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MINUTES OF THE STRATEGIC LEADERSHIP BOARD

DATE: Wednesday 15 August 2018

LOCATION: Graham Room, Tulliallan

CHAIR: Iain Livingstone, Deputy Chief Constable (Designate)

MEMBERS PRESENT

Johnny Gwynne, Deputy Chief Constable (Crime and Operational Support)

Fiona Taylor, Deputy Chief Constable (Local Policing)

David Page, Deputy Chief Officer

Steve Johnson, Assistant Chief Constable (Specialist Crime & Intelligence)

Mark Williams, Assistant Chief Constable (Operational Support)

Nelson Telfer, Assistant Chief Constable (Specialist Support)

John Hawkins, Assistant Chief Constable (Local Policing North)

Martin Low, Interim Director ICT

Tom McMahon, Director of Business Integration

Bernard Higgins, Assistant Chief Constable (Local Policing West)

Chris Starrs, Head of Corporate Communications

Alan Speirs, Assistant Chief Constable (Professionalism and Assurance)

Neil Dickson, Director of Change

In attendance

Danny Hatfield, Superintendent, Executive Support

Gregg Banks, Superintendent, Strategic Engagement

Gordon Crossan, Chief Superintendent, Local Police Commander, K Division

Nichola Burns, Chief Superintendent, Head of Training Operations (representing Jude Helliker)

Alasdair Corfield, Financial Controller (representing James Gray)

Kirsty-Louise Campbell, Head of Strategy and Innovation (representing ACC Graham)

Sean Scott, Detective Chief Superintendent, Corporate Services

Scott Cameron, Sergeant, Governance Coordination Unit

Helen Meldrum, Early Careers Programme Lead (Item 8.5 only)

Kirsty Garrick, Head of People Engagement Partnering (Item 8.6 and 8.7 only)

Fiona Young, Price Waterhouse Cooper (Item 8.10 only)

Roddy Irvine, Assistant Inspector of Constabulary, HMICs (observing)

Apologies

Angela McLaren, Assistant Chief Constable (Operational Change and Resilience)

Gillian MacDonald, Assistant Chief Constable (Crime and Protection)

Wayne Mawson, Assistant Chief Constable (Local Policing East)

Jude Helliker, Director of People and Development

Malcolm Graham, Assistant Chief Constable (Strategy and Innovation)

Colette Sherry, Head of Commercial Services

James Gray, Chief Financial Officer

1. CHAIR'S OPENING REMARKS

DCC Livingstone opened the meeting and welcomed all attendees. DCC Livingstone welcomed Assistant Inspector of Constabulary Roddy Irvine from HMICs.

2. QUORATE, MINUTES AND ACTION LOG

• Minutes of Previous Meeting

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

• Action / Decision Log

The action log was reviewed and updated. Quorate for the meeting was met.

3. MATTERS ARISING (action updates)

There were no items under matters arising.

FORCE GOVERNANCE BOARDS

4. Tasking and Delivery Board

4.1 General Update

DCC Gwynne provided an overview to the Tasking and Delivery Board that took place on 17th July 2018.

5. Change Board

5.1 General Update

Neil Dickson gave an overview of the Change Board meeting that was held on 9th August 2018.

6. Corporate Finance and Investment Board

6.1 General Update

Alasdair Corfield provided an overview of Corporate Finance and Investment Board which took place on the 9th August 2018.

7. Audit and Risk Board

7.1 General Update

DCC Gwynne provide an overview of the Audit and Risk Board that took place on 10th July 2018.

FORCE FUNCTIONAL BOARDS

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

8.1 General Update

DCO Page gave an overview from his area.

8.2 Corporate Management Board

DCO provided an overview of the Corporate Management Board that was held on 30th July 2018.

8.3 Corporate Support Services Monthly Report

Corporate Support Services Monthly Report for July 2018 was distributed.

8.4 Public Engagement Strategy

Kirsty-Louise Campbell outlined the planned research and engagement activities for 2018/19, next steps in developing a strategy and framework for public and community engagement in the longer term. Members noted the update provided.

8.5 Modern Apprenticeship Scheme

Helen Meldrum, People and Development, updated members on the Modern Apprenticeship Scheme for Probationers. Approval was sought to move to final stage of consultation.

DECISION – Approved

8.6 People Strategy (standing item)

Kirsty Garrick, People and Development, updated members on the People Strategy and sought approval for escalation to Scottish Police Authority (SPA) on 30th August 2018.

DECISION – People Strategy to be presented to SPA Board.

8.7 Engagement and Wellbeing Survey Recommendation Proposal

Kirsty Garrick, People and Development requested approval from SLB to defer the Engagement and Wellbeing Survey from September/October 2018 to January/February 2019. This would allow a broader analysis of the 2015 and 2016 data and publication of the Change Readiness Survey findings.

DECISION – Approved

8.8 Item 8.8 was removed from the agenda

8.9 Home Detention Curfew

ACC Speirs presented an update on Home Detention Curfews which members noted.

8.10 Demand, Productivity Performance Programme Update

DCS Sean Scott updated members on the current status of the Programme. Following discussion, members noted the update and recommended that future updates are routed through Change Board and where necessary Strategic Leadership Board.

8.11 Interim Payroll System – Project update

Alasdair Corfield, Finance updated members on the progress of the Interim Payroll Project. Members noted the update.

ACTION – Alasdair Corfield to provide an update to ACC Hawkins on how the VR / VER in legacy payroll teams have been shared across the country.

9. DCC Local Policing

9.1 General Update

DCC Taylor provided members with an update on the Local Policing business area. DCC Taylor highlighted that ACC Mawson's last working day will be 17th August. DCC Taylor thanked him for this 30 years' service and wished him a long and happy retirement.

10. DCC Crime and Operational Support

10.1 General Update

DCC Gwynne gave an overview of the Crime and Operational Support business area. DCC Gwynne highlighted that ACC Telfer's last working day was 24th August. DCC Gwynne thanked him for his 30 years' service and wished him a long and happy retirement.

10.2 Minimum Rank of Tactical Firearms Commanders

ACC Telfer sought approval to permit substantive and suitably experienced Chief Inspectors to train and then to perform the role as Tactical Firearm Commanders (TFC). ACC Telfer has had consultation with staff associations. Following decisions by members this paper was approved.

DECISION – Approved

11. AOCB

DCC Livingstone reiterated his appreciation and thanks to ACC Telfer and ACC Mawson on their retirement.

12. Future meetings:

The next Strategic Leadership Board meeting is on the 12th September 2018.

The Chair closed the meeting and thanked members for all their work.