

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

DATE: 17.02.16  
LOCATION: Chief Constable's Conference Room, Stirling  
CHAIR: Philip Gormley, Chief Constable

**MEMBERS PRESENT**

Philip Gormley, Chief Constable  
Iain Livingstone, Deputy Chief Constable (CrimeOps)  
Rose Fitzpatrick, Deputy Chief Constable (Local Policing)  
Malcolm Graham, Assistant Chief Constable (Major Crime and Public Protection)  
Ruairaidh Nicolson, Assistant Chief Constable (Organised Crime and Counter Terrorism)  
Andrew Cowie, Assistant Chief Constable (Local Policing North)  
Kate Thomson, Assistant Chief Constable (Local Policing East)  
Wayne Mawson, Assistant Chief Constable (Local Policing)  
Val Thomson, Assistant Chief Constable  
John Gillies, Director of People and Development  
Janet Murray, Director of Financial Services

**IN ATTENDANCE**

Andrew Morris, Chief Superintendent, Executive Support  
Kenny MacDonald, Chief Superintendent, Edinburgh  
Lynne Hutchinson, Superintendent, Corporate Services Division (Item 5.2)  
Clare Hussain, Head of National Systems Support  
Rob Hay, T/Superintendent, Corporate Services Division (Item 6.4)  
Derek Frew, Chief Inspector, Corporate Communications  
Lesley Brines, Senior Executive Support Officer, Chief Constable's Secretariat (Minute Taker)

**1 CHAIRMAN'S OPENING REMARKS**

The Chief Constable welcomed everyone to the Senior Leadership Board.

**2 APOLOGIES**

Apologies for absence were received from DCC Neil Richardson, ACC Bernard Higgins, ACC Mark Williams, Mr Martin Leven and Ms Alison Shields.

**3 MINUTES OF PREVIOUS MEETING**

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 and agreed that this item was no longer required.

**5.2 i6 Programme Update**

Superintendent Hutchinson provided members with an update on the i6 Programme.

**5.3 C3IR Update**

ACC Val Thomson provided members with an update on the progress of the C3IR Project.

**5.4 Staff/Officer Engagement**

Mr Gillies provided members with an update on the staff/officer engagement process and its progress.

**6 FOR DISCUSSION**

**6.1 Pathways to Policing Update Report**

ACC Graham updated members on developments and progress within the Pathways to Policing Project. Members agreed the recommendations therein, noting that implementation would take place post May 2016.

**Decision: Recommendations agreed.**

**6.2 Modern Apprenticeship**

Mr Gillies updated members on the current status regarding the development of a Modern Apprenticeship Programme within SPA/Police Scotland. Members noted the commitment by the UK Chancellor of the Exchequer in the 2016 Budget Statement to introduce a levy on all employers with a wage bill of over £3 million per annum to proportionally/collectively fund an additional 3 million apprenticeships or equivalent vocational training courses, with details to be confirmed in this year's Finance Bill. Mr Gillies confirmed he would progress further discussion off table and provide members with an update in due course.

**Action: Mr Gillies to progress discussions on apprenticeship funding requirements and provide an update to a future meeting.**

**6.3 Scottish Women's Development Forum Pregnancy and Maternity Update**

Mrs Hussain provided members with an update regarding progress on the SWDF Pregnancy and Maternity Report. Members noted the progress made to date.

**6.4 Annual Police Plan Submission**

T/Superintendent Hay provided members with a progress report in relation to the formulation of the Annual Police Plan 2016/17. Following discussion, T/Superintendent Hay confirmed he would review the current format of the Annual Police Plan and submit a revised version in due course.

**Decision: Amended version incorporating discussions to be submitted to SPA Board meeting on 25 February 2016.**

**7 AOB**

**7.1** No further business was discussed.

**8 DATE OF NEXT MEETING**

The next meeting will take place on Wednesday 23 March 2016 at 1300 hours in the Chief Constable's Conference Room, Stirling.