

**OFFICIAL**  
**OFFICIAL**



## Strategic Leadership Board - Discussion Summary

Wednesday 11 March 2020

### Board Members In Attendance

Iain Livingstone	Chief Constable (Chair)
Fiona Taylor	DCC People and Professionalism
David Page	Deputy Chief Officer
John Hawkins	ACC Local Policing North
Steve Johnson	ACC Local Policing West
Kenny MacDonald	ACC Local Policing East
Bernie Higgins	ACC COP26
Duncan Sloan	T/ACC Major Crime and Public Protection
Angela McLaren	ACC Organised Crime, Counter Terrorism and Intelligence
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 McMahon	Director of Business Integration
James Gray	Chief Financial Officer
Andrew Hendry	Chief Digital and Information Officer/Director of Change

### Others In Attendance

Linda Jones	Chief Superintendent, Divisional Commander, V Division
James Douglas	Legal Services Manager (rep Duncan Campbell)
Andy Bell	Superintendent, Strategic Engagement and Governance
Claire Wright	Secretariat, Committee Services

### Apologies

*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.*

**OFFICIAL**

**OFFICIAL**

Malcolm Graham	DCC Crime and Operations
Will Kerr	DCC Local Policing
Mark Williams	ACC Operational Support
Duncan Campbell	Head of Legal Services
Danny Hatfield	Superintendent, Force Executive

Item	No.	Items discussed	Decision/ Action	To be actioned by
1.	1.1	<b>Chief's Forum</b>  The Chief's Forum opened on Tuesday 10 March with 144 questions received. It was confirmed that where possible, answers would be published throughout the day, with a small number of questions which required additional consideration to be answered following SLB.		
	1.2	<b>Chair's Opening Remarks</b>  <b>Welcome and Introduction</b>  The Chair opened the meeting and welcomed all attendees.  <b>Apologies</b>  Apologies were given as previously noted.		
2.	2.1	<b>Quorate, Minutes and Action Log</b>  <b>Review of Action Log</b>  There were no outstanding actions.		

**OFFICIAL**

	<b>2.2</b>	<b>Summary of Discussion</b>  The summary of discussion was approved as a true and accurate reflection of the February meeting. The meeting was quorate.	<b>Approved</b>	
3.	<b>3.1</b>	<b>Matters Arising</b>  <b>On call update</b>  An update was provided by ACC Ritchie regarding significant operational incidents from the previous 24 hours.	<b>Noted</b>	
	<b>3.2</b>	<b>Operation Talla Update</b>  ACC Irvine provided an update to members in respect of Operation Talla, the Police Scotland response to COVID-19. Members were updated in respect of ongoing engagement with Scottish and UK Government, resilience partners and policing colleagues in England and Wales. Members endorsed proposed measures to introduce organisational distancing and approved a request, as outlined in a circulated report, for an uplift in resources to support the policing response.	<b>Approved</b>	
<b>Force Primary Boards</b>				
4.	<b>4.1</b>	<b>Health and Safety Board Update</b>  ACC Speirs presented a report from the Health and Safety Board which met on 5 March 2020. This was noted by members.	<b>Noted</b>	
5.	<b>5.1</b>	<b>Corporate Finance and People Board</b>		

**OFFICIAL**

**OFFICIAL**

		DCO Page presented a report from the Corporate Finance and People Board which met on 3 March 2020. This was noted by members.	<b>Noted</b>	
6.	<b>6.1</b>	<b>Change Board Update</b>  DCO Page presented a report from the Change Board which met on 3 March 2020. This was noted by members.	<b>Noted</b>	
7.	<b>7.1</b>	<b>Operational Delivery Board</b>  ACC Johnson presented a report from the Operational Delivery Board which met on 25 February 2020. This was noted by members.	<b>Noted</b>	
<b>Force Management Boards</b>				
8.	<b>8.1</b>	<b>Corporate Management Board Update</b>  DCO Page presented a report from the Corporate Management Board which met on 24 February 2020. This was noted by members.	<b>Noted</b>	
9.	<b>9.1</b>	<b>Local Policing Management Board Update</b>  ACC Johnson presented a report from the Local Policing Management Board which met on 4 March 2020. This was noted by members.	<b>Noted</b>	
10.	<b>10.1</b>	<b>Crime and Operations Management Board Update</b>  ACC McLaren presented a report from the Crime and Operations Management Board which met on 4 March 2020. This was noted by members.	<b>Noted</b>	
11.	<b>11.1</b>	<b>People and Professionalism Management Board</b>		

