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MINUTES OF THE STRATEGIC LEADERSHIP BOARD

DATE: 14th February 2018

LOCATION: Tulliallan

CHAIR: Rose Fitzpatrick, Deputy Chief Constable (Local Policing)

MEMBERS PRESENT

David Page, Deputy Chief Officer
Johnny Gwynne, Deputy Chief Constable (Crime and Operational Support)
Malcolm Graham, Assistant Chief Constable (Strategic Change)
Nelson Telfer, Assistant Chief Constable (Service & Protection)
John Hawkins, Assistant Chief Constable (Local Policing North)
Mark Williams, Assistant Chief Constable (Local Policing West)
Gillian MacDonald, T/Assistant Chief Constable (Crime and Protection)
Alan Speirs, T/ Assistant Chief Constable (Professionalism and Assurance)
Jude Helliker, Director People and Development
James Gray, Chief Financial Officer
Tom McMahon, Director of Business Integration
Neil Dickson, Director of Transformation

In attendance

Chris Starrs, Head of Corporate Communications
Martin Low, ICT
Daniel Hatfield, Superintendent, Executive Support
Gregg Banks, Superintendent, Strategic Engagement
Ch Supt Gordon Crossan, K Division, Local Policing Commander
Sgt Martin Tierney, K Division, Engaging Leaders Programme
Peter Blair, Head of Resource Management (Agenda Item 8.6 only)

Apologies

Iain Livingstone, Deputy Chief Constable (Designate)
Wayne Mawson, Assistant Chief Constable (Local Policing East)
Steve Johnson, Assistant Chief Constable (Specialist Crime & Intelligence)
Martin Leven, Director ICT

1. CHAIR'S OPENING REMARKS

DCC Fitzpatrick welcomed all attendees to the meeting.

2. MINUTES & ACTION LOG

a. Minutes of Previous Meeting

The minutes of the previous meeting were approved by members present.

b. Action / Decision Log

The action log was reviewed and updated.

3. Matters Arising – Action / Decision updates

3.1 Demand Analysis

ACC Graham introduced this item providing members with information of the impact on Police Scotland following recent changes in operating practices within the Scottish Ambulance Service, confirming that work in this area will be taken forward through the Demand and Productivity Project. Members noted the update.

All other actions were updated and approved.

4. BTP Integration

Tom McMahon introduced this item seeking views and approval from the members on the development of a Police Scotland and BTP/A joint programme board paper in relation to the deliverability for the full integration of railways policing into Police Scotland. Mr McMahon provided an overview of the programme and discussions took place on a range of identified options and recommendations contained within the paper.

Decision. Members approved the paper and submission to the Joint Programme Board on 20th February 2018.

5. Tasking and Delivery Board

5.1 Overview

DCC Fitzpatrick provided an update in relation to the Force Tasking and Delivery Board.

6. Resource Governance Board

6.1 Overview

DCC Fitzpatrick provided an update from the recent Resource Governance Board (RGB).

7. Corporate Finance and Investment Update

7.1 Overview

Mr James Gray advised members of the current position with the Police Scotland budget setting timetable for 2018/19. Members noted the update.

7.2 Review of Staff Cost Base for 2018/19 Budget

Mr James Gray introduced this item providing members with an update of an exercise undertaken to review staff posts within the draft revenue budget for 2018/19. Members acknowledged the report noting that further work was required prior to approval of the review outcomes.

8. Change Board

8.1 Overview

Neil Dickson presented a briefing paper providing an overview of the Change Board meeting held on 25 January 2018. Members noted the update.

9. DCO Corporate Services, Strategy and Change Overview and Escalated Papers

9.1 General Update

DCO Page provided a brief overview of relevant matters within his portfolio including the focus on Capital Budget Planning.

9.2 Body Worn Video

ACC Graham presented a paper outlining the proposed public consultation plan for delivery of body worn video and the use of mobile technology. Members noted the paper.

9.3 Data Protection Reform

ACC Speirs introduced this item outlining the current and future risks to Police Scotland as a result of Data Protection Reform Bill, which will implement the General Data Protection Regulation 2016. ACC Speirs proposed that a multi-

disciplinary project or programme board be raised to prioritise and manage the organisational risks associated with the Bill. Discussion took place on the wider aspects of the of Data Protection work being undertaken across Police Scotland.

Decision: Approval of the implementation of Data Protection Management Board.

