Strategic Leadership Board Discussion Summary

Wednesday 11th September 2019

Board Members In Attendance	
Iain Livingstone	Chief Constable
Fiona Taylor	DCC People and Professionalism
Malcolm Graham	DCC Crime and Operations
John Hawkins	ACC Local Policing North (rep DCC Kerr)
Bernard Higgins	ACC Local Policing West
Kenny MacDonald	ACC Local Policing East
Steve Johnson	ACC SPA Strategic Coordination Unit
Alan Speirs	ACC Professionalism and Assurance
Gary Ritchie	ACC Operational Change and Resilience, Partnership, Prevention and Community Wellbeing
Mark Williams	ACC Operational Support
Angela McLaren	ACC Organised Crime, Counter Terrorism and Intelligence
Jude Helliker	Director of People and Development
Martin Low	Interim Director of ICT
Tom McMahon	Director of Business Integration
Duncan Campbell	Head of Legal Services
Chris Starrs	Head of Corporate Communications
Neil Dickson	Director of Transformational Change

Others In Attendance	
Derek McEwan	Chief Superintendent, Divisional Commander, P Division
Clark Cuzen	Detective Chief Superintendent, Major Crime (rep ACC G MacDonald)

Integrity, Fairness and Respect are the values of Police Scotland. All decisions which we make must reflect our values and be able to withstand scrutiny when judged against them. Accordingly, our values will be the touchstones in all decisions we reach within this forum.

Sharon Milton	Chief Superintendent, Operational Support (Item 14.1)
Louise Skelton	Chief Superintendent, Operational Support Division (Item 14.3)
James Bertram	Head of Health and Safety (Items 12.1 and 12.2)
Alastair Corfield	Financial Controller (rep James Gray)
Clare Hussain	Chair, SWDF (Item 12.4)
Andy Bell	Superintendent, Strategic Engagement and Governance
Danny Hatfield	Superintendent, Executive Support

Apologies	
Will Kerr	DCC Local Policing
David Page	Deputy Chief Officer
Gillian MacDonald	ACC Major Crime and Public Protection
James Gray	Chief Financial Officer

Item	No.	Items discussed	Decision/ Action	To be actioned by
1.		**Chair's Opening Remarks**		
	1.1	**Welcome and Introduction**		
		The Chair opened the meeting and welcomed all attendees.		
	1.2	**Apologies**		
		Apologies were given as per the attendance section above.		
2.		**Quorate, Minutes and Action Log**		

	2.1	**Review of Action Log**		
		Updates were provided in respect of all outstanding actions, with three actions closed and three actions ongoing.		
	2.2	**Summary of Discussion**		
		The summary of discussion was approved as a true and accurate reflection of the August meeting.	**Approved**	
		The meeting was confirmed as quorate.		
3.		**Matters Arising**		
	3.1	**On call update**		
		There were no matters arising. General discussion took place about recent and ongoing operational activity, including public procession incidents which had occurred in Greater Glasgow Division.	**Noted**	
Force Primary Boards				
4.		**Operational Delivery Board Update**		
	4.1	DCC Graham presented a report from the Operational Delivery Board which met on 27th August 2019. This included confirmation that redesign work is ongoing relating to processes and supporting products. This was noted by members.	**Noted**	

5.		**Change Board Update**		
	5.1	DCC Taylor presented a report from the Change Board which met on 3rd September 2019. There was discussion about the latest presentation of the Transforming Corporate Support Services Business Case to the SPA Resources Committee and possible options to enable progress to be made. This was noted by members.	**Noted**	
6.		**Corporate Finance and People Board Update**		
	6.1	DCC Taylor presented a report from the Corporate Finance and People Board which met on 3rd September 2019. This was noted by members.	**Noted**	
7.	**7.1**	**Audit and Risk Board** DCC Taylor presented a report from the Audit and Risk Board which met on 22nd August 2019. This was noted by members.	**Noted**	
Force Management Boards				
8.		**Corporate Management and People and Professionalism Management Board**		
	8.1	DCC Taylor presented a report from the Corporate Management and People and Professionalism Board which met on 26th August 2019. This included information on the security required for new warrant and identification cards. This was noted by members.	**Noted**	
9.		**Local Policing Management Board**		
	9.1			