**OFFICIAL**

		Director Helliker presented a report from the People and Professionalism Management Board which met on 24 February 2020. This was noted by members.	<b>Noted</b>	
<b>Portfolio Areas</b>				
12.		<b>DCO Corporate Services, Strategy and Change</b>		
	12.1	<b>Final 2020/21 Budget</b> Chief Financial Officer Gray presented a report outlining key information relating to the budget for 2020/21. This generated discussion and was noted by members.	<b>Noted</b>	
	12.2	<b>Public Contact and Engagement Strategy</b> Director McMahon and Kirsty Louise Campbell presented a report in respect of the Public Contact and Engagement Strategy. This generated discussion and members agreed to further consider the strategy and provide observations which would allow for additional development. This will be considered at a future SLB.	<b>Noted</b>	
	12.3	<b>Annual Police Plan 20/21</b> Director McMahon presented a report in respect of the draft Annual Police Plan 20/21. This was approved by members.	<b>Approved</b>	

**OFFICIAL**

**OFFICIAL**

	<b>12.4</b>	<b>Local Policing Plans</b>  Director McMahon presented a report in respect of work to develop Local Policing Plans aligned to the Annual Police Plan. This was approved by members.	<b>Approved</b>	
	<b>12.5</b>	<b>Joint Strategy for Policing (2020)</b>  Director McMahon presented a report in respect of the draft Joint Strategy for Policing following the recent public consultation exercise. This was approved by members.	<b>Approved</b>	
	<b>12.6</b>	<b>Finance Transformation Overview</b>  Chief Financial Officer Gray presented a report in respect of ongoing work to transform the Police Scotland Financial Department. This was noted by members.	<b>Noted</b>	
	<b>12.7</b>	<b>Force Executive Car Scheme Policy</b>  Chief Financial Officer Gray presented a report in respect of tax changes with implications for the Force Executive Car Scheme Policy. This was approved by members.	<b>Approved</b>	
	<b>12.8</b>	<b>Scottish Government Infrastructure Plan</b>  Chief Financial Officer Gray presented a report in respect of ongoing engagement relating to the Scottish Government Infrastructure Plan. This was approved by members.	<b>Approved</b>	
12.		<b>DCC People and Professionalism</b>		

**OFFICIAL**

**OFFICIAL**

<b>13.1</b>	<b>People and Development Update</b>  Director Helliker presented a report in respect of People, Development and Wellbeing. This was noted by members.	<b>Noted</b>	
<b>13.1.1</b>	<b>People Dashboard</b>  Director Helliker presented a report in respect of the People Dashboard. This was noted by members.	<b>Noted</b>	
<b>13.2</b>	<b>Your Safety Matters</b>  DCC Taylor presented a report in respect of Your Safety Matters, including an update on work to develop the Assault Pledge for Police Scotland. Following discussion, it was agreed that this will be linked to the Chief Constable's Commitments for 2020/21. Subject to further discussion and agreement on terminology, this was approved by members.	<b>Approved</b>	
<b>13.3</b>	<b>Officer Safety Training Requalification</b>  Supt Hay presented a report in respect of OST requalification arrangements linked to COP26 requirements. Following discussion, this was approved by members with a communications plan to be developed.	<b>Approved</b>	
<b>13.4</b>	<b>Recruitment Steering Group</b>  DCC Taylor provided a verbal update to members in respect of the work being undertaken by the Recruitment Steering Group. This was noted by members.	<b>Noted</b>	
<b>13.5</b>	<b>SPA SCU Update and Proposed Extension of Tenure</b>  CS Trickett presented a report in respect of the SPA Strategic Co-ordination Unit (SCU), recommending extension to the tenure of the SCU until December 2020. Following		

