



# 2023-2028 Strategic Plan

# A Message from the Chief Constable

The Central Saanich Police Service was formed in 1951 (consisting of one Chief Constable equipped with a pair of handcuffs, a blackjack, and a 38 calibre revolver) when the District of Central Saanich was incorporated. Since that time, the Service has strived to serve its citizens through its motto "Strength Through Community."

We gratefully acknowledge that the ancestral lands on which we work are within the traditional territories of the W̱SÁNEĆ peoples: W̱JOŁEŁP (Tsartlip), BOĆEĆEN (Pauquachin), S̱ÁUTW̱ (Tsawout), W̱SIḴEM (Tseycum) and MÁLEXEŁ (Malahat) Nations, and we value our partnerships with the Nations.

In developing our 2023 Strategic Plan, we embarked on a consultative process that included input from our people, schools, businesses and residents. Based on intelligence-led data and community input, this guiding document will direct our efforts to maintain the highest service delivery standards for the people who work, live and play in our community.

Our staff are proud and committed to implementing this Strategic Plan, and the priorities and goals outlined within it will support us to be a progressive police service that serves our community with excellence.

Chief Constable Ian Lawson  
Central Saanich Police Service



# A Message from the Central Saanich Police Board

We are pleased to endorse the 2023 Strategic Plan put forward by Chief Constable Lawson.

The thorough consultative process performed by the Service has resulted in a substantive framework for initiatives that address the goals and priorities of the community and the Service. Key community goals focus on Community Engagement, Road Safety, Crime Reduction and Community Safety; while key goals for the Service include Organizational Performance, Modernization and Employee Wellness. As a Board, we view these priorities to be in line with our expectations and consistent with the scope set out in previous Strategic Plans.

We are extremely proud of the Members' consistent commitment to upholding the Service's motto "*Strength Through Community*." We have consistent feedback about Members going above and beyond with their "no call too small" approach to Community Policing. We know this approach will continue as these priorities are front and center for our community.

We would also like to acknowledge the exceptional standard of leadership from Chief Constable Lawson and Deputy Chief Hackett to both the Service and community.

As always, we remain progressive and community-minded with our approach, welcoming input and feedback anytime from the community we are honored to represent.

The Central Saanich Police Board consists of volunteers appointed under the provincial Police Act to provide civilian oversight on governance, budgetary control and policy direction to ensure the Central Saanich Police Service remains independent, accountable and effective. The current Board members are *Mayor Ryan Windsor (Chair), Corey Wood, Jim Rondeau, Jen Klein and Rene Johanssen*.

