# Strategic Leadership Board - Discussion Summary

Thursday 15 September 2022

## Board Members in Attendance

Sir Iain Livingstone Chief Constable (Chair)

Fiona Taylor DCC Professionalism, Digital and Transformation

Malcolm Graham DCC Crime and Operational Support

David Page Deputy Chief Officer

Steve Johnson ACC Local Policing West

Emma Bond ACC Local Policing North

Tim Mairs ACC Local Policing East

Gary Ritchie ACC Partnerships, Prevention & Community Wellbeing

Kenny MacDonald ACC Criminal Justice

Mark Williams ACC Operational Support

Bex Smith ACC Major Crime, Public Protection and Local Crime

Andy Freeburn ACC Organised Crime, CT and Intelligence

Jude MacDonald Director of People and Development

Andrew Hendry Chief Digital Information Officer

James Gray Chief Financial Officer

Chris Starrs Head of Corporate Communications

## Others In Attendance

Andy Bell Supt, Strategic Engagement and Governance

David Sharp Supt, Head of Executive Support

## Apologies

Alan Speirs ACC Professionalism & Assurance

Tom McMahon Director of Strategy and Analysis

Duncan Campbell Head of Legal Services

## Chair’s Opening Remarks

## 1.1 Welcome and Introduction

The Chief Constable welcomed all attendees to the meeting, which was held in the Court Room at Tulliallan.

## 1.2 Apologies

Apologies were given and representatives duly noted. The meeting was quorate.

## 2 Minutes and Action Log

The Chief Constable advised that the extraordinary meeting of Strategic Leadership Board had been convened to enable a hot debrief in respect of Operation Unicorn, and to consider critical areas of business which required SLB decision to be progressed. It was confirmed that any item of business which had not been considered at the meetings of 8 or 15 September should be resubmitted, where necessary, to the next meeting of SLB on 12 October.

## 3. Matters Arising

## 3.1 On Call Update

An update was provided by ACC Smith regarding significant operational incidents from the previous 24 hours.

Decision/Action: Noted

## 4. Operation Unicorn

The Chief Constable led a hot debrief in respect of Operation Unicorn, reflecting on various aspects of the significant operational and organisational response which had contributed to the success of the operation.

All members of the senior leadership team offered initial thoughts and reflections on Police Scotland’s professionalism and resilience which had enabled effective delivery of the Operation Unicorn plans, which had been developed and refined over a number of years.

It was confirmed that the formal debrief process will be carried out to capture relevant organisational learning.

## Portfolio Areas

## 5 DCO Corporate Services, People and Strategy

## 5.1 Pension Review Full Business Case

CFO Gray presented a report seeking approval for the recommended option in respect of in-house pension services and delivery model (as set out in options section of the FBC). Following discussion, the recommended option was approved.

DECISION: Recommended option approved.

## 5.2 Cost of Living – Supporting Our Workforce

Director MacDonald presented a report seeking approval to establish a short life working group to consider option to support the Police Scotland workforce in respect of issues arising from the rising cost of living. Following discussion, the recommended option was approved.

DECISION: Establishment of SLWG approved.

## 6. DCC Professionalism, Digital and Transformation

## 6.1 Equality, Diversity and Inclusion Strategy

DCC Taylor presented a report seeking approval for the Police Scotland EDI Strategy and accompanying Implementation Plan to be transmitted to the Scottish Police Authority, to enable discussion at the SPA Board meeting on 29 September. It was confirmed that the EDI Strategy had been developed following extensive internal and external engagement. Following discussion, the EDI Strategy and Implementation Plan were approved, pending finalisation and inclusion of the Chief Constable’s Foreword.

DECISION: EDI Strategy and Implementation Plan approved (pending inclusion of Chief Constable’s Foreword).

## 6.2 National Your Safety Matters Assault Pledge

DCC Taylor presented a report seeking SLB support for the launch of a national assault pledge, which will be adopted by a number of stakeholders and partners, utilising #notpartofthejob. The Assault Pledge has been developed in conjunction with stakeholders and complements the Chief Constable’s Assault Pledge. Following discussion, support was provided, with exact timings of the launch to be agreed.

DECISION: Support for National Assault Pledge.

## 7.DCC Crime and Operational Support

## 7.1 Manchester Arena Public Inquiry – Organisational Learning

ACC Williams presented a report seeking approval for two recommendations associated with organisational learning arising from the Manchester Arena Public Inquiry –

1. for PS to be represented on the CT Oversight and Coordination Group *(*ACC Williams);
2. Creation of a short life delivery group to manage and implement organisational learning, based within Events Planning.

Following discussion, both recommendations were approved.

DECISION: Recommendations approved.

## 7.2 Aviation Safety and Security

ACC Williams presented a report seeking approval to establish an Aviation Safety and Security Unit, to address the legal requirements for Police Scotland in respect of Scottish airspace. Following discussion, this was approved.

DECISION: Establishment of ASSU approved.

## 8. Papers Approved for Submission to SPA

EDI Strategy and Implementation Plan

## 9. AOCB

N/A

## 10. Review of Actions

Actions generated at agenda items –

## Future Meeting

The next meeting is scheduled to take place 12 October 2022 in the Court Room, Tulliallan.