

NOT PROTECTIVELY MARKED

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MINUTES OF THE SENIOR LEADERSHIP BOARD

DATE: 22.06.15
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 (CrimeOps)
Malcolm Graham, Assistant Chief Constable (Major Crime and Public Protection)
Ruairaidh Nicolson, Assistant Chief Constable (Organised Crime and Counter Terrorism)
Bernard Higgins, Assistant Chief Constable (Operational Support)
Kate Thomson, Assistant Chief Constable (Local Policing East)
Wayne Mawson, Assistant Chief Constable (Local Policing West)
Derek Robertson, Assistant Chief Constable (Local Policing North)
Val Thomson, Assistant Chief Constable (5C)
John Gillies, Director of People and Development
Janet Murray, Director of Financial Services
Susan Mitchell, Director of Corporate Services
Martin Leven, Director of ICT

IN ATTENDANCE

Alison Shields, Head of Corporate Communications
Andrew Bates, Chief Superintendent, Divisional Commander, Glasgow
Mark Williams, Chief Superintendent, Divisional Commander, Edinburgh
Andrew Morris, Chief Superintendent, Executive Support
Alan Speirs, Chief Superintendent, 5C (Items 5.3, 6.10 and 6.11)
Mark Hargreaves, Superintendent, Local Policing Development and Support Team (Items 6.1 and 6.2)
Barry McEwan, Chief Superintendent, LVRD (Items 6.3 and 6.4)
Fraser Lamb, Chief Inspector, LVRD (Items 6.3 and 6.4)
Garry McEwan, Chief Superintendent, Custody (Item 6.12)
Lesley Brines, Senior Executive Support Officer, Chief Constable's Secretariat (Minute Taker)

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1 CHAIRMAN'S OPENING REMARKS

Chief Constable Sir Stephen House welcomed everyone to the Senior Leadership Board.

2 APOLOGIES

No apologies for absence were received.

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 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. Updates were provided by Directors on the progress of projects within the dashboard.

5.2 i6 Programme Update

DCC Richardson updated members on the current status of the i6 Programme.

5.3/ These items were the subject of a Closed Minute.

5.4

5.5 Quarterly HMICS Update

Chief Superintendent Morris tabled a paper on progress against HMICS Recommendations, Suggestions and Improvement Actions.

Decision: Members approved the progression for closure of the recommendations, suggestions and improvement actions identified.

Action: Chief Superintendent Morris to provide a list of outstanding recommendations to the Chief Constable prior to his next meeting with Her Majesty's Inspector for Constabulary in Scotland.

6 FOR DISCUSSION

6.1 Strengthening Local Policing

DCC Fitzpatrick and Superintendent Hargreaves provided members with an update on the progress of proposals regarding the strengthening of Local Policing Divisions in the north east, Argyll and West Dunbartonshire and Renfrewshire and Inverclyde. Further discussion was the subject of a Closed Minute.

6.2 Localism

DCC Fitzpatrick and Superintendent Hargreaves updated members on recent discussions on localism. Members noted discussions held at a previous meeting and the associated actions.

Decision: Members agreed that each Divisional Commander should attend SLB on a rotational basis.

Action: DCC Fitzpatrick to provide details of Divisional Commander attendance at each SLB.

Further discussion was the subject of a Closed Minute.

6.3 National Air Weapon and Licensing (Scotland) Bill Update

ACC Mawson, Chief Superintendent Barry McEwan and Chief Inspector Lamb provided members with a summary of work to be undertaken as part of the Scottish Government's new Air Weapons and Licensing (Scotland) Bill. Further discussion was the subject of a Closed Minute.

6.4 Disclosure Scheme for Domestic Abuse Scotland

ACC Mawson, Chief Superintendent Barry McEwan and Chief Inspector Lamb provided members with an update on the Disclosure Scheme for Domestic Abuse pilot.

Decision: Members agreed the recommendations within the paper.

6.5 Your Survey Engagement Team

Mr Gillies tabled a paper requesting approval to advertise internally for a dedicated SPA/Police Scotland Engagement Team, initially for a 4 month period. Whilst members agreed to the requirement for a centralised unit and a co-ordinated approach, they highlighted the need for local engagement in this process. Mr Gillies agreed to provide feedback on discussions to the Steering Group and incorporate comments within the paper.

Action: Mr Gillies to incorporate comments from members into Your Survey Engagement Team – Staff paper.

6.6 Health & Wellbeing Unit – Additional Resource

Mr Gillies discussed with members the creation of a Police Sergeant post within the Health and Wellbeing Unit for a period of 12 months to support the activity associated with the wellbeing initiatives highlighted in the annual review.

Decision: Members approved the creation of this post on the basis that it be advertised to both Police Officers and Police Staff.

6.7 ‘A’ and ‘B’ Division – ICT Debrief

Mr Leven provided members with an overview of recent ICT issues in ‘A’ and ‘B’ Divisions and confirmed that further discussion would take place with DCC Richardson in this regard.

6.8 Interim Update on Child Abuse Investigation and Prevention

ACC Graham provided members with an update on child abuse investigation and prevention. ACC Graham highlighted emerging issues and confirmed a further paper would be provided to members in July.

6.9 Paper withdrawn by ACC Higgins.

6.10 C3 Modern Apprenticeship Programme

ACC Val Thomson, along with Chief Superintendent Speirs, outlined a proposal to introduce a Modern Apprenticeship Programme. Members discussed the proposals and it was agreed that these should be linked with Police Scotland Youth Volunteers. Chief Superintendent Speirs was actioned to discuss this link further with ACC Mawson.

Action: Chief Superintendent Speirs to discuss with ACC Mawson the link between Police Scotland Youth Volunteers and the C3 Modern Apprenticeship Programme.

Members agreed that this programme may benefit other areas of the organisation. Mr Gillies was actioned to collate levels of interest.

Action: Mr Gillies to co-ordinate interest in the Modern Apprenticeship Programme.

Members discussed the various options within the paper.

Decision: Option 1 funding was approved for year 1.

6.11 C3 Recruitment

ACC Val Thomson, along with Chief Superintendent Speirs, outlined the current recruitment strategy within East and West Service Centres. In addition, members were updated on the actions already taken to recruit Service Advisors and were provided with an overview of future measures to be implemented. Members agreed that it would be useful for a Divisional Commander to link in with People and Development staff to provide a divisional perspective. Mr Gillies agreed to progress the possibility of C3 recruitment discussions at the July Divisional Commanders meeting to assist with this process.

Action: Mr Gillies to progress a possible discussion at the July Divisional Commanders meeting with regard to C3 recruitment.

6.12 National Custody Project Update

ACC Val Thomson and Chief Superintendent Garry McEwan provided an update on the National Custody Project and the intention to provide a more cohesive and integrated C5 function.

Decision: Members endorsed the recommendations within the paper.

7 ANY OTHER BUSINESS

DCC Richardson advised members regarding Scottish Police Authority Committee structure changes.

8 DATE OF NEXT MEETING

The next meeting will take place on Wednesday 22 July 2015 at 1400 hours in the Chief Constable's Conference Room, Stirling.