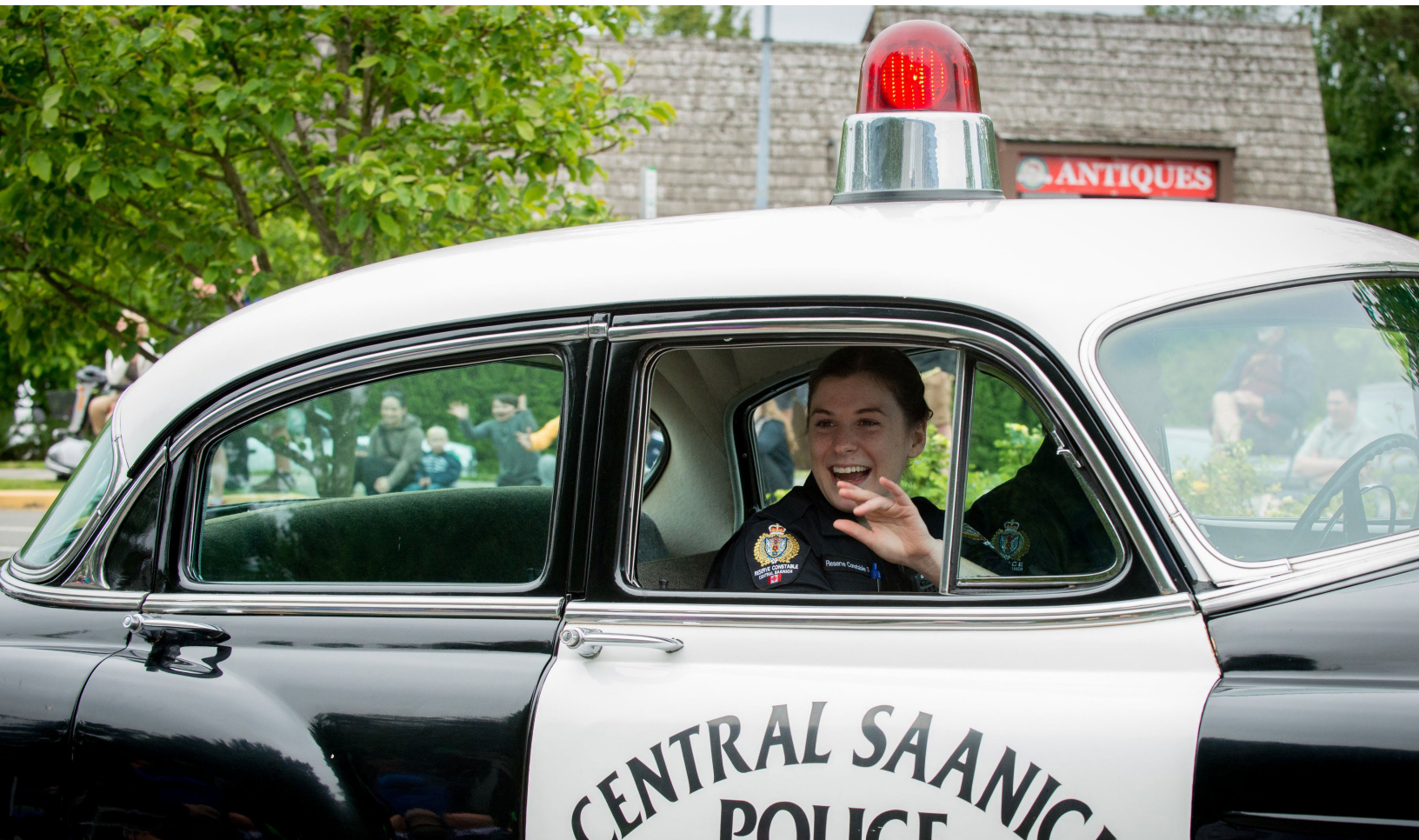
# VISION:

We emulate our Motto of Strength through Community by providing a responsive and consistent professional policing service that works cooperatively with our residents to enhance the level of security (safety) and liveability of all residents.



## Goal 1: *Community Engagement (& Mobilization)*

- Initiate positive police-youth interactions
- Enhance external communication and community safety initiatives
- Strengthen partnerships to address community concerns (and complex social issues)
- Enhance engagement with diverse populations/groups
- Enhance public participation with community safety programs



## Goal 2: Road Safety

- Prioritize and enhance education and awareness opportunities with partners like ICBC and other stakeholders using social media and other means
- Increase officer visibility and road presence in known high risk areas
- Participate in collaborative traffic prevention activities with enforcement partners like the Regional Integrated Road Safety Unit
- Work with key partners to improve road safety design, planning and signage





## Goal 3: *Crime Reduction and Community Safety*

- Increase early intervention with at Risk youth
- Promote and participate in collaborative responses to homelessness, addiction and mental Health
- Reduce property Crime
- Enhance Crime reduction strategies and demonstrate support to community problem solving
- Intelligence Led approach utilizing Crime Analyst
- Enhanced collaboration with neighbouring Jurisdictions and policing partners





## Goal 4: *Organizational Performance, Modernization and Employee Wellness*

- Increase fiscal responsibility
- Leverage technology to support service delivery
- Ensure operational readiness and improve emergency and operational planning
- Enhance resource deployment
- Enhance internal communication and information sharing
- Enhance employee training and development opportunities
- Promote and enhance employee mental and physical wellbeing
- Continuously improve employee morale, inclusiveness, respect and diversity
- Active participation in the District's Climate Action plan.

