# Strategic Leadership Board - Discussion Summary

Tuesday 7 March 2023

## Board Members in Attendance

Sir Iain Livingstone Chief Constable (Chair)

Fiona Taylor, DCC Professionalism, Strategy and Engagement

David Page Deputy Chief Officer

Malcolm Graham DCC Local Policing

Jane Connors DCC Crime and Operational Support

Bex Smith ACC Major Crime, Public Protection and Local Crime

Andy Freeburn ACC Organised Crime, CT and Intelligence

Mark Williams ACC Operational Support

Emma Bond ACC Local Policing North

Wendy Middleton ACC Criminal Justice

Alan Speirs ACC Professionalism & Assurance

Gary Ritchie ACC Partnerships, Prevention & Community Wellbeing

Katy Miller, Director of People and Development

Tom McMahon Director of Strategy and Analysis

James Gray Chief Financial Officer

Chris Starrs Head of Corporate Communications

Duncan Campbell Chief Legal Officer

## Others In Attendance

Patrick Brown Head of Finance (Observer)

Hazel Irving Head of Service Delivery (Representing CDIO Hendry)

Graham Mackie Chief Supt Divisional Commander

Kirsty Louise Campbell Head of Strategy (Presenting Item 6.4, 7.10, 10.1)

Lynn Brown, Head of Corporate Finance (Presenting Item 8.3)

Paul Thornton Executive Account Manager, Corporate Communications

Jen Aird Supt, Strategic Engagement and Governance

David Sharp Supt Executive Support

Claire Hailstones Secretariat, Committee Services

## Apologies

Tim Mairs ACC Local Policing East

Steve Johnson ACC Local Policing West

David Duncan ACC Policing Together

Andrew Hendry Chief Digital Information Officer

## Chair’s Opening Remarks

### 1.1 Welcome and Introduction

The Chair welcomed all attendees to the meeting, held in the Court Room at the Scottish Police College.

## 1.2 Apologies

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

## 2 Minutes and Action Log

### 2.1 Review of Action Log

The action log was reviewed, with one action to remain open and ongoing.

### 2.2 Decisions Since Last Meeting

The decision log was reviewed with no decisions made since February meeting.

Decision/Action: Noted

### 2.3 Summary of Discussion

The summary of discussion was approved as a true and accurate reflection of the meeting held on 15 February 2022.

Decision/Action: Approved

## 3. Matters Arising

### 3.1 On Call Update

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

Decision/Action: Noted

## 4. Force Primary Boards

### 4.1 Corporate Finance and People Board

DCO Page presented a report from the Corporate Finance and People Board which met on 1 March, highlighting significant areas of discussion including Financial Monitoring, Housing Strategy and Estates updates. This was noted by members.

## 4.2 Change Board

DCO Page presented a report from the Change Board which met on 1 March, highlighting significant areas of discussions including Digital Forensics and Digital Strategy. This was noted by members.

## 4.3 Resource Prioritisation Group (Strategic)

There was no update given for this item as it was covered at the Extra Ordinary Strategic Leadership Board meeting on the 6 March.

## Portfolio Areas

## 5. DCC Local Policing

## 5.1 Management Board Update

DCC Graham presented a report from the Local Policing Management Board which met on 24 February, highlighting significant areas of portfolio business. This was noted by members.

## 5.2 Operation Talla Debrief Report

DCC Graham and ACC Speirs presented the Operation Talla debrief, including a final report and proposed implementation plan. It was noted that this will contribute to organisational learning managed through the audit function. An updated version of report, implementation plan and communications plans to be brought back to the April SLB. It was agreed that it would be presented to the SPA Board in July as part of a wider organisational learning piece.

DECISION: Approved by members.

## 6. DCC Crime and Operational Support

## 6.1 Management Board Update

DCC Connors presented a report from the Crime and Operational Support Management Board which met on 24 February, highlighting significant areas of portfolio business. This was noted by members.

## 6.2 Operation Unicorn Debrief Report

ACC Williams presented a report in relation to the debrief of Operation Unicorn. It was agreed that the actions would be managed through Emergency Planning. The report will be submitted to the SPA Board in due course as part of a wider organisational learning piece.

DECISION – Approved by members.

## 6.3 HMICS Domestic Abuse Inspection Update

ACC Smith presented a report to provide members with an overview of the recommendations provided in response to the above inspection which was published in January 2023. This was noted by members.

