### National Targets

E4.1 Promote and strengthen professional conduct amongst An Garda Síochána personnel, fostering a culture of empowerment and trust.

E4.2 Roll out of An Garda Síochána Organisational Operating Model

### Divisional Outcomes

Through a culture of reflection and learning, An Garda Síochána will maintain public confidence and trust. This will be enabled by imbedding human rights and ethical decision-making.

There will be improved services delivered consistently, with the Division having greater control over how policing is delivered locally, while working within a corporate framework.



## Enabler 5: Information-Led Policing

Cultivate an information-led service, using data and technology to drive efficiencies, effectiveness and decision-making.

### National Targets

E5.1 Enhance information-led policing through the implementation of the 2023 ICT Roadmap, advancing the realisation of our Data and Technology Vision

E5.2 Improve the consistency of our data by operationalising the data quality process, validated by an external review

### Divisional Outcomes

These activities will enable consistent and quality data management, and the delivery of Information-led Policing across the organisation, with benefits realised across all pillars, particularly those relating to Community, Tackling Crime & Preventative Policing, and Victims & Vulnerable.

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## Finding Additional Support

Support Type	Name	Website	Email	Telephone
Directory	Wicklow Community Directory	<a href="http://www.wicklowcommunitydirectory.ie">www.wicklowcommunitydirectory.ie</a>		
Domestic Abuse	ANU Wicklow Domestic Violence Supports	<a href="http://www.anuwicklow.ie">www.anuwicklow.ie</a>	<a href="mailto:outreach@braywomensrefuge.com">outreach@braywomensrefuge.com</a>	(086) 0597560
	Bray Womens Refuge			(01) 2866163
	Saoirse Domestic Violence Services		<a href="mailto:helpline@svds.ie">helpline@svds.ie</a>	(01) 4630000
	Men's Aid	<a href="http://www.mensaid.ie">www.mensaid.ie</a>	<a href="mailto:hello@mensaid.ie">hello@mensaid.ie</a>	(01) 5543811
	Tusla Domestic Violence Support Practitioner		<a href="mailto:niamhm.harney@tusla.ie">niamhm.harney@tusla.ie</a>	(045) 839300
Other	Pavee Point Traveller and Roma Centre	<a href="http://www.paveepoint.ie">www.paveepoint.ie</a>	<a href="mailto:bridgie.collins@pavee.ie">bridgie.collins@pavee.ie</a>	(01) 8780255
	Dublin Rape Crisis Centre	<a href="http://www.drcc.ie">www.drcc.ie</a>	<a href="mailto:info@rcc.ie">info@rcc.ie</a>	1800 778888
	Sexual Assault Treatment Unit	<a href="http://www.rotunda.ie/satu">www.rotunda.ie/satu</a>	<a href="mailto:satu@rotunda.ie">satu@rotunda.ie</a>	(01) 8171700
Public Services	Children and Young People's Services Committee	<a href="http://www.cypsc.ie">www.cypsc.ie</a>	<a href="mailto:fionnuala.curry@tusla.ie">fionnuala.curry@tusla.ie</a>	(087) 6043511
	Legal Aid Board	<a href="http://www.legalaidboard.ie">www.legalaidboard.ie</a>	<a href="mailto:lawcentrewicklow@legalaidboard.ie">lawcentrewicklow@legalaidboard.ie</a>	(01) 2022644
	Health Service Executive	<a href="http://www.hse.ie">www.hse.ie</a>	<a href="mailto:infoline1@hse.ie">infoline1@hse.ie</a>	(0404) 68400
	District Court	<a href="http://www.courts.ie">www.courts.ie</a>	<a href="mailto:braydcusers@courts.ie">braydcusers@courts.ie</a>	(01) 2744800
	Wicklow County Council	<a href="http://www.wicklow.ie">www.wicklow.ie</a>	<a href="mailto:customerservice@wicklowcoco.ie">customerservice@wicklowcoco.ie</a>	(0404) 20100
	Citizens Information	<a href="http://www.citizensinformation.ie">www.citizensinformation.ie</a>	<a href="mailto:bray@citinfo.ie">bray@citinfo.ie</a>	(076) 1076780
Drugs and Alcohol	East Coast Regional Drugs & Alcohol Task Force	<a href="http://www.ecrdatf.ie">www.ecrdatf.ie</a>	<a href="mailto:ecrdatf@gmail.com">ecrdatf@gmail.com</a>	(01) 2744132
	Drug and Alcohol Helpline	<a href="http://www.drugs.ie">www.drugs.ie</a>		1800 459459



