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Strategic Leadership Board - Discussion Summary

Wednesday 21 July 2021

Board Members In Attendance

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| Iain Livingstone | Chief Constable |
| Malcolm Graham | DCC Crime and Operational Support |
| Will Kerr | DCC Local Policing |
| David Page | Deputy Chief Officer <i>(also representing DCC Taylor)</i> |
| John Hawkins | ACC Local Policing North |
| Tim Mairs | ACC Local Policing East |
| Gary Ritchie | ACC Partnership, Prevention and Community Wellbeing |
| Mark Williams | ACC Operational Support |
| Pat Campbell | T/ACC Organised Crime, Counter Terrorism and Intelligence <i>(also representing ACC Heaton)</i> |
| Alan Speirs | ACC Professionalism and Assurance |
| James Gray | Chief Financial Officer |
| Andrew Hendry | Chief Digital and Information Officer |
| Duncan Campbell | Head of Legal Services |

Others In Attendance

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| Faroque Hussain | Chief Supt <i>(rep ACC Johnson and Divisional Commanders)</i> |
| Catriona Paton | Chief Supt <i>(rep ACC MacDonald)</i> |
| Sharon Milton | Chief Supt <i>(rep ACC Higgins)</i> |
| Kirsty-Louise Campbell | Head of Strategy and Innovation <i>(rep Director McMahon)</i> |
| Nicky Page | Head of Employee Reward <i>(rep Director Helliker)</i> |
| Steve Smith | Head of News <i>(rep Chris Starrs)</i> |
| Gillian Docherty | Supt, Operation Tarn <i>(presenting item 10.3)</i> |
| Danny Hatfield | Supt, Executive Support |
| Claire Hailstones | Secretariat, Committee Services |

Integrity, Fairness and Respect are the values of Police Scotland. All decisions which we make must reflect our values and be able to withstand scrutiny when judged against them. Accordingly, our values will be the touchstones in all decisions we reach within this forum.

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| Apologies | |
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| Fiona Taylor | DCC People and Professionalism |
| Steve Johnson | ACC Local Policing West |
| Bernie Higgins | ACC COP26 |
| Kenny MacDonald | ACC Criminal Justice |
| Judi Heaton | ACC Major Crime, Public Protection and Local Crime |
| Jude Helliker | Director of People and Development |
| Tom McMahon | Director of Strategy and Analysis |
| Chris Starrs | Head of Corporate Communications |
| Andy Bell | Supt, Strategic Engagement and Governance |

| Item | No. | Items discussed | Decision/ Action | To be actioned by |
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| 1. | 1.1 | Chair's Opening Remarks Welcome and Introduction The Chief Constable opened the meeting and welcomed all attendees. The meeting was conducted via video conference, in line with current organisational distancing measures as a result of the COVID-19 situation. | | |
| | 1.2 | Apologies Apologies were given as previously noted. | | |
| 2. | 2.1 | Quorate, Minutes and Action Log Review of Action Log All actions were reviewed and updated as per the action log. | | |

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| | 2.2 | Decisions Since Last Meeting There had been no SLB level decisions since the last meeting in June. | | |
| | 2.3 | Summary of Discussion The summary of discussion was approved as a true and accurate reflection of the June meeting. The meeting was quorate. | Approved | |
| 3. | | Matters Arising | | |
| | 3.1 | On Call Update An update was provided by ACC Williams regarding significant operational incidents from the previous 24 hours. | Noted | |
| Operation Talla | | | | |
| 4. | | Operation TALLA | | |
| | 4.1 | Operation Talla Update DCC Graham provided a verbal update relating to the Gold Strategy in respect of Operation Talla; the role of the police as we come to a point of transition from restrictions; the impact and effect on policing demand levels; and absence levels within Police Scotland including an update on the approach to home working. This was noted by members. | Noted | |
| | 4.2 | Impact and Consequences of COVID ACC Speirs presented a report on the impact and consequences of COVID, highlighting a number of areas including the impact of changes to restriction levels, policing demand, and smarter working. This was noted by members. | Noted | |

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Force Primary Boards

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| 5. | 5.1 | <p>Corporate Finance and People Board</p> <p>DCO Page presented a report from the Corporate Finance and People Board which met on 6 July, highlighting significant areas of discussion from their relevant business areas. This was noted by members.</p> <p>Item 5.1 included an update on COP26, the current strategic financial position, and a number of contract awards.</p> | Noted | |
| 6. | 6.1 | <p>Change Board</p> <p>DCO Page presented a report from the Change Board, which met on 6 July, highlighting significant areas of discussion. This was noted by members.</p> <p>Item 6.1 included an update on the 'Absorbability Assessment', and a planned session with SPA Board members in respect of Risk. There was discussion relating to the CAM End of Project Report, with a focus on recent increases in 101 call volumes and the short term implications arising. It was agreed that a report would be presented to the August SLB to support further discussion in this area.</p> <p>It was confirmed that a Cyber Resilience and Information Management workshop is to be held to support acceleration of various pieces of work in these areas. It was agreed that a report would be presented to the August SLB to facilitate further discussion.</p> | Noted | |
| 7. | 7.1 | <p>Audit and Risk Board</p> <p>DCO Page presented a report from the Audit and Risk Board, which met on 22 June, highlighting significant areas of discussion. This was noted by members.</p> | Noted | |

