# Strategic Leadership Board - Discussion Summary

Wednesday 11 October 2023

## Board Members in Attendance

Fiona Taylor Deputy Chief Constable Designate (Chair)

Alan Speirs T/DCC Professionalism, Strategy and Engagement

Jane Connors DCC Crime and Operational Support

David Page Deputy Chief Officer

Malcolm Graham DCC Local Policing

Wendy Middleton ACC Criminal Justice

David Duncan ACC Policing Together

Tim Mairs ACC Local Policing East

Emma Bond ACC Local Policing North

Faroque Hussain T/ACC Partnerships, Prevention and Community Wellbeing

Stuart Houston, T/ACC Professionalism and Assurance

Steve Johnson ACC Local Policing West

Andy Freeburn ACC Organised Crime, CT and Intelligence

Gary Ritchie ACC Operational Support

Tom McMahon Director of Strategy and Analysis

Duncan Campbell Chief Legal Officer

Chris Starrs Head of Corporate Communications

Andrew Hendry Chief Digital Information Officer

Katy Miller, Director of People and Development

James Gray Chief Financial Officer

## Others In Attendance

Patrick Brown, Head of Finance

Kirsty-Louise Campbell, Head of Strategy and Innovation (Presenting Item 8.3)

Alasdair Corfield, Head of Best Value (Presenting Item 8.4)

Jen Cassells, National Sustainability Lead (Presenting Item 8.5)

Jen Aird, Superintendent, Strategic Engagement and Governance

Audrey Peat, Inspector, Executive Support (Observer)

Claire Hailstones, Secretariat, Committee Services

## Apologies

Bex Smith ACC Major Crime, Public Protection and Local Crime

## Chair’s Opening Remarks

### 1.1 Welcome and Introduction

Chief Constable Farrell welcomed all attendees to her first SLB meeting, held in the Court Room, Tulliallan. She introduced the meeting emphasising the importance of sustained activity in respect of balancing this year’s budget and outlined her expectations and priorities going forwards.

## 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. Six actions remained open, following updates it was agreed that four were ongoing and two could be closed.

### 2.2 Decisions Since Last Meeting

The decision log was reviewed with no decisions made since September 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 13 September 2023.

Decision/Action: Approved

## 3. Matters Arising

### 3.1 On Call Update

No call update was provided at the meeting.

### 4. Force Primary Boards

### 4.1 Corporate Finance and People Board

The report was not presented in the meeting.

### 4.2 Environmental Sustainability Board

The report was not presented in the meeting.

### 4.3 Resource Prioritisation Group (Strategic)

## 4.3.1 Discussion Summary

The report was not presented in the meeting.

**4.3.2 Policing our Communities Strategic Delivery Plan**

DCO Page and Director McMahon presented the strategic plan which focuses on the objectives and work of the RPG work-streams to balance this year’s revenue budget, reducing demand, designing, and implementing our new operating model.

The proposal included the creation of a programme team to manage the work with RPG(S) continuing to oversee the design, development and progression of activity.

DECISION: Proposal approved by members.

## 4.3.3 Policing our Communities Key Decisions

DCO Page presented a spreadsheet detailing a range of decisions and options for consideration, and which had been escalated to SLB from RPG(S). These were individually discussed, and decisions made.

### Portfolio Areas

**5. DCC Crime and Operational Support**

**5.1 Management Board Update**

DCC Connors presented a report from the Crime and Operational Support Management Board which met on 26 September. This included updates on NPCC Driver Training, Hearing Protection PPE and National Sex Offenders management. This update was noted by members.

**6. DCC Local Policing**

**6.1 Management Board Update**

DCC Graham presented a report from the Local Policing Management Board which met on 26 September. This included updates on Criminal Justice, Legislative Change, Case Management Backlogs and Mental Health Dashboards. It was noted that further papers were to be brought to November SLB on C3 Demand and Mental Health Dashboards.

## 6.2 Legislative Change

ACC Middleton presented a report to provide an update on the legislative programme and its impact on Police Scotland. Discussions took place regarding how this information is tracked and monitored and how the financial implications are calculated. It was noted that there are monthly meetings set up with Scottish Government to discuss. Following discussion, it was agreed that PSD representative should be included in discussions going forward.

DECISION: Paper approved by members and agreement that a report on this matter will be progressed to SPA Resources Committee in November.

**7 DCC Professionalism, Strategy and Engagement**

**7.1 Management Board Update**

T/DCC Speirs presented a report from the Professionalism, Strategy and Engagement Management Board which met on 26 September 2023. This included updates on firearms licensing review, six monthly reviews of strategic risk, Ethics Scrutiny bill and MDP Training. This was noted by members.

**7.2 Public Inquiries Update**

T/ACC Houston presented an update on the ongoing public inquiries, including timescales for further hearings. This was noted by members.

**7.3 Policing Together Update**

ACC Duncan presented a report which provided an update (standing agenda item) on various strands of Policing Together activity being undertaken by Police Scotland. This was noted by members.

**7.4 MDP Training**

This item was discussed and agreed by members as part of the management board item at 7.1. It was agreed by members with the caveat that further assurance is given by Finance on the charging model used.

DECISION: Proposal agreed.

**8. DCO Corporate Support**

**8.1 Management Board Update**

DCO Page presented a report from the Corporate Management and People Board which met on 25 September highlighting significant areas of portfolio business. This was noted by members.

**8.2 People and Development Update**

Director Miller presented a report covering the key areas of activities within P&D. This was noted by members.

**8.3 People Strategy/Strategic Workforce Plan/Dashboards**

Director Miller presented the draft People Strategy, and draft Strategic Workforce Plan for discussion. This included implementation plans and dashboards. Feedback on the versions were sought by members by end of the month to ensure progression of final versions to November SLB, SPA People Committee and SPA Board in November. This was noted by members.

**8.4 Police Housing: Tax Implications and Charging for Occupancy**

Director Miller presented a report providing options on how to address the tax compliance, risk and occupancy charging for police officers residing in police houses. Option 2 was presented and approved by members on the basis that an implementation plan is developed alongside a policy for determining charges and allowances. This will be brought back to SLB in due course.

DECISION: Option 2 approved.

**Owner – Director Miller**

**8.5 Climate Change Report**

CFO Gray presented the report to members for our annual climate change report, which is reported into Scottish Government by November each year. This was noted and approved by members.

DECISION: Report approved for onward transmission to Scottish Government.

### 9. Papers Approved for Submission to SPA

Item 6.2 Legislative Change – SPA Resources Committee - 15 November.

### 10. AOCB

DCO Page provided members with an update on the Blue Light collaboration work.

### 11. Review of Actions

Nil

## Future Meeting

The next meeting will take place 8 November in the Court Room, Police Scotland Headquarters. The Chair closed the meeting and thanked members for their input.