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Strategic Leadership Board - Discussion Summary

Wednesday 12 February 2020

Board Members In Attendance

Iain Livingstone	Chief Constable (Chair)
Fiona Taylor	DCC People and Professionalism
Will Kerr	DCC Local Policing
David Page	Deputy Chief Officer (Attended from 1300)
Steve Johnson	ACC Local Policing West
Duncan Sloan	T/ACC Major Crime and Public Protection
Kenny MacDonald	ACC Local Policing East
Alan Speirs	ACC Professionalism and Assurance
Gary Ritchie	ACC Partnership, Prevention and Community Wellbeing
Roddy Irvine	T/ACC Operational Change and Resilience
Jude Helliker	Director of People and Development
Tom McMahan	Director of Business Integration
Andrew Hendry	Chief Digital and Information Officer (rep DCO Page)

Others In Attendance

Andrew Todd	Chief Superintendent, Divisional Commander, D Division (rep ACC Hawkins)
Stuart Houston	Detective Chief Superintendent, Specialist Crime (rep ACC McLaren)
Sharon Milton	Chief Superintendent, Operational Support (rep ACC Williams)
James Douglas	Legal Services Manager (rep Duncan Campbell)
Alasdair Corfield	Financial Controller (rep James Gray)
Steve Smith	Corporate Communications (rep Chris Starrs)
Bob Kennedy	T/Chief Superintendent Governance, Audit and Assurance
Sharon McGregor	Superintendent, National Crime Agency (item 14.2)

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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Nichola Burns	Chief Superintendent, People and Development (item 12.5)
Rob Hay	Superintendent, People and Development (item 12.5)
James Royan	Superintendent, Brexit Contingency Team (item 13.1)
Lynn Brown	Budgeting Specialist (item 11.1)
John McNellis	Financial Planning Specialist (item 11.1)
Kirsty-Louise Campbell	Head of Strategy and Innovation (item 11.2)
Roddy Newbigging	Chief Superintendent, Contact Command Control Division (item 13.6)
Andy Murdoch	Superintendent, Contact Command Control Division (item 13.6)
Andy Bell	Superintendent, Strategic Engagement and Governance
Gillian Douds	Secretariat, Committee Services Officer
Apologies	
Malcolm Graham	DCC Crime and Operations
John Hawkins	ACC Local Policing North
Angela McLaren	ACC Organised Crime, Counter Terrorism and Intelligence
Mark Williams	ACC Operational Support
Bernard Higgins	ACC COP26
James Gray	Chief Financial Officer
Chris Starrs	Head of Corporate Communications
Duncan Campbell	Head of Legal Services
Danny Hatfield	Superintendent, Force Executive

Item	No.	Items discussed	Decision/ Action	To be actioned by
1.	1.1	<p>Chair's Opening Remarks</p> <p>Welcome and Introduction</p> <p>The Chair opened the meeting and welcomed all attendees.</p>		

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	1.2	Apologies Apologies were given as previously noted.		
2.	2.1	Quorate, Minutes and Action Log Review of Action Log There were no outstanding actions. In respect of a decision reserved from the January SLB meeting relating to a Test of Change proposal (Carriage of Naloxone), it was confirmed this would be addressed at Item 16.1.	Approved	
	2.2	Summary of Discussion The summary of discussion was approved as a true and accurate reflection of the January meeting. The meeting was quorate.		
3.	3.1	Matters Arising On call update An update was provided by ACC Irvine regarding significant operational incidents from the previous 24 hours.	Noted	
Force Primary Boards				
4.	4.1	Strategic Organisational Performance Board Update The Chair presented a report from the second Strategic Operational Performance Board (SOPB) which met on 3 February 2020. This was noted by members.	Noted	

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5.	5.1	Corporate Finance and People Board DCC Taylor presented a report from the Corporate Finance and People Board (CFPB) which met on 4 February 2020. This was noted by members.	Noted	
6.	6.1	Change Board Update DCC Taylor presented a report from the Change Board which met on 4 February 2020. This was noted by members.	Noted	
Force Management Boards				
7.	7.1	Corporate Management Board Update Andrew Hendry presented a report from the Corporate Management Board which met on 27 January 2020. This was noted by members.	Noted	
8.	8.1	Local Policing Management Board Update DCC Kerr presented a report from the Local Policing Management Board which met on 5 February 2020. This was noted by members.	Noted	
9.	9.1	Crime and Operations Management Board Update T/ACC Sloan presented a report from the Crime and Operations Management Board which met on 4 February 2020. This was noted by members.	Noted	