## Appendix: Public Attitude Survey (PAS)

Strategic Objectives	Measures
<p><b>Community -</b> Continue to <b>strengthen connections</b> with communities, <b>working in partnership</b> to keep people safe</p>	<ul style="list-style-type: none"> <li>• Proportion of respondents who report satisfaction with local Garda Service.</li> <li>• Proportion of respondents who perceive An Garda Síochána do not deal with things that matter in the community.</li> <li>• Proportion of respondents who state Gardaí in the area treat everyone fairly regardless of who they are.</li> <li>• Proportion of respondents who report An Garda Síochána listen to the concerns of local people.</li> <li>• Proportion of respondents who state the Gardaí would treat you with respect if you had contact with them for any reason.</li> <li>• Proportion of respondents who perceive An Garda Síochána as community focused.</li> </ul>
<p><b>Tackling Crime &amp; Preventative Policing -</b> <b>Proactively anticipating</b> and addressing crime, including new <b>and emerging</b> crime trends, utilising effective information-led policing approaches</p>	<ul style="list-style-type: none"> <li>• Proportion of respondents who perceive crime as a serious or very serious problem locally.</li> <li>• Proportion of respondents that worry them or anyone that lives with them may become a victim of cyber crime.</li> <li>• Proportion of respondents with fears about the level of crime in general.</li> <li>• Proportion of respondents for whom fear of crime has no impact on quality of life.</li> <li>• Proportion of respondents who are aware of Garda patrols.</li> <li>• Proportion of respondents who stated they were a victim of the same type of crime multiple time in the last 12 months.</li> <li>• Proportion of respondents who state An Garda Síochána is human-rights focused.</li> <li>• Proportion of respondents who perceive An Garda Síochána as effective in tackling crime.</li> <li>• Proportion of respondents who perceive Garda presence in their local area as about right.</li> <li>• Proportion of respondents who state the Gardaí in my area can be relied on to be there when you need them.</li> </ul>
<p><b>Victims &amp; the Vulnerable -</b> Reducing harm by <b>promoting and protecting</b> the dignity and <b>Human Rights</b> of <b>victims and all vulnerable persons</b> interacting with An Garda Síochána</p>	<ul style="list-style-type: none"> <li>• Proportion of victims who are quite satisfied or very satisfied with how An Garda Síochána handled their case.</li> <li>• Proportion of victims that reported their most recent crime experienced.</li> <li>• Proportion of respondents who stated for their most recent incident, Gardaí responded quickly when the incident was first reported.</li> <li>• Proportion of respondents who stated they were contacted by An Garda Síochána after their most recent incident was reported.</li> </ul>
<p><b>Sustainable Change &amp; Innovation -</b> Inspiring and sustaining a culture of <b>continuous improvement</b>, enhancing <b>innovation</b> and responsiveness to change</p>	<ul style="list-style-type: none"> <li>• Proportion of respondents who perceive An Garda Síochána is modern and progressive.</li> </ul>
<p><b>Enablers -</b></p> <ol style="list-style-type: none"> <li>1. <b>People &amp; Purpose</b></li> <li>2. <b>Partnerships</b></li> <li>3. <b>Engagement</b></li> <li>4. <b>Empowerment &amp; Trust</b></li> <li>5. <b>Information-Led Policing</b></li> </ol>	<ul style="list-style-type: none"> <li>• Proportion of respondents who state An Garda Síochána is well managed.</li> <li>• Proportion of respondents who agree or strongly agree that An Garda Síochána is representative of the diverse communities it serves.</li> <li>• Proportion of respondents who report having a medium to high trust in An Garda Síochána.</li> </ul>



Icon Bank

Meaning	Icon
	Virtual meeting
	In person Meeting
	By phone
	By email
	By post
	By radio
	By television
	Through social media
	Media Campaigns
	Training
	Through corporate systems
	In person Gardaí
	Plain Clothes Gardaí
	CCTV
	On foot
	By bicycle
	With Cars
	By Motorcycle
	On buses
	On trains





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