9.4 Leadership Strategy (standing item)

Jude Helliker provided members with an update on the development of the draft Strategy confirming it would be presented to the Board in due course.

9.5 Change Research

ACC Graham introduced this item seeking approval for the launch an officer and staff survey as part of a research proposal in partnership with The Scottish Police Federation. The research, led by Professor Linda Duxbury, Sprott School of Business, Carlton University, Ontario will evaluate Police Scotland's readiness to change. Discussion took place around information security and research governance arrangements.

Decision: Proposal approved to launch survey.

9.6 Officer Recruitment / Redeployment Update

Jude Helliker introduced this item providing members with an update on the current position in relation to the redeployment of officers from corporate service roles and seeking approval on officer recruitment numbers for the next probationer intake. Peter Blair updated the members on the officers and staff categorisation exercise undertaken to map all Police Scotland posts across 5 classifications. Options for officer recruitment were discussed and approved by the Board.

Decision: Proposal approved of recruitment numbers for the next probationer intake.

10. DCC Local Policing Overview

10.1 General Update

DCC Fitzpatrick provided a general overview of her business area for awareness of members.

11. DCC Crime and Operational Support Overview and Escalated Papers

11.1 General Update

DCC Gwynne provided a general overview of his business area for the awareness of members.

11.2 Rape Campaign Update

T/ACC MacDonald provided members with a briefing paper on the Police Scotland 2018 Rape Campaign. The briefing outlined the details of the Campaign that commenced in February, highlighting the collaborative work and focus to raise awareness and emphasise the fact that sex without consent is rape. Members noted the paper.

11.3 Year of Young People

T/ACC MacDonald provided members with an overview of Police Scotland activity in relation to the Scottish Government launched Year of Young People 2018. The briefing outlined the six key themes, Participation, Education, Health and Wellbeing, Equality and Discrimination, Enterprise and Regeneration and Culture and provided a timetable of activity throughout the year. Members noted the update.

11.4 Corporate Parenting Plan

T/ACC MacDonald provided members with an oversight of the development and publication of the Police Scotland Corporate Parenting Plan in line with the requirements set out in the Children and Young People (Scotland) Act 2014. Members noted the update.

11.5 'I Am Me' – 'Keep Safe'

T/ACC MacDonald presented this item seeking approval for all Police Scotland stations with public counter services to become 'Keep Safe' Places. ACC Macdonald outlined the partnership initiative between 'I am Me' and Police Scotland and its aims to help people with a disability, feel safe within their community and outlined the work that will be undertaken to brief and train staff on the scheme and its outcomes.

Decision: Members approved the proposal.

11.6 Vehicle Removal Scheme

ACC Telfer introduced this item outlining the background to the Vehicle Removal Scheme and seeking approval from the members to continue with the current arrangements pending the ongoing 'sist' of the Judicial Review by

the Court of Session. ACC Telfer outlined risks and potential outcomes from the review presenting a number of recommendations for the members to consider.

Decision: Members approved maintaining current arrangements for this scheme and the addition of the risks on to the Force Risk Register.

11.7 C3IR Update (standing item)

ACC Telfer provided members with an update on the progress in relation to the C3IR Programme, HMICS Recommendation discharge and business and usual developments with C3 Division. He advised that C3 Division has successfully discharged 28 of the 30 recommendations made by HMICS and the remaining recommendations are on track for discharge by March 2018. Members noted the update.

11.8 SFC Operational Competence

ACC Telfer presented this item providing members with an overview of current issues in relation to maintenance of the Strategic Firearms Commander operational competence. Members noted the paper.

11.9 Deployment of Taser (standing item)

ACC Telfer provided members with an update on the recruitment and training of Specially Trained Officers and Divisional Taser Instructors. Members noted the update.

12. AOCB

12.1 Temporary Traffic Restriction Orders (TTROs)

DCC Fitzpatrick introduced this item providing members with an update on work being undertaken to develop a Force Policy on the use of TTROs to manage pre-planned events. DCC Fitzpatrick provided an update on the ongoing consultation process and gained approval from members to issue a memorandum to Local Commanders outlining that the current arrangements should continue during the consultation process. Members acknowledged and approved the update.

13. Future meetings

The Chair updated members that the next meeting is due to be held on 14 March 2018. The Chair closed the meeting and thanked members for their attendance and contribution.