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Strategic Leadership Board - Discussion Summary

Wednesday 10 June 2020

Board Members In Attendance

Iain Livingstone	Chief Constable (Chair)
Fiona Taylor	DCC People and Professionalism
Malcolm Graham	DCC Crime and Operations
David Page	Deputy Chief Officer
Steve Johnson	ACC Local Policing West
Kenny MacDonald	ACC Local Policing East (Representing DCC Kerr)
Mark Williams	ACC Operational Support
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
Bernie Higgins	ACC COP 26
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/Change
Chris Starrs	Head of Corporate Communications
Duncan Campbell	Head of Legal Services
Others In Attendance	
John McKenzie	Chief Superintendent, Divisional Commander, J Division
Andrew Todd	Chief Superintendent, Representing ACC Hawkins
Andy Bell	Superintendent, Strategic Engagement and Governance
Danny Hatfield	Superintendent, Executive Support

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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Claire Wright	Secretariat, Committee Services
Peter Blair	People and Development (Joined for item 13.2)
Apologies	
Will Kerr	DCC Local Policing
John Hawkins	ACC Local Policing North

Item	No.	Items discussed	Decision/ Action	To be actioned by
1.	1.1	Chair's Opening Remarks Welcome and Introduction The Chair opened the meeting and welcomed all attendees who were present. The meeting was conducted via video, in line with organisational distancing measures introduced as a result of the COVID-19 situation.		
	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.		
	2.2	Summary of Discussion The summary of discussion was approved as a true and accurate reflection of the May meeting. The meeting was quorate.	Approved	

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3.	3.1	Matters Arising On call update An update was provided by ACC Speirs regarding significant operational incidents from the previous 24 hours.	Noted	
Operation TALLA				
4.	4.1	Operation TALLA Updates DCC Graham provided members with an update on the work ongoing in respect of the policing response to COVID-19 as we have moved into the next phase of the national restrictions. Engagement has continued at strategic level to consider the policing role in arrangements relating to International Travel and the Test and Protect scheme and ensure that clear guidance is provided to officers and staff. The Operational TALLA Strategic Oversight Group has now been established and will provide updates on significant developments to future SLB meetings.	Noted	
Force Primary Boards				
5.	5.1	Change Board DCC Taylor presented a report from the Change Board which met on 2 June 2020, including confirmation that the ICT enabled SPRM appeals process had commenced. This was noted by members.	Noted	

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6.	6.1	Operational Delivery Board ACC MacDonald presented a report from the Operational Delivery Board which met on 26 May 2020 and highlighted positive progress to develop the available data set which would help inform decisions of the ODB. This was noted by members.	Noted	
7.	7.1	Corporate Finance and People Board DCO Page and DCC Taylor presented a report from their respective business areas, from the Corporate Finance and People Board which met on 2 June 2020. This was noted by members.	Noted	
Force Management Boards				
8.	8.1	Corporate Management Board DCO Page presented a report from the Corporate Management Board which met on 25 May 2020. The Chair reiterated the evidence he had provided to the Scottish Parliament Justice Sub-Committee on Policing on 9 June that the response from Corporate Services to support operational policing and address the challenges associated with COVID-19 had been impressive. This was noted by members.	Noted	
9.	9.1	Local Policing Management Board ACC MacDonald presented a report from the Local Policing Management Board which met on 3 June 2020. This was noted by members.	Noted	
10.	10.1	Crime and Operations Management Board DCC Graham presented a report from the Crime and Operations Management Board which met on the 3 June 2020. This was noted by members.	Noted	

