# Strategic Leadership Board - Discussion Summary

**Wednesday 12 February 2025**

## Board Members in Attendance

Jane Connors DCC Local Policing (Chair)

Alan Speirs, DCC People and Professionalism

Emma Bond ACC Local Policing North

Gary Ritchie ACC Operational Support

Stuart Houston, ACC Organised Crime, CT and Intelligence

Steve Johnson ACC Major Crime, Public Protection and Local Crime

Tim Mairs ACC Local Policing East

Cat Paton ACC Policing Together

Wendy Middleton ACC Criminal Justice

Chris Starrs Head of Corporate Communications

Katy Miller, Director of People and Development

Andrew Hendry Chief Digital Information Officer

Patrick Brown T/Director of Strategy and Analysis

Duncan Campbell Chief Legal Officer

## Others In Attendance

Steven Meikle, Chief Superintendent, Divisional Commander

Head of Finance (Rep for CFO Gray)

Superintendent, Chief of Staff

Secretariat, Committee Services

## Apologies

Jo Farrell, Chief Constable

Bex Smith DCC Crime

Vacant, ACC Professionalism and Assurance

Mark Sutherland ACC Local Policing West

James Gray Chief Financial Officer

## Chair’s Opening Remarks

### 1.1 Welcome and Introduction

DCC Connors welcomed all attendees to SLB, held in the Graham Room at SPC.

## 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

There are two open actions for SLB level. It was agreed that that one would remain open, and one would be closed.

### 2.2 Decisions Since Last Meeting

The decisions made at a strategic board level were discussed by members and noted.

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 22 January 2025.

Decision/Action: Approved

## Primary Boards

**3.1** **Corporate Finance Board**

DCC Connors presented a report on the Corporate Finance Board, held on 4 February 2025. Updates included Q3 financial monitoring report, contact awards and estates updates. This included an update on a paper in the private session on Budget update for 2025/26. This was noted by members.

**3.2 Change Board**

DCC Connors presented a report on the Change Board, held on 4 February 2025. This included an update on the Change Portfolio and approval of project closure reports and change requests. There was an update paper regarding NICCS discussed within the private session. This was noted by members.

**3.3 People Board**

DCC Speirs presented a paper on the People Board held on 5 February. This included updates on Leadership and Talent, Recruitment, Promotion and Succession planning and Duty Modifications. This was noted by members.

## DCC People and Professionalism

**4.1 Management Board Update**

DCC Speirs provided members with an update on his portfolio area. The key highlights included Best Value, recruitment and probationer intake, OST and Public Inquiry. This was noted by members.

**4.2 Annual Policing Plan**

T/Director Brown presented a report to members providing an overview of the approach to the draft Annual Police Plan for 2025/26. Reflections on year 1 have been included as a new section in the plan. The draft plan will be shared with external stakeholders for comment and a final draft submitted to SLB on 18 March and SPA March on 27 March. This was noted by members.

**4.3 Three Year Plan Update**

T/Director Brown presented a report to members providing a snapshot update on the each of the year 1 milestones previously reported in the Bi-Annual progress report. There were discussions regarding the red and purple milestones. Members were asked to review the milestones and feedback regarding what is not on track and what is required to bring it on track.

DECISION: Members approved the snapshot report.

**4.4 Removed from agenda**

**4.5 Workforce Survey Results**

T/Director Brown presented a report to members on the thematic analysis of the workforce survey results. There were significant discussions amongst members regarding the data and insights.

There was discussion regarding the questions on officer assault and the supporting data that is available.

ACTION: Police Officer assault data to be cross checked against YSM data and the work of the oversight group to find out where the correlation lies.

This led onto discussions regarding how the different culture strands link across the Organisation and how the Executive review the emerging trends and themes. This was in relation to Policing Together, Sex and Tackling Misogyny, grievances processes, Integrity Matters and our culture dashboards. It was agreed that these areas need to be considered together and discussed at an Executive level on a regular basis. It was noted that organisational learning will contribute towards the outcomes of these areas.

ACTION: Members to reflect on how the areas are brought together to ensure visibility, understand trends and drive forward areas at a senior level.

It was agreed that the thematic analysis would be provided to SPA People Committee and any analysis at an Executive/Departmental level would not be shared.

DECISION: Report approved for onwards submission to SPA People Committee.

**DCC Crime**

**5.1 Management Update**

There was no update provided under this item.

**DCC Local Policing**

**6.1 Management Board Update**

DCC Connors provided members with an update on her portfolio area. This included PSYV academic report, proposed relations of custody centres, tenure of posts and implementation of Force Incident Manager. This was noted by members.

**6.2 Financial Monitoring**

Head of Finance presented a report providing detail on the financial position for Q3. This included an update on the revenue, capital and reform. This was noted by members.

**6.3 Budget Proposal 2025/26**

Head of Finance presented a report to set out the revenue, capital and reform budget for policing for financial year 2025-26. This included discussions on provision for 25/26 pay award, increased National Insurance contributions, and workforce modernisation. This was noted by members.

**6.4 Force Mobilisation Model**

ACC Ritchie provided a verbal update on the Force Mobilisation Model detailing the timeline for implementation across different departments. There were discussions regarding how this would impact the departments and how this would be managed. This was noted by members.

**7. Papers Approved for Submission to SPA**

Item 4.5 Workforce Survey Results – Approved for SPA People Committee on 25 February.

**8. AOCB**

CDIO Hendry provided an update on the go live of BWV.

## 9. Review of Actions

Item 4.5 Police Officer assault data to be cross checked against YSM data and work through the oversight group to find out where the correlation lies.

Item 4.5 – In relation to culture, members to reflect on how the areas are brought together to ensure visibility, understand trends and drive forward areas at a senior level.

## 10. Future Meeting

The next meeting will take place on Tuesday 18 March 2025.

The Chair closed the meeting and thanked members for their input.