## 6.4 Violence against Women and Girls Strategy

ACC Smith presented a report in relation to the Violence against Women and Girls Strategy and proposed implementation plan. It was agreed that the strategy and implementation plan would be presented to the SPA Policing Performance Committee in March then to the SPA Full Board in March. This was approved by members.

DECISION: Approved by members.

# 7. DCC Professionalism, Strategy and Engagement

## 7.1 Management Board Update

DCC Taylor presented a report from the Professionalism, Strategy and Engagement Management Board which met on 21 February. This highlighted significant areas of portfolio business including Policing Together. This was noted by members.

## 7.2 Joint Mainstreaming and Equality Outcomes Report

ACC Ritchie presented a report detailing our legislative requirement to report Joint Mainstreaming and Equality Outcomes Progress. This was noted and approved by members, pending the Chief Constable’s fore word and review by SPA Chair. It was agreed that the report would be shared at an extra ordinary People Committee in April then tabled at SPA Board in May.

DECISION: Approved

## 7.3 Policing Together Update

DCC Taylor presented a report which provided an update on various strands of Policing Together activity being undertaken by Police Scotland. This was noted by members.

## 7.4 Operation Tarn

ACC Speirs presented a report which provided an update on all aspects of the Public Inquiry. This was noted by members.

## 7.5 Health and Safety Policy

ACC Speirs presented a report in relation to the refresh of the Health and Safety Policy. This was approved by members for onwards transmission to the SPA People Committee.

DECISION: Approved

## 7.6 Draft Statutory PVG Act 2007

ACC Speirs presented a report in relation to the draft statutory guidance from Scottish Ministers in relation to the Protection of Vulnerable Groups (Scotland) Act 2007. This was noted and approved by members.

DECISION: Approved

## 7.7 Firearms Licensing Assurance Review

ACC Speirs presented a report in relation to the assurance review.

DECISION: Approved

## 7.8 Introduction of Police Scotland Daybooks

ACC Speirs presented a report for the introduction of Police Scotland Daybooks and members discussed a need for there to be associated guidance prepared around content and expected inclusions. Members approved the day books subject to the guidance being developed.

DECISION: Approved

## 7.9 Misconduct Publication Scheme

ACC Speirs presented a report regarding the introduction of a publications scheme to publish anonymised outcomes of gross misconduct related matters. This was approved by members.

DECISION: Approved

## 7.10 Annual Police Plan

Director McMahon presented a report detailing the final content of the Annual Policing Plan prior to presentation to the SPA. This was approved by members for onward transmission to the SPA Policing Performance Committee on 16 March.

# DECISION: Approved

## 8. DCO Corporate Services, People and Strategy

## 8.1 Management Board Update

DCO Page presented a report from the Corporate Management and People Board which met on 27 February, highlighting significant areas of portfolio business. This was noted by members.

## 8.2 People and Development Update

Director Miller presented a report detailing key work within the People and Development business area. This was noted by members.

## 8.3 Draft 2023/24 Budget

CFO Gray and Lynn Brown presented a report detailing the draft 2023/24 budget. Subject to an amendment requested by the Chief Constable, the report was approved for onward transmission to the SPA Resources Committee and SPA Board.

DECISION: Approved

## 8.4 Fleet Re-Organisation

CFO Gray, Tony Chalk and Stewart Taylor presented a report detailing the proposals for a restructure of the Fleet function. This was approved by members.

DECISION: Approved

## 9. Papers Approved for Submission to SPA

Item 6.4 Violence against Women and Girls Strategy

Item 7.2 Joint Mainstreaming and Equality Outcomes Report

Item 7.5 Health and Safety Policy

Item 7.10 Annual Policing Plan

Item 8.3 Draft 2023/24 Budget

## 10. AOCB

## 10.1 Sex and Equality and Tackling Misogyny

DCC Graham presented a report and provided an overview of the progress and next steps in response to our insights to progress actions to enable sex equality and tackle misogyny. This was endorsed by members for onward transmission to SPA Board.

DECISION: Approved

## 11. Review of Actions

Actions generated at agenda items –

Nil

## Future Meeting

The next meeting will take place 12 April in the Court Room, Police Scotland Headquarters. The Chair closed the meeting and thanked members for their input.