



EURO COP
ACTION PLAN
2020-2024



Personnel facts and figures¹



One police officer per **294 people**, or 340 police officers per **100,000 inhabitants**



One in six police officers is a woman



1.52 million police officers in the EU-27

Crime statistics²



Police-recorded robberies in the EU fell by **34% between 2012 and 2018**



In the EU27 there were 70 police-recorded offences per 100,000 inhabitants (average 2016-2018)

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INTRODUCTION

Why do we need an Action Plan?

Europe's police officers are working in ever more demanding environments, routinely presented with new and unprecedented challenges. The COVID-19 pandemic has added another layer to these challenges, which include terrorism, health and safety concerns, cuts to budgets for training and other resources, and the lack of access to essential data.

It is therefore more important than ever that EuroCOP has a coherent vision for the future and a clear route to achieve it. Both are set out in this Action Plan, which will underpin our work for the next four years.

Who is the Action Plan for?

Every part of the organisation has a role to play in making EuroCOP's Action Plan a success, from each individual police officer to the President. To make our vision for 2024 a reality, EuroCOP needs to be a proactive and authoritative voice for the policing community. We therefore need the active support of all EuroCOP member organisations to achieve our strategic

objectives, whether that is through spreading the word about who we are or providing us with your views on the issues that matter to you.

Our vision for 2024

By 2024 European police officers will operate together in an environment of equality, safety and support, provided with the rights, resources, and training to keep Europe's citizens safe and secure.

How will we achieve our vision?

Our work over the next four years will build on a clear set of strategic objectives that will guide our priorities and actions. These objectives are broad and cross-cutting, encompassing internal and external aspects of EuroCOP's work.

To ensure we stay on the right track, the EuroCOP Executive Committee will define Key Performance Indicators (KPIs) against which to measure our progress towards these strategic objectives, and will review the Action Plan twice a year.

Our strategic objectives for 2020-2024 are:

1 Strategic Objective
Raising EuroCOP's profile

2 Strategic Objective
Establishing and building a foundation for developing a policy environment that supports police officers

3 Strategic Objective
Promoting and supporting policing best practice

¹ https://ec.europa.eu/eurostat/statistics-explained/index.php/Police_court_and_prison_personnel_statistics#One_police_officer_per_294_people

² https://ec.europa.eu/eurostat/statistics-explained/index.php?title=Crime_statistics

1. RAISING EURO COP'S PROFILE

EuroCOP, the leading voice for the police in Europe, represents hundreds of thousands of European police officers. Our principal strength is our wide and diverse membership of police unions and staff organisations, which brings with it an enormous wealth of knowledge and experience. This is a strength we should take advantage of when promoting EuroCOP to our key audiences. However, we are not always as well-known as we should be by policymakers, the media and even the wider policing community.

The first of EuroCOP's strategic objectives is therefore to raise the confederation's profile both internally and externally. We will take a more proactive approach to achieve this, building a new integrated strategy that will support all our communications activities.

To be a truly representative and authoritative organisation, we need the active support of our member organisations. We want everyone in our membership to feel part of the EuroCOP community and to identify with our values, motivations and activities. We will therefore make it easier for member organisations to find out about, and participate in, our work: we will improve access to information about our aims and activities, create more opportunities to provide input directly to us, and demonstrate to member organisations how their contributions make a difference to what we do. Open channels of communication between EuroCOP and our member organisations will help us build a truly common set of values, priorities and data that will strengthen the organisation and help us raise our external profile. Working closely with member organisations, we will also

identify opportunities to deliver training and learning development at the regional level where appropriate.

We will establish EuroCOP as a thought leader with its key external audiences. EuroCOP will be a transparent and authoritative source of expertise with 'on the ground' operational experience. Policymakers, the media and EuroCOP's partners will recognise us as the go-to representative of the policing community in Europe. This will boost our credibility and increase our visibility to prospective member organisations and in policy debates.

EuroCOP is already recognised as an important stakeholder, with seats at the European Trade Union Congress and the Council of Europe Conference of NGOs. We will maximise the impact of these positions, developing clear and coherent policy priorities and carrying out direct lobbying campaigns where appropriate (see Strategic Objective II). We will also seek opportunities to partner with other organisations which align with our goals.

Successfully raising EuroCOP's profile will help us achieve the latter two strategic objectives set out in this action plan. With a successful push of EuroCOP's brand, the organisation itself will be more robust and better able to convey its views externally. Given the current political climate and the rising political saliency of law enforcement, now is the time to raise our confederation's profile and provide the insights nobody else can to ongoing debates.