		ACC Hawkins gave a verbal update on the Local Policing Management Business Area and the next meeting will be held week commencing 16 September. This was noted by members.	**Noted**	
10.		**Crime and Operational Management Board**		
	10.1	DCC Graham presented a report from the Crime and Operational Management Board which met on 26th August 2019. This was noted by members.	**Noted**	
Portfolio Areas				
11.		**DCO Corporate Services, Strategy and Change**		
	11.1	**Capital Allocation** The Chair informed members that the joint Police Scotland and Scottish Police Authority submission to the Justice Sub-Committee on Policing relating to capital allocation was available via the Scottish Parliament website. It was confirmed that DCO Page, CFO Gray and SPA Board Member Elaine Wilkinson would provide evidence at the Justice Sub-Committee on Policing on 12th September.	**Noted**	
12.		**DCC People and Professionalism**		
	12.1	**Health and Safety Update** James Bertram presented a report relating to Health and Safety which included information relating to a rise in RIDDOR figures and ongoing work designed to address this. This was noted by members.	**Noted**	

	12.2	**Annual Health and Safety Report**		
		James Bertram presented the draft Health and Safety Annual Report, confirming that although not a statutory requirement, an annual report on health and safety was good practice. Members noted the content of the report, which was approved for transmission to the Scottish Police Authority, potentially for the November Board meeting.	**Approved**	
	12.3	**People and Development Update**		
		Jude Helliker presented an update report in respect of People and Wellbeing. This included updates relating to SPRM appeals and the staff pay award. This was noted by members.	**Noted**	
	12.3.1	**People Dashboard**		
		Members noted the latest statistical information from the People Dashboard.	**Noted**	
	12.4	**Pregnancy and Maternity**		
		Clare Hussain, Chair of the Scottish Women's Development Forum (SWDF), presented a report which outlined findings key themes following research undertaken by SWDF regarding the experiences of officers and staff during pregnancy and maternity. It was confirmed that outstanding recommendations from the research were now being tracked and monitored, and that the report would be provided to SWDF members and the Scottish Government Pregnancy and Maternity Discrimination Working Group. The report was noted by members and endorsed for onward transmission.	**Endorsed**	
	12.5	**Chief Constable Commitments Update**		
		DCC Taylor presented a report highlighting progress on the six Chief Constable Commitments which were made to officers and staff in April 2019. This was noted by members.	**Noted**	

13.		**DCC Local Policing**		
	13.1	**Brexit: Preparation and Planning (Standing Item)** ACC Williams provided a verbal update in respect of Brexit which generated discussion among members**.**	**Noted**	
	13.2	**Mental Health and Vulnerability** ACC Ritchie presented a report in respect of ongoing work relating to mental health and vulnerability, including the establishment of a governance group to co-ordinate activity. This was noted by members.	**Noted**	
14.		**DCC Crime and Operations**		
	14.1	**Resource Deployment** Chief Superintendent Sharon Milton presented a report relating to capacity and capability challenges in respect of the resourcing of events and other major operational requirements. The report recommended the establishment of a working group, chaired by DCC Graham, to consider options to address the identified challenges. Members approved the establishment of a working group with updates to be provided to SLB as a standing agenda item.	**Approved**	
	14.2	**Extended Use of Taser Programme** ACC Williams presented a report in respect of Taser, including an update on the evaluation undertaken by the University of West of Scotland (UWS), which has now finalised its report. It was confirmed that after consideration by Police Scotland and the Scottish Police Authority, the		

		report will be published by SiPR. There was discussion among members relating to the Police Scotland response to the UWS Recommendations and confirmation that the report should be shared with the Scottish Police Authority.	**Noted**	
		Further discussion also took place about the 'in life' management of Taser and approval was given to establish a Short Life Working Group to consider future options in respect of Taser.	**Approved**	
	14.3	**Armed Policing Deployment Model** ACC Williams and Chief Superintendent Skelton presented a report relating to the evaluation undertaken by the University of West of Scotland (UWS), which has now finalised its report. the report and the recommendations for members to note. There was discussion among members relating to the Police Scotland response to the UWS Recommendations and confirmation that the report should be shared with the Scottish Police Authority.	**Noted**	
15.		**Papers Approved for Submission to SPA** ● **Extended Use of Taser Programme** ● **Armed Policing Deployment Model**		
16.		**AOCB** Nil	**Noted**	
17.		**Review of Actions** No actions.	**Noted**	
18.		**Future Meetings** Wednesday 9th October 2019		

		The Chair closed the meeting and thanked members for their input.		