



Peel Police Services Board 2024-2027 Strategic Plan

February 23, 2024

Purpose



The **Police Services Act** requires the **Peel Police Services Board** to develop a Strategic Plan every four years.

The **2024-2027 Strategic Plan** outlines the actions and initiatives identified by the Board that PRP will undertake to meet the needs of our **vibrant and unique community**.



Consultations - Input



- Community Leaders Workshops
- Community Partners Survey
- Community Surveys
(Residential, Business, Online)
- Anti-Racism Advisory and Chief's Resource Councils
- South Asian Community Engagement (SACE)
- Governance and Human Rights Committee –
Community Delegations
- PRP Members

2024-2027 Strategic Plan



Vision

A safer community together.



Mission

Committed to community safety and well-being through progressive, innovative and inclusive service excellence.



Values

Fostering trust through:

- Accountability and transparency
- Respect, equity, diversity and inclusion
- Integrity and compassion
- Duty to protect the rights and well-being of all

2024-2027 Strategic Plan



Our Community

Achieve community safety and well-being in collaboration with partners.



Our People

Foster an inclusive, engaged and progressive workplace.



Our Work

Ensure accountability, equity and innovative service excellence.



Our Community



Goal

Achieve community safety and well-being in collaboration with partners.

Objectives

1. Respond to calls for service and community crime trends effectively.
2. Implement crime prevention initiatives.
3. Employ the *Mental Health & Addiction Strategy* and the CSWB plan to support Peel community.
4. Ensure readiness through emergency management planning.
5. Create awareness on family and intimate partner violence.
6. Strengthen youth engagement in Peel.
7. Educate community on road safety.
8. Enhance service delivery through collaboration.



Our Community



Performance Indicators

- Peel Crime Severity Index (CSI) and youth crime rate below provincial and national average.
- Higher crime solvency rate.
- Decrease in traffic fatalities and serious injury.
- Decrease in 9-1-1 wait times and meet national standards.
- Decrease in call response wait times for all priorities.
- Increase frontline referrals to CSWB for social risk factors.

Goals, Performance Indicators and Objectives included on the following slides are summarized.
See full Strategic Plan at [PeelPolice.ca/StrategicPlan](https://www.peelregion.ca/police/strategicplan/)



Our People



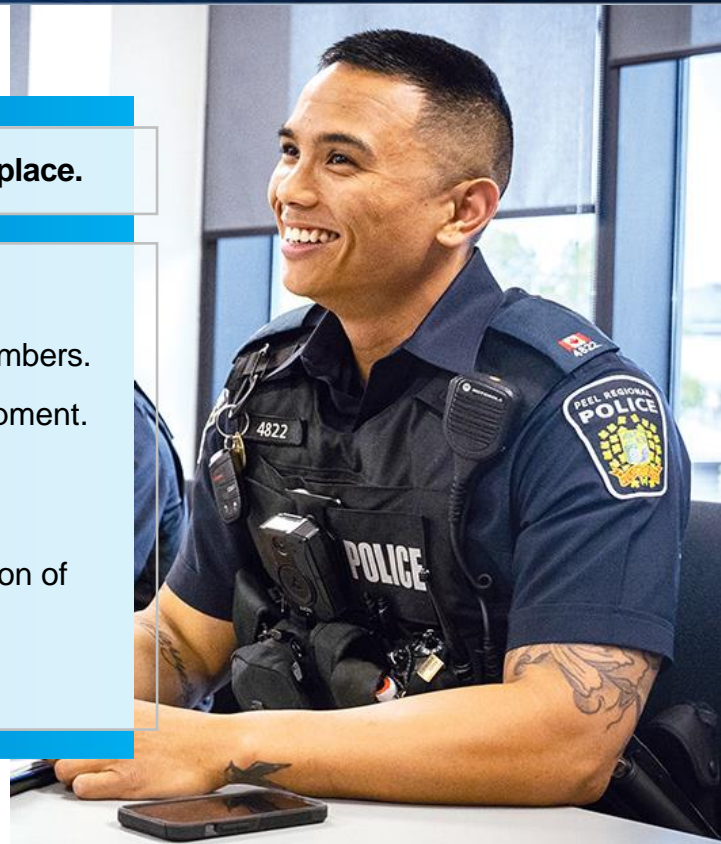
Goal

Foster an inclusive, engaged and progressive workplace.