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10.	10.1	People and Professionalism Management Board DCC Taylor presented a report from the People and Professionalism Management Board which met on 28 January 2020. The update focused on the approach to Wellbeing throughout Police Scotland. This was noted by members.	Noted	
Portfolio Areas				
11.	11.1	DCO Corporate Services, Strategy and Change 2020/21 Budget Update Lynn Brown and John McNellis from Finance presented a report in respect of the 2020/21 Budget Update, including the impact of the draft Scottish Government Budget for 2020/21 which had been announced on 6 February 2020. The appendix was presented to members, which provided more detailed financial information. This generated discussion and was noted by members. At conclusion of the discussion, the Chair recognised the significant work undertaken by staff within the Finance function which had allowed a clear and cohesive financial narrative to be provided internally and to external stakeholders.	Noted	
	11.2	Strategy and Planning Update Kirsty-Louise Campbell presented a report in respect of Strategy and Planning, detailing the development and progress to date in respect of the 3 Year Delivery Plan, Annual Police Plan, Portfolio Area Plans and Local Police Plans. It was confirmed that the Strategic Police Plan is subject to public consultation until 2 March, and work is ongoing to ensure the		

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		various plans will be aligned to the overall Strategic Plan. This generated discussion and was noted by members.	Noted	
12.	12.1	DCC People and Professionalism People and Development Update Director Helliker presented a report in respect of People, Development and Wellbeing, including an update on progress to develop the Strategic Workforce Plan. The Chair emphasised the importance of the Strategic Workforce Plan and the requirement for members to assume collective strategic ownership of its development. This was noted by members.	Noted	
	12.1.1	People Dashboard Director Helliker presented a report in respect of the People Dashboard. This was noted by members.	Noted	
	12.2	Data Ethics ACC Speirs presented a report in respect of Data Ethics, proposing the establishment of a Data Ethics Steering Group which would develop a Data Ethics Framework and co-ordinate data ethics processes and activities. This was approved by members. DECISION: Recommendations in report approved by members.	Approved	
	12.3	Scheme of Delegation – Firearms Licensing Temporary Chief Superintendent Kennedy presented a report in respect of Firearms Licensing, proposing the introduction of a formal Scheme of Delegation to enhance consistency of approach throughout Police Scotland. This generated discussion and was		

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	12.4	approved by members with support to be provided in respect of the introduction of this model. DECISION: Report approved by members. Academic Research	Approved	
	12.5	This item was removed from the agenda. Delivery Plan for Training 900 Probationary Officers Chief Superintendent Burns and Superintendent Hay presented a report in respect of the logistical plan to frontload recruitment in 2020 to ensure operational resilience for anticipated policing demands in 2020, including the anticipated policing demands associated with COP26. The report proposed three recruitment, intakes commencing between March and August, and outlined the associated logistical requirements to facilitate this. This generated discussion and was approved by members. DECISION: Report approved by members.	Approved	
13.	13.1	DCC Local Policing Force Reserve Superintendent Royan presented a report in respect on the Force Reserve which provided members with an update on the impact of the Force Reserve and sought consideration of options for retention of such operational flexibility in the future based on efficiency, effectiveness and wellbeing. This generated discussion among members who approved in principle Option 3 from the report. A follow up report was requested to provide a more detailed delivery plan which would implement Option 3, taking into account member feedback in respect of resourcing, tasking, nomenclature and communication. DECISION: Option 3 approved in principle by members.	Approved in principle.	

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	<p>13.2</p>	<p>Brexit: Preparation and Planning (Standing Item)</p> <p>DCC Kerr provided a verbal update in respect of Brexit Preparation and Planning. This was noted by members, who agreed this could now be removed as a standing item on the agenda.</p>	<p>Noted</p>	
	<p>13.3</p>	<p>Criminal Justice Reform</p> <p>ACC MacDonald presented a report in respect of a number of aspects of Criminal Justice Reform, including progress and challenges. This was noted by members</p>	<p>Noted</p>	
	<p>13.4</p>	<p>NSPLG – Seconded Post</p> <p>ACC Ritchie presented a report in respect of the National Suicide Prevention Leadership Group (NSPLG), including a staffing proposal to develop partnership work in this area. This was approved by members.</p> <p>DECISION: Report approved by members.</p>	<p>Approved</p>	
	<p>13.5</p>	<p>Mental Health Governance Group</p> <p>ACC Ritchie presented a report in respect of Mental Health governance, proposing to re-establish the Mental Health Governance Group to co-ordinate such activity and provide point of contact internally and for external organisations. The governance structure was approved by members and it was confirmed that the Draft Mental Health Strategy was not submitted for consideration at this stage.</p>		

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15.		Papers Approved for Submission to SPA No papers to be submitted to SPA.		
16.	16.1	AOCB Test of Change – Carriage of Naloxone ACC Ritchie presented a report in respect of the Test of Change – Carriage of Naloxone, which followed on from discussion at the SLB meeting in January when decision had been deferred. It was confirmed that following further consideration, the Test of Change proposal was approved. It was further confirmed that strategic oversight and governance would sit with ACC Ritchie who would oversee the development work required prior to the Test of Change being introduced. DECISION: Report approved by members.	Approved	
17.		Review of Actions No formal actions allocated during the meeting.		
		Future Meetings Wednesday 11 th March 2020, 0900 hours in the Graham Room, Scottish Police College. The Chair closed the meeting and thanked members for their input.		

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