Goals

The Executive Committee will:

- Deliver an integrated EuroCOP communications strategy
- Promote EuroCOP as the go-to representative of the policing community in Europe to key audiences: member organisations and prospective member organisations, policymakers and the media
- Improve information exchange between EuroCOP and its member organisations
- Promote EuroCOP to prospective member organisations and increase membership
- Leverage EuroCOP's seats in the Council of Europe and within the European Trade Union Confederation
- Raise EuroCOP's profile using direct lobbying and media campaigns where appropriate
- Remain open to partnerships and joint ventures with other organisations where goals are aligned

EuroCOP member organisations will:

- Promote EuroCOP's activities among their own members
- Provide input to EuroCOP data and opinion-gathering exercises
- Encourage their members to participate in EuroCOP's activities
- Work with the Executive Committee to identify opportunities for training and learning development at regional level

2. ESTABLISHING AND BUILDING A FOUNDATION FOR DEVELOPING A POLICY ENVIRONMENT THAT SUPPORTS POLICE OFFICERS

European police officers' day to day working environment is directly shaped by national laws, EU legislation and international guidelines such as the Council of Europe's European Code of Police Ethics. These cover issues from health and safety, training and protective equipment to migration, terrorism and information exchange between police forces.

Our ability to perform our role successfully and protect Europe's citizens depends on how well these laws and guidelines are drafted and how effectively they work in practice. As the leading European voice for police officers, EuroCOP has a clear responsibility to play an active role in policy debates at national and international level. Our insights are vital to policy makers – we provide 'on the ground' insights to the officials writing the laws that govern how we operate.

We have a strong track record in cooperating with national governments, international organisations and all institutions of the EU.

We are active members of the European Trade Union Congress, the Council of Europe Conference of NGOs, and the Workers' Group of the European Economic and Social Committee. This places EuroCOP in a strong position to influence pan-European policy debates that affect police forces.

Over the next four years EuroCOP will continue to play an active role in policy debates at all levels. We will ensure that we have a strong understanding of member organisations' priorities, as well as of policy issues at EU and national level. We will take a strategic approach to determine the most relevant policy issues to EuroCOP, where we can have most impact and when to act. We will work proactively to build a policy environment that supports European police officers, providing insights, solutions and strong evidence to support our position.

Goals

The Executive Committee will:

- Undertake continuous monitoring and regular audit of European/national policy issues
- Execute an annual operational plan and engagement strategy in line with EU and national policy agendas
- Encourage member organisations to input to policy priorities and positions
- Build and maintain relationships with key EU institutional, Council of Europe and ETUC officials
- Conduct regular data gathering exercises among EuroCOP member organisations to build a strong evidence base to support policy activity
- Launch a workstream to review Council of Europe Code of Police Ethics

EuroCOP member organisations will:

- Provide input to EuroCOP policy discussions in order to shape priorities and positions
- Encourage their members to participate in EuroCOP policy discussions
- Participate in EuroCOP data gathering exercises to build a strong evidence base

3. / PROMOTING AND SUPPORTING POLICING BEST PRACTICE

Now more than ever, European police forces are under pressure to cope with continually changing threats and challenges. Trust between police forces is essential, as is the public's trust in those forces. Uniformly high standards in policing across Europe and robust protections that provide the best professional environment for police officers are pivotal to effective law enforcement.

EuroCOP will promote standards and best practices at the national and European level to enhance the effectiveness of police services. We will provide an open forum for discussion, allowing member organisations to share insights and experiences, and finding viable solutions to the challenges faced daily by Europe's police officers. The exchange of best practices and know-how is crucial to maintaining high standards across Europe. We will also continue to gather qualitative and quantitative data from member organisations through regular information-gathering exercises. These exchanges and data will underpin our positions on relevant policy issues.

In addition to acting as a best practice facilitator, EuroCOP will oppose any discrimination based on sex, race, disabilities, religion or sexual orientation in European police forces. Any examples of such behaviour will be discussed and dealt with in appropriate fora.

We will seek opportunities to participate in relevant debates at national, European and international level, including partnering with think tanks and academic studies where appropriate.

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Goals

The Executive Committee will:

- Develop thought leadership: promote standards and best practices in policing at the national, European and international level
- Provide an open forum for EuroCOP member organisations to discuss core issues facing police officers, share experiences, elaborate solutions and define recommended best practices
- Gather evidence base to support issue advocacy (feeding into Strategic Objective II)
- Initiate/contribute to joint studies on European policing issues with think tanks and academics as appropriate

EuroCOP member organisations will:

- Participate, and encourage their members to participate, in EuroCOP open forum discussions on core issues facing police officers
- Provide evidence and data that will support EuroCOP's issue advocacy
- Publicise among their members EuroCOP's activities to promote standards and best practices in policing

ABOUT EUROCOP

EuroCOP is the leading representative voice for the police across Europe. We are an active organisation, reflecting current operational attitudes of the police along with the practical application of current rules.

Our mission is to work with policymakers at the national, European and international level, providing a practitioners' perspective to ensure police officers have the rights, resources and training necessary to keep Europe's citizens safe and secure.



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