Objectives

1. Prioritize employee safety and well-being.
2. Develop a *Wellness Strategy* to support internal members.
3. Support employee growth and professional development.
4. Establish initiatives to attract and retain a talented workforce from Peel's community.
5. Engage with members through timely communication of initiatives and developments.
6. Listen and respond to employee feedback.

Goals, Performance Indicators and Objectives included on the following slides are summarized.
See full Strategic Plan at [PeelPolice.ca/StrategicPlan](https://www.peelpolice.ca/StrategicPlan)



Our People



Performance Indicators

- Increase in new hires from underrepresented groups reflecting the Peel community.
- Achieve a 70% employee engagement index.

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Our Work



Goal

Ensure accountability, equity and innovative service excellence.

Objectives

1. Develop initiatives through values of equity, diversity and inclusion.
2. Continue to develop a human rights plan with the Ontario Human Rights Commission.
3. Ensure effective service delivery through resource and financial planning.
4. Foster public trust and confidence.
5. Focus on innovative processes and new technology.
6. Adopt sustainable environmental practices.
7. Support facility plans and projects to create a safe and healthy workplace.
8. Continue community awareness through on-going engagements.



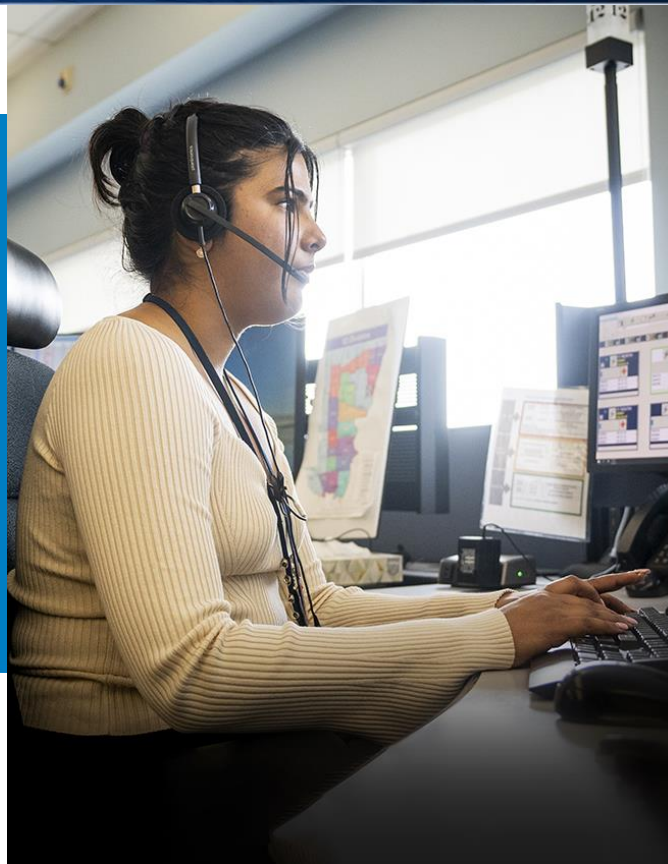
Our Work



Performance Indicators

- Achieve an 80% agreement score in public surveys about police conduct in the community.
- Continue to review and address public complaints.
- Continue de-escalation techniques in use-of-force incidents.

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Supporting the Strategic Plan



Management
Action Plan

1

To be developed by all units.

2

Areas will set goals and identify performance measurements.

3

Updates and reporting will be required annually.

4

Live system allowing for additions.

Thank You

