**Strategic Leadership Board - Discussion Summary**

Wednesday 14 October 2020

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| Board Members In Attendance | |
| Iain Livingstone | Chief Constable |
| Fiona Taylor | DCC People and Professionalism |
| Malcolm Graham | DCC Crime and Operational Support |
| Will Kerr | DCC Local Policing *(also representing ACC Local Policing West)* |
| David Page | Deputy Chief Officer |
| Tim Mairs | ACC Local Policing East |
| John Hawkins | ACC Local Policing North |
| Alan Speirs | ACC Professionalism and Assurance |
| Judi Heaton | ACC Major Crime, Public Protection and Local Crime |
| Angela McLaren | ACC Organised Crime, Counter Terrorism and Intelligence |
| Gary Ritchie | ACC Partnership, Prevention and Community Wellbeing |
| Tom McMahon | Director of Strategy and Analysis |
| James Gray | Chief Financial Officer |
| Andrew Hendry | Chief Digital and Information Officer |
| Chris Starrs | Head of Corporate Communications |
| Duncan Campbell | Head of Legal Services |
| Others In Attendance | |
| Chief Supt Derek McEwan | ‘P’ Divisional Commander |
| Chief Supt Louise Blakelock | Representing ACC Operational Support |
| Chief Supt Catriona Paton | Representing ACC Criminal Justice |
| Kirsty Garrick | Representing Director of People and Development |
| Alasdair Muir | HR Business Partner *(presenting item 9.3)* |
| Andy Bell | Superintendent, Strategic Engagement and Governance |
| Danny Hatfield | Superintendent, Executive Support |
| Claire Hailstones | Secretariat, Committee Services |
| Apologies | |
| Steve Johnson | ACC Local Policing West |
| Mark Williams | ACC Operational Support |
| Kenny MacDonald | ACC Criminal Justice |
| Bernie Higgins | ACC COP 26 |
| Jude Helliker | Director of People and Development |

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| Item | No. | Items discussed | |  |  | | --- | --- | | Decision/Action |  | | To be actioned by |
| 1. | **1.1**  **1.2** | **Chair’s Opening Remarks**    **Welcome and Introduction**  The Chief Constable opened the meeting and welcomed all attendees. The meeting was conducted via video conference, in line with current organisational distancing measures as a result of the COVID-19 situation.  **Apologies**  Apologies were given as previously noted. |  |  |
| 2. | **2.1**  **2.2**  **2.3** | **Quorate, Minutes and Action Log**  **Review of Action Log**  All actions were reviewed and updated as per the action log.  **Decisions since last meeting**  Two decisions made since the last meeting, namely approval of the Cyber Strategy on Monday 21 September and ‘go live’ approval for the North Resolution Team on Monday 28 September were endorsed at SLB, having been taken by SLB members at the weekly Operational Review Meeting.    **Summary of Discussion**  The summary of discussion was approved as a true and accurate reflection of the September meeting. The meeting was quorate. | **Approved**  **Approved** |  |
| 3. | **3.1** | **Matters Arising**  **On call update**  An update was provided by ACC Hawkins regarding significant operational incidents from the previous 24 hours. | **Noted** |  |

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| **Operation Talla** | | | | |
| 4. | **4.1** | **Operation TALLA**  **Operation Talla Update**  DCC Graham provided a verbal update, detailing recent changes to regulations and guidance and the introduction of differing restrictions based on Health Board areas. This included updates on areas of focus for compliance including large indoor gatherings, hospitality, higher education and self-isolation. This was noted by members who recognised the value of localised flexibility within a national policing service during this unprecedented period of challenge.  It was confirmed that work continues in respect of ‘Renewal and Improvement’, which will be discussed in more detail at a future SLB. | **Noted** |  |
| **Force Primary Boards** | | | | |
| 5. | **5.1** | **Change Board**  DCC Taylor presented a report from the Change Board which met on 6 October 2020, highlighting that a significant amount of work continues in the area of change, including ongoing and detailed work relating to change prioritisation. This generated an in depth discussion among members, including detailed discussion in respect of the Core Operating Systems (COS) Programme which considered progress to date, next steps, and work to support data migration within COS.  It was confirmed that the Change programme will be included as a substantive discussion item at the next Executive Planning session. | **Noted** |  |

