

## OFFICIAL



### Strategic Leadership Board Discussion Summary

Wednesday 10<sup>th</sup> April 2019

#### Board Members In Attendance

Iain Livingstone	Chief Constable
Will Kerr	DCC Local Policing
Fiona Taylor	DCC People and Professionalism
David Page	Deputy Chief Officer
John Hawkins	ACC Local Policing North
Alan Speirs	ACC Professionalism and Assurance
Steve Johnson	ACC Specialist Crime and Intelligence
Mark Williams	ACC Operational Support
Malcolm Graham	ACC Strategy and Innovation
James Gray	Chief Financial Officer
Tom McMahon	Director of Business Integration
Martin Low	Interim Director of ICT
Jude Helliker	Director of People and Development
Chris Starrs	Head of Corporate Communications
Neil Dickson	Director of Transformational Change

#### Others In Attendance

Brian McNulty	Chief Superintendent, Divisional Commander G Division (rep ACC Higgins)
Derek McEwan	Chief Superintendent, Divisional Commander P Division (rep ACC Anderson)
Clark Cuzen	Detective Chief Superintendent, Crime and Protection (rep ACC MacDonald)
Kenny MacDonald	Chief Superintendent, Portfolio Projects (rep ACC McLaren)
Gillian Johnston	Committee Services Officer (Secretariat)

*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.*

Andy Bell	Superintendent, Strategic Engagement and Governance
Danny Hatfield	Superintendent, Executive Support
James Bertram	Health and Safety Manager (Item 8.2)
Louise Blakelock	Superintendent, Road Policing (Item 8.5)
Aileen Walker	Constable, Road Policing (Item 8.5)
Vincent Fisher	Inspector, Road Policing (Item 8.5)

Apologies	
Gillian MacDonald	ACC Crime and Protection
Bernard Higgins	ACC Local Policing West
Angela McLaren	ACC Operational Change and Resilience
Paul Anderson	T/ACC Local Policing East
Duncan Campbell	Head of Legal Services

Item	No.	Items discussed	Decision/ Action	To be actioned by
1.		<b>Chair's Opening Remarks</b>		
	1.1	<b>Welcome and Introduction</b>  The Chair opened the meeting and welcomed all attendees.		
	1.2	<b>Apologies</b>  5 apologies were given.		
2.		<b>Quorate, Minutes and Action Log</b>		
	2.1	<b>Review of Action Log</b>  The action log was reviewed and updates noted by members.		

		<ul style="list-style-type: none"> <li>Action 7.19 – Action updated and closed.</li> </ul> <p><b>Summary of Discussion</b></p> <p>2.2 Minute of the previous meeting was approved by members.</p> <p>The meeting was confirmed as quorate</p>	<b>Approved</b>	
3.	3.1	<p><b>Matters Arising</b></p> <p>Nil</p>		
<b>Force Governance Boards</b>				
4.	4.1	<p><b>Tasking &amp; Delivery Board Update</b></p> <p>DCC Taylor presented a report from the Tasking and Delivery Board which met on 21<sup>st</sup> March 2019. This was noted by members.</p> <p>Discussion highlighted that the revised Performance Framework will impact on Tasking arrangements with a need to ensure there is awareness of the Framework across the organisation.</p>		
5.	5.1	<p><b>Corporate Finance and Resource Board Update</b></p> <p>James Gray presented a report from the Corporate Finance and Resource Board which met on 2<sup>nd</sup> April 2019. This was noted by members. It was highlighted that the meeting had been the first where there had been a specific section of the agenda dedicated to people since the transition from a purely financial Board.</p> <p>There was discussion among members about the work required to prepare for the Autumn spending review and the 20/21 Budget, particularly in respect of Capital Investment requirements, to ensure that policing continues to deliver benefit in communities.</p>		

6.	6.1	<p><b>Change Board Update</b></p> <p>DCC Taylor confirmed that Change Board had not met since the previous SLB with a meeting scheduled for 15<sup>th</sup> April 2019 to allow time for papers in respect of TCSS and CAM to be developed further. This was noted by members.</p> <p>Members discussed a request for a Canadian PHD student to undertake research work in respect of change and leadership.</p> <p><b>DECISION: Approved by members.</b></p>	Approved	
<b>Force Functional Boards</b>				
7.	7.1	<p><b>DCO Corporate Services, Strategy and Change</b></p> <p><b>Corporate Management Board and DDICT</b></p> <p>James Gray presented a report from the Corporate Management Board which met on 25<sup>th</sup> March 2019. This was noted by members. Members discussed the reporting and consideration of risk and it was agreed that a highlights report on Risk should be included as a standing item within the SLB agenda in future.</p>		
	7.2	<p><b>Corporate Support Services Monthly Report – March 2019</b></p> <p>James Gray presented the Corporate Support Services Monthly Report. This was noted by members.</p>		
	7.3	<p><b>Performance</b></p> <p>Tom McMahon presented a report on Performance and provided a conclusion update in respect of the work undertaken to develop the Annual Police Plan which was laid before parliament on 31<sup>st</sup> March 2019. Members noted that this was a single plan articulating policing priorities and change priorities, underpinned by an outcomes focused performance framework.</p>		

