

**NOT PROTECTIVELY MARKED**

Security Classification:		<b>NOT PROTECTIVELY MARKED</b>	
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**MINUTES OF THE SENIOR LEADERSHIP BOARD**

DATE: 22.04.15  
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)  
Rose Fitzpatrick, Deputy Chief Constable (Local Policing)  
Iain Livingstone, Deputy Chief Constable (CrimeOps)  
Ruaraidh Nicolson, Assistant Chief Constable (Organised Crime and Counter Terrorism)  
Bernard Higgins, Assistant Chief Constable (Operational Support)  
Malcolm Graham, Assistant Chief Constable (Major Crime and Public Protection)  
Kate Thomson, Assistant Chief Constable (Local Policing East)  
Wayne Mawson, Assistant Chief Constable (Local Policing West)  
Val Thomson, Assistant Chief Constable (5C)  
John Gillies, Director of People and Development  
Susan Mitchell, Director of Corporate Services  
Martin Leven, Director of ICT  
Alison Shields, Head of Corporate Communications

**IN ATTENDANCE**

Mark Williams, Chief Superintendent, Divisional Commander, Edinburgh  
Andrew Morris, Chief Superintendent, Executive Support  
Alan Gibson, Superintendent, People & Development (Items 6.2 and 6.8)  
Peter Blair, People & Development (Item 6.2)  
Barry McEwan, Chief Superintendent, Licensing & Violence Reduction Division (Item 6.3)  
Ian Thomson, Chief Inspector, Licensing & Violence Reduction Division (Item 6.3)  
John Pow, Chief Superintendent, People & Development (Item 6.4)  
David Flynn, Chief Superintendent, People & Development (Item 6.8)  
Lesley Brines, Senior Executive Support Officer, Chief Constable's Secretariat (Minute Taker)

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**1 CHAIRMAN'S OPENING REMARKS**

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

**2 APOLOGIES**

Apologies were noted from ACC Derek Robertson, Ms Janet Murray and Chief Superintendent Andy Bates.

**3 MINUTES OF PREVIOUS MEETING**

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

**4 MATTERS ARISING**

**4.1 Action Log**

Chief Superintendent Morris provided an overview of current actions with members providing additional updates where appropriate.

**5 GOVERNANCE**

**5.1 Governance Reports**

Members noted previously submitted Governance Reports.

Mr Gillies updated members on international training and development and confirmed the intention to table a paper with considerations at the May SLB.

Mrs Mitchell provided members with an update on the Estates Strategy. In addition, members discussed the contribution to improving safety and wellbeing and how this was measured. Members noted that an update had been provided to the Scottish Police Authority (SPA) however Mrs Mitchell was actioned to discuss this matter further with Mr Foley to ensure that the Chair of SPA was also aware of this update.

**Action: Mrs Mitchell to liaise with Mr Foley to ensure the Chair of the SPA has received an update in relation to the measurement of safety and wellbeing.**

**5.2 i6 Programme Update**

DCC Richardson updated members on the current status of the i6 programme.

**5.3 C3IR Update**

This item was the subject of a Closed Minute.

**6 FOR DISCUSSION**

**6.1 Children and Young People (Scotland) Act 2014 – Implementation Team**

ACC Graham provided recommendations in relation to the planning requirements for compliance with the Children and Young People (Scotland) Act. Members agreed the recommendations however agreed that further discussion was required in relation to resourcing requirements and co-ordination with Local Policing regarding local partner engagement. Members noted ACC Graham's intention to provide a more detailed report to the May SLB.

**6.2 Pathways to Policing**

Mr Gillies updated members on the developments and progress within the Pathways to Policing Project highlighting ACC Graham as Project/Executive Lead. Superintendent Gibson and Mr Blair were also in attendance to assist with discussions. ACC Graham updated members on the various options highlighted within the report. Further discussion was the subject of a Closed Minute.

**Action: ACC Graham and Mr Gillies were actioned to provide updated recommendations to a future Senior Management Team (SMT) within the next few weeks.**

**6.3 Establishment of Stop and Search Improvement Delivery Team**

ACC Mawson asked Chief Superintendent McEwan and Chief Inspector Thomson to provide members with a summary of work undertaken in relation to stop and search and associated resourcing requirements. Further discussion was the subject of a Closed Minute.

**6.4 Senior PNAC 2015**

DCC Richardson invited Chief Superintendent Pow to update members on the proposals to assist Police Scotland candidates attending the Senior Police National Assessment Centre (SPNAC). It was agreed that preparation for SPNAC would be supported by the organisation, however should be undertaken in the candidate's own time.

Discussions continued on the seniority level of attendees and the extension of assistance to others not currently attending SPNAC. Members agreed that assistance should be offered to those of Superintendent rank and above, along with staff equivalent.

Members discussed the requirement for a better understanding of the basic process, competency and resilience requirements. Mr Gillies was actioned to arrange an appropriate input to relevant staff.

**Action: Mr Gillies to arrange an appropriate input to relevant staff to assist with development opportunities.**

6.5/ These items were the subject of a Closed Minute.

6.6

**6.7 Conclusion of the National Police Promotion Process (NPPP) Implementation Project**

Mr Gillies updated members on the conclusion of the NPPP summarising the outcomes achieved within the Implementation Project and the status of the Police promotion process. This update was noted by members.

**6.8 Training Demand**

Mr Gillies, along with Chief Superintendent Flynn and Superintendent Gibson, provided members with an overview of anticipated organisational training challenges in relation to training demand.

**7 ANY OTHER BUSINESS**

No further business was discussed.

**8 DATE OF NEXT MEETING**

The next meeting will take place on 20 May 2015 at 1400 hours in the Chief Constable's Conference Room, Stirling.