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| 6. | **6.1** | **Corporate Finance and People Board**  DCC Taylor and DCO Page presented a report from the Corporate Finance and People Board, which met on 6 October, highlighting significant areas of discussion from their respective business areas. This was noted by members. | **Noted** |  |
| 7. | **7.1** | **Operational Delivery Board**  DCC Graham presented a report from the Operational Delivery Board which met on 28 September 2020. An update was provided on the continuing development of the Regional Delivery Boards, and work within ODB+ to align resources with demand. This was noted by members. | **Noted** |  |
| **8.** | **8.1** | **Health and Safety Board**  DCC Taylor presented a report from the Health and Safety Board which met on 16 September 2020. This included updates on Your Safety Matters, the Police Scotland Assault pledge, as well as ongoing work to support officer and staff safety during the response to COVID-19. This was noted by members. | **Noted** |  |
| **Portfolio Areas** | | | | |
| 9. | **9.1**  **9.2**  **9.3**  **9.4**  **9.5**  **9.6**  **9.7** | **DCC People and Professionalism**  **Management Board Update**  DCC Taylor presented a report from the People and Professionalism Management Board, which met on 22 September 2020. It was confirmed that work was ongoing to develop a revised Diversity Framework which will be presented to a future SLB. This was noted by members.  **People and Development Update**  Kirsty Garrick presented a report highlighting key areas of work within the People and Development business area, and provided the latest organisational demographic information. Members were advised that an Outbreak Management Team had been established to assist with the organisational response to COVID-19. Following a previous SLB action, it was confirmed that a staff vacancy management process had been developed and published. This was noted by members.  **Consolidation of Absence Reporting Line/People Services**  Alasdair Muir presented a report seeking approval to consolidate responsibility for operation of the Police Scotland absence reporting line within People Services, and associated revision to the absence line operating hours. This had previously been approved by the People and Professionalism Management Board. Following discussion, the recommendations were endorsed and approved by members.  **DECISION: The two recommendations in the report, which were initially approved at PPMB, were endorsed and approved.**  **Wellbeing Survey Action Update**  Kirsty Garrick presented a report seeking approval of recommendations in respect of actions identified by short life working group to support the forthcoming ‘Your Voice Matters’ Wellbeing and Engagement Strategy. Following discussion, the recommendations were approved by members.  **DECISION: Recommendations approved.**  **Company Vetting Checks**  ACC Speirs presented a report seeking approval to transfer responsibility for Company Vetting to the National Vetting Unit. The proposals had support from the People and Professionalism and Crime and Operational Support Management Boards. Following discussion, the recommendations were endorsed and approved by members.  **DECISION: Recommendations endorsed and approved.**  **PIRC MOU**  ACC Speirs presented a report updating members on a revised Memorandum of Understanding which has been agreed between Police Scotland and the Police Investigations and Review Commissioner. This was noted by members.  **Whistleblowing Policy Arrangements**  ACC Speirs presented a report which updated members in respect of ongoing development of whistleblowing arrangements within Police Scotland. It was confirmed that the report was intended for transmission to the SPA Audit, Risk and Assurance Committee.  **DECISION: Members endorsed onward transmission to SPA Audit, Risk and Assurance Committee.** | **Noted**  **Noted**  **Approved**  **Approved**  **Approved**  **Noted**  **Endorsed** |  |
| 10. | **10.1**  **10.2**  **10.3**  **10.4** | **DCC Local Policing**  **Management Board Update**  DCC Kerr presented a report from the Local Policing Management Board, which met on 7 October 2020. Portfolio updates were provided in respect of ongoing work to develop the appropriate policing approach for the COP26 conference in November 2021, and developments within Contact, Command and Control. This generated discussion among members.  **Public Confidence Monthly Update**  ACC Hawkins presented a report highlighting current public confidence information. This was noted by members, who recognised the critical importance of maintaining public confidence in policing, which is fundamental to police legitimacy. It was confirmed that the Public Confidence Governance Board continues to meet on a monthly basis, with positive contributions from members and business areas.  **Criminal Justice Paper**  Chief Supt Paton presented a report which updated members on continuing developments across the Criminal Justice Sector, particularly through the Recovery, Renew and Transform Programme, which will support the response to the challenges associated with COVID-19. This was noted by members.  During discussion, it was agreed that a short update paper on back office transformation work would be prepared for discussion at SLB in November.  **Modernised Contact and Engagement**  ACC Hawkins presented a report which updated members on the ongoing developments to support modernised contact and engagement opportunities. This generated discussion among members who recognised the criticality of effective public contact mechanisms. | **Noted**  **Noted**  **Noted**  **Noted** |  |
| 11. | **11.1**  **11.2** | **DCC Crime and Operational Support**  **Management Board Update**  DCC Graham presented a report from the Crime and Operational Support Management Board which met on 1 October 2020. Portfolio updates included Cyber Strategy Implementation Plan, costs associated with events, and resource co-ordination. This was noted by members.  **Intelligence Review**  ACC McLaren presented a progress update report in respect of the ongoing Intelligence Review, which will continue to be reported on through the Crime and Operational Support Management Board then to SLB on a monthly basis. This was noted by members. | **Noted**  **Noted** |  |
| 15 | **15.1**  **15.2** | **DCO Corporate Services, Strategy and Change**  **Management Board Update**  Director McMahon presented a report on the Corporate Management Board which met on 28 September. This was noted by members.  **Environmental Strategy**  Director McMahon and CFO Gray presented a report which provided a progress update and outlined next steps in respect of development of the Police Scotland Environmental Strategy. It was confirmed that the Strategy for approval consideration is intended to be presented to the SLB in December. This was noted by members. | **Noted**  **Noted** |  |
| 16. |  | **Papers Approved for Submission to SPA**   * Item 9.7 Whistleblowing Policy – SPA Audit, Risk and Assurance Committee |  |  |
| 17. |  | **AOCB** |  |  |
| 18. |  | **Review of Actions** |  |  |
|  |  | **Future Meetings**  Wednesday, 11 November 2020 at 0900 hours via video conferencing.  The Chair closed the meeting and thanked members for their input. |  |  |