



BRANDON POLICE SERVICE

RESPECT • PROFESSIONALISM • INTEGRITY

VISION

COMMUNITY FIRST

MISSION

COMMITTED TO COMMUNITY SAFETY

Strategic Goal 1

COMMUNITY SAFETY

Strategic Objectives Include:

1. Intelligence-led Policing Strategies

To address areas of safety concerns within our community with intelligence lead directed patrols and appropriate strategies, including a sound communications strategy.

2. Modern Policing Practice

A modern approach to policing practice that uses techniques supported by evidence-based research.

3. Policing Priorities

To take steps to address specific crime issues that have major impacts on victims and the community, based on current research and established best practices.

4. Community Order

To address safety and community well-being through education and enforcement of laws/bylaws related to our roadways, recreational areas and the community in general.

5. Timely Response

To provide a timely and professional response to and management of all investigations, but most notably to emergency situations and critical incidents.

6. Addressing Organized Crime

To foster partnerships with law enforcement agencies at all levels to address organized crime activities.

7. Downtown Development

To build on the success of the Police Service's multi-year initiatives to work collaboratively to address the safety and wellbeing of our historical downtown area.

Strategic Goal 2

COMMUNITY ENGAGEMENT & RELATIONSHIPS

Strategic Objectives Include:

1. Community Mobilization

Build on the success of the collaborative Community Mobilization Westman model, dealing with people at acutely elevated risk, but most especially our youth at high risk.

2. Proactive Communication

Explore new and effective ways of communicating vital information on community safety and policing efforts both externally and internally.

3. Collaboration with Community Partners

Enhance ongoing relationships with community partners and government agencies with a greater level of community collaboration.

4. Governance

Continue to develop the governance model of the Brandon Police Service consistent with provincial legislation to ensure civilian oversight of the service, solicit community input and foster a safe and vibrant community.

5. Indigenous Peoples

Build on strong relationships which have been developed with Indigenous Peoples by positive and forward action on Truth and Reconciliation recommendations.

6. Newly Arrived Canadians

To foster greater engagement of and support for newly arrived residents to Canada, as well as the organizations supporting them.

7. City of Brandon Partners

Build on the MOU between the City of Brandon and the Brandon Police Service to continue to provide accountability to taxpayers, deliver services in cost-effective manner and to foster communications between the two organizations.

8. Public Engagement

Continue to obtain public input and feedback and action to inform policing strategies and priorities.

Strategic Goal 3

SUSTAINABILITY & DIVERSITY

Strategic Objectives Include:

1. Diverse and Skilled Workforce

To attract, retain and train a diverse and skilled workforce, both reflective of the community and prepared to be the leaders of the future.

2. Human Resource Planning

To develop a human resources plan to address increasing demand for services in a growing community, but also one that continues to address efficiency of effort.

3. The Tools for the Job

Build on current planning efforts in order to address facilities, equipment and technology to meet current and future needs.

4. Cost Effective Service Delivery

Promote a comprehensive fiscal planning system to addresses innovative cost effective service delivery as well as resourcing to meet current and future needs.

5. Environmental Stewardship

Support environmental responsibility and conservation.

Strategic Goal 4

EMPLOYEE WELLBEING & ACCOUNTABILITY

Strategic Objectives Include:

1. Open and Transparent

Enhanced open, transparent and engaging communication strategies at all levels of the Service.

2. Physical Wellbeing

Promoting employee physical wellness as well as a healthy and respectful work environment.

3. Positive Mental Health

Foster and advance existing efforts within the organization to address the psychological health and wellbeing of our employees.

4. Accountability

Address employee accountability by ensuring work expectations are aligned to the values of the Police Service and that a meaningful performance management system is in place.