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

DATE: 19.02.14  
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 (Crime and Operational Support)  
Bernard Higgins, Assistant Chief Constable (Operational Support)  
Wayne Mawson, Assistant Chief Constable (Local Policing West)  
Mike McCormick, Assistant Chief Constable (Local Policing East)  
Campbell Thomson, T/Assistant Chief Constable (Local Policing North)  
Malcolm Graham, Assistant Chief Constable (Major Crime and Public Protection)  
Derek Robertson, T/Assistant Chief Constable (Commonwealth Games)  
Allan Macleod, Interim Director, Finance & Resources  
John Gillies, Interim Director, Human Resources  
Lucy Adamson, Interim Director, Corporate Communications  
Martin Leven, Interim Director ICT

### **IN ATTENDANCE**

Janet Murray, Director of Finance (from March 2014)  
Norrie Conway, Detective Chief Inspector (Item 6.1)  
Angie McLaren, Superintendent (Item 6.2)  
Diane Ring, Human Resources (Items 6.10 and 6.11)  
Sharon Shaw, Superintendent, Human Resources (Items 6.10 and 6.11)  
Chris Stones, Chief Inspector, Executive Support (Item 6.12)  
Rob Hay, Chief Inspector (Observer)  
Alistair MacDonald, Inspector (Observer)  
Vincent Fisher, Sergeant, Chief Constable's Secretariat (Minute Taker)

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

Deputy Chief Constable Neil Richardson welcomed everyone to the Senior Leadership Board.

## **2 APOLOGIES**

Apologies for absence were noted from DCC Steve Allen, ACC Ruairaidh Nicolson, Mrs Susan Mitchell, Chief Superintendent Andy Bates, Chief Superintendent Mark Williams and Chief Superintendent Andrew Morris.

## **3 MINUTES OF PREVIOUS MEETING**

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

## **4 MATTERS ARISING**

### **4.1 Action Log**

DCC Richardson provided an overview of current actions with members providing additional updates where appropriate.

## **5 GOVERNANCE**

### **5.1 Governance Reports**

Members briefly discussed the content of previously circulated Governance Reports.

### **5.2 Commonwealth Games**

T/ACC Robertson provided members with a verbal update on progress to date with regard to the Commonwealth Games. Members noted Superintendent Carle now had responsibility for the arrangements around the Queens Baton Relay. T/ACC Robertson took the opportunity to thank Chief Superintendent Bates, 'G' Division and staff for the support provided to date. Further discussion was the subject of a Closed Minute.

Chief Constable Sir Stephen House joined the meeting at this point having been delayed with another matter.

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

## **6 FOR DISCUSSION**

**6.1/** These items were the subject of a Closed Minute.

**6.2**

### **6.3 Safer Virtual Communities – Review of Cyber Crime**

Members noted the update provided by DCC Livingstone on the review of cyber crime, its governance and action plan.

#### **6.4 Finance**

Ms Murray provided members with a verbal update on the current financial position of the organisation.

#### **6.5 Offender Management Unit Update**

T/ACC Thomson provided an update on the Offender Management Unit, its implementation in the North and timescales. It was noted that Chief Superintendent Gavin Robertson was leading this implementation and that this offered consistency of approach. Members discussed the outcome of the 'D' Division audit and its significance.

#### **6.6 Effective Police Engagement in Schools**

ACC McCormick tabled a paper to members on the benefits of Police engagement in schools. There was broad support for all recommendations with some additional work required around consistency of funding. Members agreed on the requirement for flexibility, transparency and the focus to be principle rather than cost. It was agreed that the principles of the paper should be progressed by Local Policing Commanders.

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

#### **6.8 Electronic Document Record Management System**

This paper was withdrawn by Mr Gillies with a view to reintroducing it to a subsequent SLB.

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

#### **6.10 Employee Assistance Programme (EAP)**

Mrs Ring provided members with an update on the Employee Assistance Programme. It was noted that work was underway to establish a single contract for EAP. Members noted that uptake on EAP was relatively low compared with other industries but comparable with other Police Forces in the United Kingdom. The benefits of such a scheme were established but further work was required in terms of cost analysis to ensure value for money. Further to this, the recommendations with the specification were approved subject to any comments which should be forwarded directly to Mr Gillies.

**6.11/** These items were the subject of a Closed Minute.

**6.12**

**7 AOB**

No further business was discussed.

**8 DATE OF NEXT MEETING**

The next meeting of the Senior Leadership Board will be held on 19 March 2014 at 1400 hours within the Chief Constable's Conference Room, Stirling.