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Author:	Lesley Brines	Organisation:	Police Scotland
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MINUTES OF THE SENIOR LEADERSHIP BOARD

DATE: 23.10.14
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)
Wayne Mawson, Assistant Chief Constable (Local Policing West)
Ruairaidh 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)
Campbell Thomson, T/Assistant Chief Constable (Local Policing North)
Kate Thomson, T/Assistant Chief Constable (Local Policing East)
John Gillies, Director of People and Development
Martin Leven, Director of ICT
Alison Shields, Head of Corporate Communications
Darren Burgess, Head of Strategic Engagement

IN ATTENDANCE

Andrew Morris, Chief Superintendent, Executive Support
John Hawkins, Chief Superintendent (Item 5.2)
Victoria Livingstone, Corporate Communications (Item 6.1)
Rosie Wright, Chief Inspector (Item 6.2)
Steve Simpson, Head of Strategy and Specialist Services (Items 6.3 and 6.4)
John Paterson, Detective Superintendent (Item 6.5)
Catriona Paton, Superintendent (Item 6.9)
Lesley Boal, Detective Chief Superintendent (Item 6.10)
Lesley Wilson, Sergeant, 'G' Division
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 were noted from DCC Iain Livingstone, DCC Steve Allen, ACC Mike McCormick, Ms Janet Murray, Mrs Susan Mitchell, Ms Lucy Adamson, Chief Superintendent Andrew Bates and Chief Superintendent Mark Williams.

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 previously submitted Governance Reports. Further discussion was the subject of a Closed Minute.

5.2 This item was the subject of a Closed Minute.

5.3 i6 Programme Update

DCC Richardson provided members with an update on the current status of the i6 Programme. Members noted that a short playback of the i6 solution design was scheduled for the December meeting (following a previous action). Members agreed on the need for Corporate Communications to be fully involved in the promotion of the i6 programme. DCC Richardson was actioned to introduce Ms Shields to the i6 Team providing an update on the concept and scale of the task.

Action: DCC Richardson to arrange for Ms Shields to meet with the i6 Team.

5.4 Contact, Command and Control Transformation Progress

DCC Fitzpatrick provided members with an update on the progress to integrate and remodel the Contact, Command and Control Division. Further discussion was the subject of a Closed Minute.

6 FOR DISCUSSION

6.1 Leadership Engagement Programme

Ms Livingstone updated members on proposals for a campaign of sequenced activity for management engagement with staff. Members discussed the current limitations due to current equipment. Following discussion, Ms Livingstone agreed to amend some of the terminology used.

Members confirmed their support for the concept of the Leadership Engagement Programme which would be a mixture of corporate strategy and operational practice. In addition, members recognised that whilst the programme would require tight management, it must retain a feeling of informality to ensure open communication.

6.2 Community Triage Pilot

Chief Inspector Wright provided members with proposals for a Community Triage pilot including a plan for implementation if approved.

Chief Inspector Wright highlighted current processes involving people with mental health issues and Police involvement in such circumstances. Members agreed this was an opportunity to enhance the service provided by Police Scotland.

Members discussed health and social care along with associated responsibilities. Further discussion was the subject of a Closed Minute.

6.3 Harmonisation

Mr Simpson provided members with an overview of the proposed governance arrangements associated with the harmonisation programme of work, the key milestones and anticipated timeline. Mr Gillies confirmed that a further update would be provided to SLB in due course.

6.4 Employee Opinion Survey

Mr Simpson provided members with an update on the proposed arrangements for an Employee Opinion Survey being undertaken jointly with the Scottish Police Authority and the expected timelines for progression. Members agreed the survey should be targeted and constructive and would include corporate messaging. It was noted that this survey was jointly owned by People and Development and Internal Communications however Mr Gillies agreed to discuss ownership with Mrs Mitchell.

Action: Mr Gillies to discuss ownership of the Employee Opinion Survey with Mrs Mitchell.

6.5 This item was the subject of a Closed Minute.

6.6 Resource Governance Group Update

DCC Fitzpatrick provided members with an update on work undertaken by the Resource Governance Group confirming good progress had been made.

6.7 Corporate Strategy Update

DCC Richardson provided an update on the Corporate Strategy including progress to date, governance processes for delivery and reporting mechanisms. Further discussion was the subject of a Closed Minute.

6.8 Transformation Review

DCC Richardson tabled a paper to generate discussion around opportunities, lessons learned and the effectiveness of the initial change proposals and their implementation. Members discussed various options and proposals however it was agreed that further discussion would take place at a future Deputy Chief Constables' meeting.

Action: DCC Richardson to progress discussions on the review of Police Scotland transformation at 18 months at a future DCCs' meeting.

6.9 Risk and Concern Project

ACC Graham and Superintendent Paton provided members with an update on progress made by the Risk and Concern Project. The importance of engaging with Divisional Commanders was highlighted, along with the requirement to reduce duplication of effort and streamline processes. ACC Graham confirmed that a further update would be provided to the SLB, expected to be around January 2015.

6.10 This item was the subject of a Closed Minute.

7 ANY OTHER BUSINESS

No further business was discussed.

8 DATE OF NEXT MEETING

The next meeting will take place on 8 December 2014 at 1400 hours in the Chief Constable's Conference Room, Stirling.