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Date Created:	26.05.14	Telephone:	101

MINUTES OF THE SENIOR LEADERSHIP BOARD

DATE: 21.05.14
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)
Iain Livingstone, Deputy Chief Constable (Crime and Operational Support)
Steve Allen, Deputy Chief Constable (Commonwealth Games and Major Events)
Malcolm Graham, Assistant Chief Constable (Major Crime and Public Protection)
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)
John Gillies, Director of People and Development
Janet Murray, Director of Financial Services
Lucy Adamson, Interim Director, Corporate Communications
Martin Leven, Interim Director, ICT
Darren Burgess, Head of Strategic Engagement

IN ATTENDANCE

Andrew Bates, Chief Superintendent, Local Police Commander, Glasgow
Garry McEwan, Chief Superintendent, Local Police Commander, Fife
Miss Clair Hart, Training Lead, i6 Programme (Item 6.1)
Jim Jennings, T/Superintendent, People and Development (Item 7.1)
Gordon Bruce, Chief Inspector, People and Development (Item 7.1)
John Pow, Chief Superintendent, People and Development (Item 7.2)
John Hawkins, Chief Superintendent, Corporate Services (Item 7.3)
Calum Glenny, Superintendent, Commonwealth Games (Item 7.5)
Gordon Samson, Chief Superintendent, Criminal Justice (Item 7.6)
Ellie Mitchell, Chief Superintendent, Professional Standards (Observer)
Emily Hutchinson, Police Constable, Organisational Change (Observer)
Chris Stones, Chief Inspector, Executive Support
Lesley Brines, Senior Executive Support 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 Rose Fitzpatrick, ACC Bernard Higgins, ACC Ruairaidh Nicolson, Mrs Susan Mitchell, Chief Superintendent Mark Williams and Chief Superintendent Andrew Morris. DCC Steve Allen originally submitted apologies however was able to join the meeting during Item 7.3.

3 MINUTES OF PREVIOUS MEETING

The Minutes of the previous 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 noted the content of Governance Reports however no further discussion took place due to the fullness of the agenda.

5.2 Contact, Command and Control Transformation Progress

ACC McCormick provided members with an update on the Contact, Command and Control Integration and Remodelling (C3IR) Project. Members discussed the implementation of changes on 28 May which would see call handling and contact, command and control functions move from Dumfries to the West Command area. Members discussed the benefits of inviting locally elected members from Dumfries to Glasgow to view the new provisions first hand. ACC McCormick agreed to liaise with the Chief Executive of Dumfries & Galloway Council to extend an invitation to view the West Command facilities with the aim of providing a level of reassurance.

Action: ACC McCormick to liaise with the Chief Executive of Dumfries & Galloway Council extending an invite to view the call handling and contact, command and control facilities in the West Command area.

6 PRESENTATIONS

6.1 i6 Training Approach

Miss Hart, the i6 Training Lead, provided members with an overview of i6 Training. Members requested that the Training Delivery Schedule slide be updated to reflect the correct Police Scotland nomenclature.

Action: Miss Hart to ensure Training Delivery Schedule slide is amended to reflect the correct Police Scotland nomenclature.

Further discussion was the subject of a Closed Minute.

6.2 i6 Update

DCC Richardson updated members on the current status of the i6 Programme. Members discussed the example of a day in the life of a Police Officer currently and post i6 implementation which had previously been presented at a Scottish Police Authority (SPA) meeting in Cumbernauld. It was agreed that this was a useful illustration to revisit and DCC Richardson took an action to progress, confirming this would be presented to the SLB prior to the SPA.

Action: DCC Richardson to revisit a day in the life of a Police Officer currently and post i6 to highlight the advantages of i6.

DCC Richardson was thereafter actioned to provide monthly i6 updates to members.

Action: DCC Richardson to provide monthly i6 updates to the SLB Meeting.

6.3 Stop/Search Pilot

With regard to the Stop/Search Pilot in 'P' Division, it was suggested that Chief Superintendent McEwan may find it useful to link in with Superintendent Murray regarding the procedural justice elements linked to road policing. Chief Superintendent McEwan confirmed he would progress off table.

Further discussion was the subject of a Closed Minute.

7 FOR DISCUSSION

7.1 People and Development Activity Overview

Mr Gillies, along with Temporary Superintendent Jennings and Chief Inspector Bruce, provided members with an overview of the People and Development structure and resource profile, current roles, key deliverables and anticipated timelines.

Mr Gillies advised that the phasing of delivery section should read April 2015 to March 2016 instead of April to September 2014 which was currently detailed within the paper.

Members agreed that it would be useful to see a Gantt Chart with RAG status indicating current expectations. Mr Gillies was actioned to prepare a Gantt chart for the next meeting covering each section in Appendix 2A of the paper (Our People Breakdown Structure). Members agreed reporting should follow a similar format to that produced for STAR Chamber.

Action: Mr Gillies to produce a Gantt chart with RAG status indicating current expectations for the People and Development function.

7.2 Leadership and Professional Development

Chief Superintendent Pow updated members on developments within Leadership and Professional Development. Members noted that further discussion would take place at the Leadership Strategy Meeting scheduled for 9 June 2014.

Members discussed the Accelerated Career Development Programme (ACDP) and it was agreed that Chief Superintendent Pow should be given an agenda item at the next Local Policing Commanders meeting, along with the next Superintendents meeting for Crime and Operational Support.

Action: Superintendent Pow to discuss the ACDP process at the next Local Policing Commanders meeting and meeting of Crime and Operational Support Superintendents.

Further discussion was the subject of a Closed Minute.

7.3 Flexible Deployment Model

Chief Superintendent Hawkins provided members with an overview of a potential new operating model which had been developed by a small core team. It was envisaged that the Flexible Deployment Model had potential to use resources more efficiently whilst looking at various cost reduction options. Members agreed that further discussion should take place at the Management Meeting on 14 July which would include consideration to establishing a full time Project Team, IT considerations raised by Mr Leven and updates on achievable short term gains along with longer term considerations.

Action: DCC Richardson to include Flexible Deployment Model discussions on agenda for Management Meeting in July.

7.4 Ethics Quality Assurance Review

DCC Richardson updated members on the framework for a Quality Assurance Review on ethics with the aim of providing a high degree of confidence that a values-based service was being delivered across a range of Departments and Divisions. DCC Richardson confirmed that a report would be provided to members in early August.

7.5 Management 'Policy' File

Superintendent Glenny was in attendance following an action from a Force Tasking and Performance Board to review the existing Management 'Policy' File. A revised Management 'Policy' File was circulated to members. The booklet was approved by members, however it was agreed that the next version should read "Restricted" only. Members also approved the e-training package agreeing that a review would be undertaken in a year.

7.6- These items were the subject of a Closed Minute.

7.8

8 AOB

No further business was discussed.

9 DATE OF NEXT MEETING

The next meeting of the Senior Leadership Board will be held on 18 June 2014 at 1400 hours within the Chief Constable's Conference Room, Stirling.