**Strategic Leadership Board - Discussion Summary**

Thursday 23 July 2020

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| Board Members In Attendance | |
| Iain Livingstone | Chief Constable (Chair) |
| Fiona Taylor | DCC People and Professionalism |
| Malcolm Graham | DCC Crime and Operational Support (Via MS Teams) |
| David Page | Deputy Chief Officer |
| Steve Johnson | ACC Local Policing West |
| Tim Mairs | ACC Local Policing East |
| Kenny MacDonald | ACC Criminal Justice |
| Mark Williams | ACC Operational Support |
| Judi Heaton | ACC Major Crime, Public Protection and Local Crime |
| Angela McLaren | ACC Organised Crime, Counter Terrorism and Intelligence |
| Alan Speirs | ACC Professionalism and Assurance |
| Gary Ritchie | ACC Partnership, Prevention and Community Wellbeing (Representing DCC Kerr) |
| Bernie Higgins | ACC COP 26 |
| Jude Helliker | Director of People and Development |
| James Gray | Chief Financial Officer |
| Andrew Hendry | Chief Digital and Information Officer/Change |
| Duncan Campbell | Head of Legal Services (Via MS Teams) |
| Others In Attendance | |
| Alan Murray | Chief Superintendent, Divisional Commander, K Division |
| Alison Shepherd | Head of APU (Representing Director McMahon) |
| Steve Smith | Corporate Communications (Representing Chris Starrs) |
| Andy Bell | Superintendent, Strategic Engagement and Governance |
| Danny Hatfield | Superintendent, Executive Support |
| Claire Hailstones | Secretariat, Committee Services |
| Apologies | |
| Will Kerr | DCC Local Policing |
| Tom McMahon | Director of Strategy and Analysis |
| Chris Starrs | Head of Corporate Communications |