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| 8. | 8.1 | Health and Safety Board Nicky Page presented a report from the Health and Safety Board, which met on Friday 2 July, highlighting significant areas of discussion. This was noted by members. | Noted | |
| 9. | 9.1 | Wellbeing Governance Board Nicky Page presented a report from the Wellbeing Governance Board, which met on Friday 2 July, highlighting significant areas of discussion. This was noted by members. | Noted | |
| Portfolio Areas | | | | |
| 10. | | DCC People and Professionalism | | |
| | 10.1 | Management Board Update ACC Speirs presented a report from the People and Professionalism Management Board which met on 28 June, highlighting significant areas of portfolio business. This was noted by members. | Noted | |
| | 10.2 | People and Development Update Nicky Page presented a report highlighting key areas of work within the People and Development business area, including an update on significant Leadership, Development and Recruitment activities. This was noted by members. During discussion, members sought additional information regarding ongoing working in respect of modified duties. This led to the following action: ACTION: Update on the ongoing work in respect of Modified Duties to be presented to SLB in August. | Noted ACTION | Director Helliker |

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| | 10.3 | Operation Tarn Supt Docherty presented a report which provided an update in respect of Operation Tarn, including an update on the volume of information gathered to date. This was noted by members, who again acknowledged the scale of the information gathering exercise and work carried out to support the Public Inquiry. | Noted | |
| | 10.4 | Equality, Diversity and Inclusion – Next Steps Nicky Page presented a report in respect of ongoing work being undertaken to mainstream equality, diversity and inclusion within Police Scotland. This was noted by members. | Noted | |
| | 10.5 | Probationer Intake Options Nicky Page presented a report which outlined options in respect of police officer recruitment for the remainder of financial year 2021-22. This followed a previous report to SLB in January, and consideration by the Organisational Design and Delivery Group. Following discussion, the recommendation within the report was approved. DECISION: Option 1 approved. | Approved | |
| 11. | 11.1 | DCO Corporate Services, Strategy and Change Management Board Update DCO Page presented a report from the Corporate Management Board which met on 28 June, highlighting significant areas of portfolio business, including the Estates Condition Survey and Morbid Toxicology. This was noted by members. | Noted | |

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| | 11.2 | 2022/23 Budget Strategy CFO Gray presented a report in relation to the 2022-23 Budget Strategy. This was noted by members, who approved the proposed strategy, approach and timeline. DECISION: Strategy, approach and timeline approved by members. | Approved | |
| 12 | | DCC Crime and Operational Support | | |
| | 12.1 | Management Board Update DCC Graham presented a report from the Crime and Operational Support Management Board which met on 14 July. This was noted by members. | Noted | |
| | 12.2 | S98 Agreement ACC Williams presented a report which provided an update in respect of work being undertaken to develop a template Section 98 Agreement (Cross Border Aid Agreement) under the Police Act 1996. This was noted by members. | Noted | |
| | 12.3 | Counter Drone Equipment ACC Williams presented a report in respect of counter drone equipment to support Aviation Safety and Security requirements, particularly in respect of significant events. Following discussion, this was approved by members for transmission to the Scottish Police Authority. DECISION: Approved for transmission to SPA. | Approved | |

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| 13 | | <p>DCC Local Policing</p> <p>13.1 Management Board Update</p> <p>DCC Kerr presented a report from the Local Policing Management Board which met on 8 July, highlighting significant areas of discussion including an update on the Public Health Scotland Collaborative event which took place on 20 July. This was noted by members.</p> <p>13.2 Public Confidence Monthly Update (Standing Item)</p> <p>ACC Hawkins presented a report highlighting current public confidence information which is based on the preceding 4 weeks data. This generated discussion, with members outlining the value of the regular report in respect of public confidence.</p> <p>13.3 Bi Monthly Criminal Justice Update</p> <p>CS Paton presented a report highlighting ongoing work being undertaken within Criminal Justice Services Division, including support to the wider Criminal Justice Sector's Recover, Renew, Transform programme. This was noted by members.</p> <p>13.4 Gaelic Language Plan</p> <p>ACC Ritchie presented a report outlining ongoing work to revise the Police Scotland Gaelic Language Plan, which is a statutory requirement every five years. The next steps will include public consultation, following which the plan will be brought back to SLB for approval. The draft plan was approved for public consultation by members.</p> <p>DECISION: Draft Plan approved for public consultation.</p> | <p>Noted</p> <p>Noted</p> <p>Noted</p> <p>Approved</p> | |
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| | 13.5 | MICS Hate Crime Improvement Plan ACC Ritchie presented a report in respect of the HMICS Thematic Inspection on Hate Crime and resulting recommendations, outlining the proposed Police Scotland response to address the recommendations. This generated discussion and was noted by members. | Noted | |
| 14. | | Papers Approved for Submission to SPA Item 12.3 | | |
| 15. | | AOCB | | |
| 15. | | Review of Actions | | |
| | | Future Meetings Wednesday 11 August 2021 at 0900 hours via video conferencing. The Chair closed the meeting and thanked members for their input. | | |

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