	<p><b>7.4</b></p>	<p><b>Strategy and Planning – 2019-2020</b></p> <p>Tom McMahon provided a verbal update on Strategy and Planning and the intention to move towards a three year delivery plan. Members were updated that the Scottish Government Strategic Police Priorities are due to be refreshed in Summer 2019 which will necessitate a review and refresh of the Police Scotland ten year strategy</p> <p>A general discussion took place about the analytical capability required in respect of strategy, planning and performance and alignment between the Annual Police Plan, Local Police Plans, and Local Outcome Improvement Plans.</p>		
<p>8.</p>	<p><b>8.1</b></p> <p><b>8.2</b></p> <p><b>8.2.1</b></p>	<p><b>DCC People and Professionalism</b></p> <p><b>People and Professionalism Management Board Update</b></p> <p>DCC Taylor presented a report from the People and Professionalism Management Board which met on 11<sup>th</sup> March 2019. This was noted by members.</p> <p><b>Health and Safety Update</b></p> <p>DCC Taylor presented a report in respect of Health and Safety. The content of the report was noted by members.</p> <p><b>Health and Safety Assurance Process</b></p> <p>James Bertram presented a report on the proposed introduction of a Health and Safety assurance process within Police Scotland which will mature and enhance Police Scotland's approach. Following discussion, which commended the ongoing work to enhance Health and Safety culture, this was approved.</p> <p><b>DECISION – Introduction of the Health and Safety Assurance Process approved.</b></p>	<p><b>APPROVED</b></p>	

	<p><b>8.3</b></p>	<p><b>People and Wellbeing Update</b></p> <p>Jude Helliker presented an update report in respect of People and Wellbeing. This was noted by members.</p> <p>The People Management Information Dashboard was circulated which generated discussion among members in respect of a number of aspects.</p>		
	<p><b>8.4</b></p>	<p><b>Introduction of Section 5A Road Traffic Act (RTA) 1988 (Exceed Drug Drive Limit)</b></p> <p>Superintendent Blakelock presented a report seeking member approval of preferred options for purchase, training and policy in respect of drug driving screening equipment in advance of new legislation scheduled to go live in October 2019. A demonstration of equipment was provided which led to discussion among members.</p> <p><b>DECISION – Purchase of equipment – Option 1 approved; Training – Option 2 approved; Policy – Option 2 approved.</b></p>	<p><b>APPROVED</b></p>	
	<p><b>8.5</b></p>	<p><b>Observing Professional Boundaries: Statement of Expectation</b></p> <p>ACC Speirs presented a report seeking approval for the publication and adoption of a statement of expectation by Police Scotland in respect of observing professional boundaries. Members were provided with context leading to the proposal and it was confirmed that the Chief Officer lead for this area would be DCC (People and Professionalism).</p> <p><b>DECISION – Publication and adoption of statement of expectation approved.</b></p> <p><u>Governance Review</u></p> <p>ACC Speirs provided a brief verbal update on progress in respect of the ongoing governance review and confirmed that a report would be circulated in early course. This was noted by members.</p>	<p><b>APPROVED</b></p>	

9.		<p><b>DCC Local Policing</b></p> <p><b>9.1 Local Policing Management Board and Localism</b></p> <p>DCC Kerr presented a report from the Local Policing Management Board which met on 27<sup>th</sup> March 2019. This was noted by members.</p> <p><b>9.2 Brexit: Preparation and Planning (Standing Item)</b></p> <p>DCC Kerr provided a verbal update on Brexit which generated discussion among members.</p> <p><u>CAM Update</u></p> <p>ACC Hawkins provided a brief verbal update in respect of the Contact Assessment Model, including engagement work undertaken with local authority and other stakeholders and proposed implementation timelines. This was noted by members.</p> <p><b>9.3 Volunteering Strategic Action Plan</b></p> <p>ACC Hawkins presented a report seeking support to drive forward activity to embrace, expand and enhance our volunteer workforce. The report also proposed co-ordination of volunteering activity across Police Scotland through a single formalised Volunteer Co-ordination Unit structure utilising existing staff.</p> <p><b>DECISION – Volunteer Co-Ordination Unit structure approved.</b></p> <p><b>9.4 Special Constabulary – Periodic Payment Review</b></p> <p>ACC Hawkins presented a report requesting that the periodic payment arrangements for Special Constables be maintained for 2019/20, confirming that budget planning was in place to meet the projected cost.</p> <p><b>DECISION – Retention of Periodic Payment for Special Constables in 2019/20 approved.</b></p>	<p><b>APPROVED</b></p> <p><b>APPROVED</b></p>	
----	--	---	---	--

	<b>9.5</b>	<p><b>Initial Plans for new Police Scotland Portfolio - Partnership, Prevention and Community Wellbeing</b></p> <p>ACC Graham presented a report in respect of this topic which generated discussion among members. The report sought endorsement for the proposed priority areas, approach and initial plans for the Partnership, Prevention and Community Wellbeing Portfolio; the initial strategic approach to Mental Health and Distress; and the Mental Health and Distress High Level Position Statement (for further engagement and consultation).</p> <p><b>DECISION – Recommendations approved as per report.</b></p>		
10.	<b>10.1</b>	<p><b>DCC Crime and Operations</b></p> <p><b>Crime and Operations Management Board Update</b></p> <p>ACC Johnson, ACC Williams and DCS Cuzen provided a verbal update on the Crime and Operations business area and confirmed that the next COSMB is scheduled for 17<sup>th</sup> April 2019. This was noted by members</p>		
11.		<p><b>Papers Approved for Submission to SPA</b></p> <ul style="list-style-type: none"> <li>Initial plans for new Police Scotland executive portfolio 'Partnership, Prevention and Community Wellbeing' – SPA Board, 26<sup>th</sup> June 2019.</li> </ul>		
12.		<p><b>AOCB</b></p> <p>Nil</p>		
13.		<p><b>Review of Actions</b></p> <p>Nil</p>		
14.		<p><b>Future Meetings</b></p> <p>Tuesday 7<sup>th</sup> May 2019 – Quarterly Strategic Tasking and Delivery Leadership Board</p> <p>The Chair closed the meeting and thanked members for their input.</p>		