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| Item | No. | Items discussed | |  |  | | --- | --- | | Decision/Action |  | | To be actioned by |
| 1. | **1.1**  **1.2** | **Chair’s Opening Remarks**    **Welcome and Introduction**  The Chair opened the meeting and welcomed all attendees who were present. The meeting was conducted in person, in line with organisational distancing measures introduced as a result of the COVID-19 situation.  The Chair welcomed ACC Mairs and ACC Heaton to their first SLB meeting.  **Apologies**  Apologies were given as previously noted. |  |  |
| 2. | **2.1**  **2.2**  **2.3** | **Quorate, Minutes and Action Log**  **Review of Action Log**  There were no outstanding actions.  **Summary of Discussion**  The summary of discussion was approved as a true and accurate reflection of the June meeting. The meeting was quorate.  **Decisions since last meeting**  The decisions made since the last meeting in June were reviewed and agreed by members. | **Approved**  **Approved** |  |
| 3. | **3.1** | **Matters Arising**  **On call update**  An update was provided by ACC MacDonald regarding significant operational incidents from the previous 24 hours. | **Noted** |  |
| **Operation TALLA** | | | | |
| 4. | **4.1**  **4.2**  **4.3 & 4.4** | **Operation TALLA Updates**  **Physical Distancing**  Director Helliker presented a report in respect of physical distancing measures which have been introduced across Police Scotland, and future considerations for physical distancing measures as the pandemic situation develops. This generated discussion between members and the contents were noted.  **Smarter Working Toolkit**  Director Helliker presented a report in respect of smarter working opportunities, which had been developed from organisational learning during the response to the pandemic situation. This generated significant discussion among members who determined that further consideration and development was required in this area.  **Operation Talla – Recovery and Improvement & Strategic Oversight Board**  DCC Graham provided members with an update on the work ongoing in respect of the policing response to COVID-19 as we progressed into the next phase of the national route map and Police Scotland moves towards recovery and improvement. Identified priorities include consideration of the return of staff and officers into base posts, PPE, and the control measures for a potential second wave.  The Operational TALLA Strategic Oversight Board will continue to provide updates on significant developments to future SLB meetings. | **Noted**  **Noted**  **Noted** |  |
| **Force Primary Boards** | | | | |
| 5. | **5.1** | **Change Board**  DCC Taylor presented a report from the Change Board which met on 7 July 2020, including a discussion about the status of Body Worn Video (BWV). It was confirmed that an update report on BWV would be provided to a future SLB. This was noted by members. | **Noted** |  |
| 6. | **6.1** | **Operational Delivery Board**  DCC Graham presented a report from the Operational Delivery Board which met on 29 June 2020, highlighting ongoing work to set up Tactical groups at a regional level and the move towards quarterly meetings for the Operational Delivery Board. This was noted by members. | **Noted** |  |
| 7. | **7.1** | **Health and Safety Board**  DCC Taylor presented a report from the Health and Safety Board which met on 9 June 2020. The Chair reflected on the exceptional work carried out in respect of Health and Safety, particularly in recent months. 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 22 June 2020. This was noted by members. | **Noted** |  |
| 9. | **9.1** | **Local Policing Management Board**  ACC Ritchie presented a report from the Local Policing Management Board which met on 1 July 2020. This was noted by members. | **Noted** |  |
| 10. | **10.1** | **Crime and Operations Management Board**  ACC McLaren presented a report from the Crime and Operations Management Board which met on the 8 July 2020. This was noted by members. | **Noted** |  |
| 11. | **11.1** | **People and Professionalism Management Board**  DCC Taylor presented a report from the People and Professionalism Management Board which met on 22 June 2020. This was noted by members. | **Noted** |  |
| **Portfolio Areas** | | | | |
| 12. | **12.1**  **12.2** | **DCO Corporate Services, Strategy and Change**  **Budget Review 20/21**  James Gray presented a report to members in respect of the Quarter 1 budget review. This detailed budget pressures and implications over the next financial year, and sought approval for a number of management actions required to mitigate pressures. This generated discussion among members.  **DECISION: The proposed management actions were agreed, with the caveat that a governance process required to be established in respect of the action to manage staff recruitment.**  **ACTION: Governance process to be established in respect of management of staff recruitment.**  **Video Conference - Initial Business Case**  Chief Digital Information Officer Andrew Hendry presented a report, outlining a business case to develop the use of Video Conferencing across Police Scotland, including a number of options for development. Following discussion, members approved option 3 within the report.  **DECISION: Option 3 approved by members.** | **Noted**  **Approved**  **ACTION**  **Approved** | **DCC Taylor / DCO Page** |
| 13 | **13.1**  **13.2**  **13.3**  **13.4** | **DCC People and Professionalism**  **People and Development Update**  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.  **Strategic Workforce Plan Update**  Director Helliker presented a report which updated on progress being made to develop the Strategic Workforce Plan. It was confirmed that there would be follow up discussion at the next Force Executive Planning session. This was noted by members.  **Your Safety Matters/Assault Pledge**  DCC Taylor presented a report in respect of work to develop the Assault Pledge, including a draft communication plan. Following discussion, it was agreed that communication in respect of the pledge would be launched w/c 3 August. The report was noted by members.  **OST/First Aid Training**  Supt Hay presented a report in relation to OST and First Aid training requirements, presenting recommendations for the resumption in November of OST/First Aid training which had been temporarily suspended during the COVID-19 response. This was noted and approved by members.  **DECISION: Recommendations approved by members with the caveat that the post allocation for staff uplift to supply full time trainers should be proportionate across portfolio areas.** | **Noted**  **Noted**  **Noted**  **Approved** |  |
| 14. | **14.1**  **14.2** | **DCC Local Policing**  **Public Confidence Monthly Update**  ACC Hawkins presented a report providing an overview of public confidence over the preceding 4 week period, focusing on three areas: levels of confidence, satisfaction with our services and call demand. This generated discussion among members who noted the high levels of confidence which reflected positively on the service being delivered by officers and staff.    **Mental Health Pathway**  ACC Hawkins presented a report in respect of Mental Health Pathways, outlining the successful ‘proof of concept’ phase and seeking approval for national roll out. This was noted and approved by members.  **DECISION: Recommendation approved by members.** | **Noted**  **Approved** |  |
| 15 | **15.1**  **15.2**  **15.3**  **15.4** | **DCC Crime and Operations**  **Cyber Strategy**  DCC Graham presented a report outlining progress to develop the Police Scotland Cyber Strategy, which is scheduled to be presented for final approval to the SLB in September. This was noted by members.  **Detective Chief Superintendent – SCD – Further Development**  DCC Graham presented a report in respect of the above, seeking approval for the establishment of the post within the Specialist Crime Division Business Area. This was noted and approved by members.  **DECISION: Recommendation approved by members with the caveat that the base post should be found within the SCD business area.**  **NPoCC Relationship Funding**  ACC Williams presented a report in respect of the relationship between Police Scotland and NPoCC, seeking approval for a Memorandum of Understanding which will formalise the current arrangements. This was approved by members.  **DECISION: Recommendation approved by members.**  **National Intelligence Review**  DCC Graham presented a report seeking support for a review to be carried out of the current Force Intelligence structure. This was noted and supported by members.  **DECISION: Report approved by members.** | **Noted**  **Approved**  **Approved**  **Approved** |  |
| 16. |  | **Papers Approved for Submission to SPA**  The Chair requested engagement with the SPA, seeking inclusion of an agenda item at the August Board meeting to discuss public confidence in policing (linked to discussion at Item 14.1). |  |  |
| 17. | **17.1** | **AOCB**  The Chair introduced discussion about the current approach to capture opinion across relevant business areas when consultation takes place in respect of proposed national legislation. ACC MacDonald confirmed that he was considering this as part of the development of the new Criminal Justice executive portfolio. |  |  |
| 18. |  | **Review of Actions**  As at Item 12.1 |  |  |
|  |  | **Future Meetings**  Wednesday 12 August 2020, 0900 hours in the Court Room, SPC.  The Chair closed the meeting and thanked members for their input. |  |  |