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

DATE: 18.06.14  
 LOCATION: Chief Constable's Conference Room, Stirling  
 CHAIR: Sir Stephen House, Chief Constable

### **MEMBERS PRESENT**

Sir Stephen House, Chief Constable  
 Rose Fitzpatrick, Deputy Chief Constable (Local Policing)  
 Iain Livingstone, Deputy Chief Constable (Crime and Operational Support)  
 Steve Allen, Deputy Chief Constable (Commonwealth Games and Major Events)  
 Campbell Thomson, T/Assistant Chief Constable (Local Policing North)  
 Ruairaidh Nicolson, Assistant Chief Constable (Organised Crime and Counter Terrorism)  
 Mrs Susan Mitchell, Director of Corporate Services  
 John Gillies, Director of People and Development  
 Janet Murray, Director of Financial Services  
 Lucy Adamson, Interim Director, Corporate Communications  
 Martin Leven, Director, ICT  
 Darren Burgess, Head of Strategic Engagement

### **IN ATTENDANCE**

Andrew Bates, Chief Superintendent, Local Police Commander, Glasgow  
 Mark Williams, Chief Superintendent, Local Police Commander, Edinburgh  
 Andrew Morris, Chief Superintendent, Executive Support  
 Gillian Main, Head of Marketing and Digital Media (Item 6.1)  
 Jane Black, Chief Inspector, People & Development (Item 6.5)  
 Gordon Bruce, Chief Inspector, People & Development (Item 6.7)  
 Hillary Sloan, Chief Inspector, ACDP Programme (Items 6.8 and 6.9)  
 Vincent Fisher, Sergeant, 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 were noted from DCC Neil Richardson, ACC Malcolm Graham, ACC Wayne Mawson, ACC Mike McCormick and ACC Bernard Higgins.

## **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 Andrew Morris provided an overview of current actions with members providing additional updates where appropriate.

## **5 GOVERNANCE**

### **5.1 Governance Reports**

Members noted the content of the Governance Reports. No further discussion took place.

**5.2-** These items were the subject of a Closed Minute.

**5.4**

### **5.5 Contact, Command and Control Transformation Progress**

Mr Leven provided members with an update on the Contact, Command and Control Integration and Remodelling (C3IR) Project. He indicated Stage 1 was now successfully complete and Stage 2 (the integration of ICT in East and West) was well under way. He hoped to have a single set of operating rules in place and to have concluded consultations at Bilston Glen prior to 30 September. He also intimated preparations were under way for the implementation of Stages 3 and 4 which will see the closure of Stirling and Glenrothes. He also noted that site visits by locally elected members in Dumfries had resulted in much improved relations.

Chief Superintendent Williams intimated that many changes had already been effected to ensure smooth harmonisation.

Further discussion was the subject of a Closed Minute.

## **6 FOR DISCUSSION**

### **6.1 Future Marketing Campaigns**

Mrs Mitchell and Ms Main presented a paper setting out proposed future marketing campaigns. Mrs Mitchell indicated there had been significant consultation in arriving at the proposals.

The Chief Constable questioned the absence of Human Trafficking and Honour Based Violence from the list. Ms Main indicated these were covered under a broader banner, however it was agreed they would be included as specific topics.

DCC Livingstone remarked on the inclusion of Wildlife Crime, stating that high returns could be achieved from relatively small investment in this area.

Further discussion was the subject of a Closed Minute.

**6.2-** These items were the subject of a Closed Minute.

**6.3**

### **6.4 Training and Development**

Mr Gillies updated members on the current position and confirmed he would discuss with DCC Allen the chair for the Training Strategy Group. Mr Gillies confirmed the circulated schematic was an accurate depiction.

### **6.5 III Health Retirement Policy & Review of Restricted and Rehabilitative Duties**

Chief Inspector Black provided members with an update on the current position and presented options to take forward by way of Powerpoint presentation.

The Chief Constable commended Chief Inspector Black on the quality of her presentation and sought assurances that both the Scottish Police Federation, ASPS and SPA were sighted on the proposals. The members were given assurances that this was the case. Members approved the policy and the recommendations were accepted.

**6.6** This item was the subject of a Closed Minute.

### **6.7 Our People Strategy – Planning Overview**

Mr Gillies and Chief Inspector Bruce led members through charts mapping out proposed activity. The level of detail was discussed with Mr Gillies confirming that decisions made by STAR Chamber would provide the further detail sought.

Mrs Mitchell expressed her hope that these charts would eventually replace the Governance Reports. The Chief Constable echoed these sentiments adding that they should provide a comprehensive approach to corporate governance which should be presented monthly to SLB.

**6.8-** These items were the subject of a Closed Minute.

**6.9**

**7 AOB**

No further business was discussed.

**8 DATE OF NEXT MEETING**

The next meeting of the Senior Leadership Board will be held on 16 July 2014 at 1400 hours within the Chief Constable's Conference Room, Stirling.