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MINUTES OF THE SENIOR LEADERSHIP BOARD

DATE: 16.04.14
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)
Bernard Higgins, Assistant Chief Constable (Operational Support)
Campbell Thomson, T/Assistant Chief Constable (Local Policing North)
Ruaraidh Nicolson, Assistant Chief Constable (Organised Crime, Counter Terrorism and Safer Communities)
Janet Murray, Director of Financial Services
Susan Mitchell, Director of Corporate Services
Martin Leven, Interim Director ICT
Darren Burgess, Head of Strategic Engagement

IN ATTENDANCE

Simon Foy, Police Executive Research Forum Representative
Shirley Andrews, Interim Local Training Delivery Lead, People & Development
Andrew Murdoch, T/Chief Inspector, People & Development (Item 6.13)
Andrew Morris, Chief Superintendent, 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 Neil Richardson, Mr John Gillies, Ms Lucy Adamson, ACC Mike McCormick, ACC Wayne Mawson, ACC Malcolm Graham, Chief Superintendent Andy Bates, 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 Morris provided an overview of current actions with members providing additional updates where appropriate.

5 GOVERNANCE

5.1 Governance Reports

Members discussed the Local Policing Governance Report and in particular the sections on Contact, Command and Control (CCC) and Custody. ACC McCormick was actioned to provide a short written update to each SLB meeting on the transformation progress of CCC due to the importance, complexity and high public profile of this work.

Action: ACC McCormick to provide a short written update to each SLB on the transformation progress of CCC.

T/ACC Thomson confirmed that a similar approach was in place for Custody with the HMICS inspection now concluded and the final report awaited.

Further discussion was the subject of a Closed Minute.

5.2 Quarterly Equality and Diversity Governance Group Update

Chief Superintendent Morris discussed with members the previously circulated Equality and Diversity Governance Update paper. The Stonewall Workplace Quality Index was discussed and Chief Superintendent Morris was actioned to progress the previously offered invite to Stonewall for a meeting with the Chief Constable.

Action: Chief Superintendent Morris to progress with Stonewall the previously offered invite to meet with the Chief Constable.

5.3 Commonwealth Games

DCC Allen provided members with a verbal update on the progress to date with regard to the Commonwealth Games.

5.4 This item was the subject of a Closed Minute.

6 FOR DISCUSSION

6.1 Police Scotland/PERF Cross Sector Senior Leadership Development Proposal

Mr Foy updated members on the proposal for a Police Scotland/PERF (Police Executive Research Forum) led Cross Sector Senior Leadership Development Programme stating the intention to deliver initially on a pilot basis. Members discussed the draft advert, agreeing it should be targeted at Superintendents and Police Staff at equivalent grades. It was agreed that attendance on this programme would not result in promotion to a more senior rank but would allow individuals to be developed, identifying individual potential.

Further discussion was the subject of a Closed Minute.

6.2 Training and Development – Governance Processes

Mrs Andrews outlined to members the key national governance processes for training and development. Members noted the intention to move to a more intelligent model of training delivery providing a more co-ordinated approach to ensure operational delivery. Members discussed the Terms of Reference for the Education Strategy Group, agreeing that DCC Richardson would Chair this meeting and that the title should be amended to the Training Strategy Group. Members noted the recommendations therein, noting that Mrs Andrews would complete the architectural schematic prior to resubmitting to the Senior Leadership Board.

Actions: Mrs Andrews to complete the architectural schematic for training and development governance prior to resubmitting to the SLB.

6.3 This item was the subject of a Closed Minute.

6.4 Management of Concern Hubs

DCC Livingstone updated members on the current position regarding the interim Vulnerable Persons Database (VPD) and Management of Concern Hubs, highlighting the requirement for a national project. Members agreed that the project be led by a Superintendent with the caveat that there would be no increase in the number of Superintendents. Members discussed the requirement for a joint approach between Crime and Local Policing prior to endorsing the recommendations.

6.5 Post Implementation Benefits Review

Mrs Mitchell provided an overview of progress towards the realisation of the benefits of reform during year one. Members discussed possible HMICS involvement in this process and Mrs Mitchell agreed to discuss the matter further with Mr Penman.

Action: Mrs Mitchell to discuss possible HMICS involvement in the Post Implementation Benefits Review work with Mr Penman.

Members noted the significant progress that had been made and the quality of the report. Further to this the recommendations within the paper were approved by members.

6.6 Scottish Crime Recording Standard

Mrs Mitchell provided members with Audit Results for Quarters 1 and 2. Members noted that Quarters 1 and 2 were prior to the implementation of the new structure and it was anticipated that figures for Quarters 3 and 4 would show improvement. Members discussed the requirement for a half day seminar at Tulliallan covering Risk and Business Assurance to strengthen links between Local Policing and Crime Managers at Division. Mrs Mitchell agreed to progress arrangements for this seminar, which it was agreed should follow-on from the next Performance Meeting.

Action: Mrs Mitchell to progress a seminar at Tulliallan covering Risk and Business Assurance.

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

6.9

6.10 Sexual Crime Related to Licensed Premises

ACC Nicolson updated members on activity undertaken to address the issue of sexual crime related to licensed premises.

6.11 Ethical Advisory Panel

Chief Superintendent Morris updated members on the proposal to create an Ethical Advisory Panel. Members briefly discussed various options including remuneration and panel creation however as DCC Richardson was not present, it was agreed that further discussion should be delayed. DCC Richardson was actioned to discuss the paper further with the Executive Team prior to bringing the paper back to a future SLB.

Action: DCC Richardson to bring Ethical Advisory Panel paper back for discussion at a future SLB.

6.12 This item was the subject of a Closed Minute.

6.13 Police Use Irritant Spray

ACC Higgins and T/CI Murdoch provided members with options and recommendations for transition from CS irritant spray to a Home Office approved alternative. Members discussed the various options and agreed for ACC Higgins to progress the recommendations therein.

7 AOB

No further business was discussed.

8 DATE OF NEXT MEETING

The next meeting of the Senior Leadership Board will be held on 21 May 2014 at 1400 hours within the Chief Constable's Conference Room, Stirling.