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11.	11.1	People and Professionalism Management Board DCC Taylor presented a report from the People and Professionalism Management Board which met on 27 May 2020. This was noted by members.	Noted	
Portfolio Areas				
12.	12.1	DCO Corporate Services, Strategy and Change Fleet Strategy Update DCO Page and James Gray presented a report providing an update on progress to implement the Police Scotland Fleet Strategy, including work to develop the wider infrastructure required to support the first phase transition towards ULEV vehicles. This generated discussion and was noted by members.	Noted	
	12.2	Corporate Services Delivery Plan DCO Page and Director McMahon presented a report seeking approval of the Corporate Services Delivery Plan 2020-2023. The plan is a key component of the Police Scotland strategic planning and performance framework and will support and enable delivery of the refreshed Joint Strategy for Policing and Annual Police Plan. This was approved by members. DECISION: Members approved the Delivery Plan.	Noted Approved	
13	13.1	DCC People and Professionalism People and Development Update		

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	13.2	<p>Director Helliker presented a report detailing areas of focus and progress being made within the People and Development business area. This was noted by members.</p> <p>Strategic Workforce Plan Update</p>	Noted	
	13.3	<p>Peter Blair presented a report which updated on progress being made to develop the Strategic Workforce Plan. This was noted by members.</p> <p>Recruitment Steering Group and Strategic Training Co-ordination Group</p>	Noted	
	13.4	<p>Director Helliker provided a verbal update on work being co-ordinated through the Recruitment Steering Group and Strategic Training Co-ordination Group, including ongoing discussions about the impact of COVID-19 on future recruitment and training. This was noted by members.</p> <p>People Strategy Year 2 Update</p>	Noted	
14.	14.1	<p>DCC Local Policing</p> <p>Public Contact and Engagement Strategy</p> <p>Chief Supt Todd presented a report seeking approval of the draft Public Contact and Engagement Strategy. This generated discussion among members who commended the work to develop and approved the Strategy, subject to some minor amendments.</p> <p>DECISION: Members approved the Public Contact and Engagement Strategy.</p>	Approved	

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	14.2	PSYV Vetting Chief Supt Todd presented a report in respect of vetting arrangements for youth volunteers within Police Scotland, advising that the Local Policing Management Board had approved continuation of the existing vetting arrangements. This was noted and endorsed by members.	Noted	
	14.3	Public Confidence Monthly Update Chief Supt Todd presented a report providing an overview of Public Confidence over the preceding 4 week period, and seeking approval for the establishment of a Public Confidence Governance Group. The public confidence information was noted by members, who also approved the establishment of a Public Confidence Governance Group which will have cross organisation representation. DECISION: Members approved the establishment of a Public Confidence Governance Group.	Noted Approved	
15		DCC Crime and Operations		
	15.1	Cyber Strategy DCC Graham and Director McMahon presented a report outlining progress to develop the Police Scotland Cyber Strategy, which is scheduled to be presented for approval to the SLB in July. This was noted by members.	Noted	
	15.2	Crime and Operational Support Delivery Plan DCC Graham and Director McMahon presented a report seeking approval of the Crime and Operations Delivery Plan 2020-2023. The plan is a key component of the Police Scotland strategic planning and performance framework and will support and enable delivery of the	Noted	

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	15.3	<p>refreshed Joint Strategy for Policing and Annual Police Plan. This was approved by members.</p> <p>DECISION: Members approved the Delivery Plan.</p> <p>It was confirmed that progress against business areas delivery plans will be monitored through the relevant Management Boards with a reporting mechanism to be agreed to allow for regular updates to be provided to the senior executive team.</p> <p>Current and Future Approach to Human Trafficking</p> <p>ACC Sloan presented a report in respect of ongoing work to develop and enhance Police Scotland's investigative capability in respect of Human Trafficking. It was confirmed that the report was not seeking a decision from SLB at this stage in respect of a resource uplift. This was noted by members.</p>	Approved	
16.		<p>Papers Approved for Submission to SPA</p> <p>Item 13.4 People Strategy Year 2 Update (SPA Resources Committee)</p>		
17.	17.1	<p>AOCB</p> <p>None</p>		
18.		<p>Review of Actions</p> <p>No formal actions allocated during the meeting.</p>		
		<p>Future Meetings</p> <p>Thursday 23 July 2020, 0930 hours via MS teams.</p>		

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