

**HALIFAX**

# Halifax Board of Police Commissioners

2024-2025 Annual Report

Halifax Regional Council  
June 24, 2025

**Slide 1**

# Legislative Authority

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- Establishing a Board of Police Commissioners is a requirement under the *Police Act*
- Provides civilian governance and oversight on behalf of Regional Council
- Halifax's board plays a dual role:
  - Board of Police Commissioners (HRP)
  - Police Advisory Board (HRD)
- By-Law P-100 requires the BoPC to provide Council with an annual work plan by June 1<sup>st</sup> of each year

# P-100: New Requirements

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- An accountability statement;
- A message from the Chair;
- A balanced scorecard showing performance over the past year;
- Actions taken by the Board with respect to strategic objectives;
- New initiatives which the Board proposes to undertake;
- Initiative undertaken by the Board and the Municipality cooperatively;
- An overview of the current composition of the Board, and
- How the Board will ensure alignment with the annual priorities of the Municipality while taking into consideration the requirements of the Act.

# BoPC 2024-2025 Overview

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- Chair and Vice-Chair Elections
- Diverse Board Membership
- HRP & HRD Leadership Changes
- Commissioner of Public Safety



# BoPC 2024-2025 Activities

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- 2025-2026 HRP and HRD Operating Budget
- MCC and Public Safety Report Alignment
- Body Worn Cameras
- Community Survey on Policing
- Independent Civilian Review
- Off Duty and Extra Duty Employment
- Sexual Assault Investigations Review Committee
- Facility Plan



## HALIFAX BOARD OF POLICE COMMISSIONERS' STRATEGIC PRIORITIES: PLAN ON A PAGE



### DEVELOP

**Enhance board capacity:** Ensuring the board has the expertise, experience and resources needed.

**Increase accountability:** Ensuring the necessary structures are in place to determine the priorities, objectives and goals of police.



### ENGAGE

**Engage:** Developing a communication and engagement plan with community members.

**Consult:** Identifying and developing relationships with stakeholders to encourage collaboration, information sharing, and moving the strategy forward.



### ADAPT

**Enhance policies to adapt to growth and emergency situations:** Ensuring our policing services have the necessary policies, tools, and resources in place to adequately respond to emergencies, large gatherings and a growing population.



### EVOLVE

**Review, align, and action findings and recommendations from key reports:** Reviewing reports and developing targeted action plans through collaboration with partners.

**Oversee the development of a people-focused policing strategy:** Ensuring our police develop a clear plan that will enable them to attract, retain, and develop the people in their services.

# Current Workplan Priorities



## Develop

- Wortley Progress Updates
- Support Police Transformation
- Board self-evaluation

## Engage

- Launch Community Survey
- Develop Communications support model

## Adapt

- Policies on:
- Critical Point
  - Encampments
  - Use of Force
  - ARV
  - BwCs
  - SAIRC

## Evolve

- MCC follow-up
- GNS Police Review
- BoPC Policing Award
- Targeted recruitment strategies
- Psychological Safety
- HRP culture

# Questions

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