**OFFICIAL**

**OFFICIAL**

	<p><b>13.6</b></p> <p>discussion, this was approved in principle by members, with formal request for extension to be submitted by the SPA to Police Scotland.</p> <p><b>Motor Fleet Insurance</b></p>		<p><b>Approved</b></p>	
	<p><b>13.7</b></p> <p>ACC Speirs presented a report in respect of Motor Fleet Insurance options for Police Scotland. Following discussion, members approved recommendations 2 and 3 from the report.</p> <p><b>Police Officer Dog Handlers - Expenses</b></p>		<p><b>Approved</b></p>	
	<p><b>13.8</b></p> <p>Nicky Page presented a report in respect of the back payment of mileage expenses for police officer dog handlers. This was approved by members.</p> <p><b>Chief Constables' Commitments – End of Year Report</b></p>		<p><b>Approved</b></p>	
	<p></p> <p>DCC Taylor presented a report providing an update on progress towards the Chief Constable's Commitments for 2019/20. This was noted by members and generated discussion about the Chief Constables' Commitments for 2020/21.</p>		<p><b>Noted</b></p>	
14.	<p><b>DCC Local Policing</b></p>			
	<p><b>14.1</b></p> <p><b>International Academy/International Advisory Committee</b></p>			
	<p>ACC Ritchie presented a report outlining progress to date on the International Academy. No decision was sought from members and the content of the report was noted.</p>		<p><b>Noted</b></p>	
	<p><b>14.2</b></p> <p><b>CCTV Update</b></p>			
	<p>ACC Ritchie presented a report to members in respect of ongoing discussions with COSLA relating to public space CCTV provision and progress made to agree a joint approach. The proposed approach was approved by members.</p>		<p><b>Approved</b></p>	

**OFFICIAL**

**OFFICIAL**

	<b>14.3</b>	<b>C3 Service Centre – Resource Uplift</b>  ACC Hawkins presented a report to members in respect of a proposed approach to secure an uplift of resources within the C3 Service Centre. Following discussion, the recommended options was approved by members.	<b>Approved</b>	
	<b>14.4</b>	<b>Local Partnership Fund</b>  ACC Hawkins presented a report which provided a progress update in respect of the Local Partnership Fund. This was noted by members.	<b>Noted</b>	
15.		<b>DCC Crime and Operations</b>		
	<b>15.1</b>	<b>Mass Mobilisation of Resources</b>  Director Helliker provided an update on the work being undertaken in respect of mass mobilisation capability within Police Scotland. This was noted by members.	<b>Noted</b>	
	<b>15.2</b>	<b>Public Order Uplift</b>  Chief Supt Skelton presented a report in respect of work to increase public order capability within Police Scotland. This was noted by members.	<b>Noted</b>	
	<b>15.3</b>	<b>Provision of Footwear</b>		

**OFFICIAL**

**OFFICIAL**

	15.4	Chief Supt Skelton presented a report in respect of the provision of footwear in line with the Chief Constables' Commitments for 2019/20. Following discussion, members approved option B, with a communication plan to be developed.  <b>Police Scotland Negotiator Function</b>	<b>Approved</b>	
	15.5	DCS Campbell presented a report proposing a number of recommendations in respect of the negotiator function within Police Scotland. This was approved by members.  <b>ESN Coverage</b>	<b>Approved</b>	
	15.6	Supt Harper presented a report in respect of ESN coverage, with a proposal for testing at locations across Scotland. This was approved by members.  <b>Secondment of Vietnamese Officers to Police Scotland</b>  DSU Capaldi presented a report in respect of a proposed secondment of Vietnamese Officers to Police Scotland. This was approved by members.	<b>Approved</b>	
16.		<b>Papers Approved for Submission to SPA</b>  Final Budget for 2020/21 Annual Police Plan Joint Strategy for Policing (2020) Scottish Government Infrastructure Plan		
17.	17.1	<b>AOCB</b>  None		

**OFFICIAL**

18.		<b>Review of Actions</b>  No formal actions allocated during the meeting.		
		<b>Future Meetings</b>  Wednesday 15 April 2020, 0900 hours in the Graham Room, Scottish Police College.  The Chair closed the meeting and thanked members for their input.		