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## **MINUTES OF THE SENIOR LEADERSHIP BOARD**

DATE: 17.12.13  
 LOCATION: Chief Constable's Conference Room, Stirling  
 CHAIR: Sir Stephen House, Chief Constable

### **MEMBERS PRESENT**

Sir Stephen House, Chief Constable  
 Neil Richardson, Deputy Chief Constable (Designate)  
 Steve Allen, Deputy Chief Constable (Events)  
 Mike McCormick, Assistant Chief Constable (Local Policing East)  
 Derek Penman, Assistant Chief Constable (Local Policing North)  
 Ruaraidh Nicolson, Assistant Chief Constable (Organised Crime, Counter Terrorism and Safer Communities)  
 Malcolm Graham, Assistant Chief Constable (Major Crime and Public Protection)  
 Bernard Higgins, Assistant Chief Constable (Operational Support)  
 Allan Macleod, Interim Director, Finance & Resources  
 John Gillies, Interim Director, Human Resources  
 Lucy Adamson, Interim Director Corporate Communications  
 Martin Leven, Interim Director, ICT  
 Susan Mitchell, Executive Lead for Transformation

### **IN ATTENDANCE**

Andy Bates, Chief Superintendent, Local Police Commander, Glasgow  
 Mark Williams, Chief Superintendent, Local Police Commander, Edinburgh  
 Andrew Cowie, Assistant Chief Constable (HMICS) (Item 5.2)  
 Nigel Thacker, Inspector, Observer  
 Andrew Morris, Chief Superintendent, Executive Support  
 Chris Stones, Chief Inspector, Executive Support  
 John McBride, Staff Officer, Chief Constable's Secretariat (Minute Taker)

## **1 CHAIRMAN'S OPENING REMARKS**

Chief Constable Sir Stephen House welcomed everyone to the Senior Leadership Board.

**2 APOLOGIES**

Apologies for absence were noted from DCC Iain Livingstone, DCC Rose Fitzpatrick and ACC Wayne Mawson.

**3 MINUTES OF PREVIOUS MEETING**

The Minutes of the last meeting were approved by members present.

**4 MATTERS ARISING**

**4.1 Action Log**

Chief Inspector Stones provided an overview of current actions with members providing additional updates where appropriate.

**5 GOVERNANCE**

**5.1 Governance Reports**

Members discussed the Contact, Command and Control (C3i) implementation and ACC McCormick confirmed a paper was being drafted for presentation to the SPA January Board meeting. Chief Superintendent Morris confirmed that C3i will be discussed at the SPA January Board meeting.

Members thereafter discussed the Strategic Healthcare Group which is chaired by ACC Penman.

Further discussion was the subject of a Closed Minute.

**Crime & Operational Support**

ACC Graham provided members with an update on the Criminal Justice Bill and highlighted the need to train staff. He confirmed a meeting has been arranged with DCC Richardson to discuss this issue further.

He further updated on the development of a national performance report for Forensic Services which would be meaningful in content. He confirmed that the Chair of Forensic Services – Tom Nelson, agreed that the current report produced was a reasonable starting point for development.

Further discussion was the subject of a Closed Minute.

**Commonwealth Games**

DCC Allen informed members that moving into the New Year there would be an increase in activity as the Games moved from the planning to delivery phase. He confirmed a senior officer briefing has been arranged for 30 January 2014.

Further discussion was the subject of a Closed Minute.

### **Finance**

These discussions are the subject of a Closed Minute.

### **Media**

Ms Adamson provided an update on the media launch for the Domestic Abuse Campaign. She also advised that the one to one consultations for Corporate Communications are now complete.

The Chief Constable asked for clarity around the figures presented regarding social media which Ms Adamson clarified. The Chief Constable thereafter confirmed that a review of social media coverage would be an agenda item at the next meeting.

**Action: Review of social media coverage to be tabled as an agenda item at the next meeting.**

## **5.2 Quarterly HMICS Update**

ACC Cowie provided an update on HMICS plans for the next phase of inspection.

## **5.3 Equality and Diversity Update**

DCC Richardson provided an update on the Equality and Diversity action plan which is nearing completion. It was agreed that the action plan will be tabled at the next meeting with action plan updates provided quarterly thereafter.

It was also confirmed that an action plan regarding the under representation of females will be completed in the near future.

An Equality Impact Assessment review has recently been completed resulting in a number of recommendations regarding the approach to the use of EIA's. A working group has been convened to progress the recommendations.

Further discussion was the subject of a Closed Minute.

## **6 FOR DISCUSSION**

### **6.1 Corporate Strategy**

DCC Richardson and Mrs Mitchell advised that a briefing on the draft strategy had been provided at a recent SMT. This approach would be refined to provide a holistic document in the new year.

Further discussion was the subject of a Closed Minute.

## **6.2 Property Asset Management Plan**

The paper provided was adopted for progression.

## **6.2 Operation Mabola**

These discussions were the subject of a Closed Minute.

## **6.3 Gaelic Language Plan**

ACC Penman provided an update on the statutory requirement for the Service to have in place a Gaelic Language Plan during 2014. He confirmed that Chief Superintendent Julian Innes has volunteered to lead on the development of this plan. The following proposals were agreed (as listed at 3.5 in the paper presented):

- To have a Gaelic Language page placed on the intranet.
- To carry out an internal survey to establish a level of interest amongst officers and staff in learning the language.

## **6.4 Risk Register**

These discussions were the subject of a Closed Minute.

## **7 AOB**

No further business was discussed.

## **8 DATE OF NEXT MEETING**

The next meeting of the Senior Leadership Board will be held on Wednesday 15 January at 1400 hours within the Chief Constable's Conference Room, Stirling.