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MINUTES OF THE STRATEGIC LEADERSHIP BOARD

DATE: Wednesday 10th October 2018

LOCATION: Graham Room, Tulliallan

CHAIR: Iain Livingstone, Chief Constable

MEMBERS PRESENT

Fiona Taylor, Deputy Chief Constable (Professionalism)
Johnny Gwynne, Deputy Chief Constable (Crime and Operational Support)
Steve Johnson, Assistant Chief Constable (Specialist Crime & Intelligence)
Mark Williams, Assistant Chief Constable (Operational Support)
John Hawkins, Assistant Chief Constable (Local Policing North)
Bernard Higgins, Assistant Chief Constable (Local Policing West)
Angela McLaren, Assistant Chief Constable (Operational Change and Resilience)
Gillian MacDonald, Assistant Chief Constable (Crime and Protection)
Malcolm Graham, Assistant Chief Constable (Strategy and Innovation)
Alan Speirs, Assistant Chief Constable (Professionalism and Assurance)
Paul Anderson, T/Assistant Chief Constable (Local Policing East)
Tom McMahan, Director of Business Integration
Chris Starrs, Head of Corporate Communications
Neil Dickson, Director of Change
James Gray, Chief Financial Officer
Martin Low, Interim Director ICT

In attendance

George MacDonald, Chief Superintendent, Local Police Commander, N Division
Danny Hatfield. Superintendent, Executive Support
Gillian Johnston, Committee Services Officer, Secretariat
Andy Bell, T/Superintendent, Governance Coordination Unit
Hugh Grover, Chief Executive, Scottish Police Authority (observing)
Fiona Miller, Enterprise Risk Manager (item 8.3)
Carol Lloyd, Head of Leadership and Talent (item 8.4)
Duncan Campbell, Interim Head of Legal Services (item 11.2)

Apologies

Will Kerr, Deputy Chief Constable (Local Policing)

David Page, Deputy Chief Officer
Jude Helliker, Director of People and Development
Gregg Banks, Superintendent, Strategic Engagement

1. CHAIR'S OPENING REMARKS

The Chair opened the meeting and welcomed all attendees with a particular welcome extended to Mr. Hugh Grover, the incoming SPA Chief Executive. The Chair emphasised the importance of the Strategic Leadership Board as the pre-eminent Board in the Police Scotland internal governance structure.

2. QUORATE, MINUTES AND ACTION LOG

2.1 Minutes of Previous Meeting

Quorate was confirmed and the minute of the previous meeting was approved by members.

2.2 Action / Decision Log

The action log was reviewed and updates noted by members.

2.3 Terms of Reference

An update to the SLB Terms of Reference was proposed, removing reference to 'Head of Commercial Services' from the membership. This was approved by members.

3. MATTERS ARISING

ACC McLaren provided a verbal update relating to operational 'on call' matters.

FORCE GOVERNANCE BOARDS

4. Tasking and Delivery Board

4.1 General Update

DCC Gwynne presented a report from the Tasking and Delivery Board which met on 20th September 2018. This was noted by members.

5. Change Board

5.1 General Update

Neil Dickson presented a report from the Change Board which met on 4th October 2018. This generated discussion among members which focussed on the implementation of change to deliver operational impact.

6. Corporate Finance and Investment Board

6.1 General Update

James Gray presented a report from the Corporate Finance and Investment Board which met on 4th October 2018. This generated general discussion among members in respect of the current financial position and forward projections.

ACTION – ACC Graham and Martin Low to provide an Impact Assessment Brief for SPA Executive Officers relating to the contract position in respect of Mobile Working and DDICT respectively.

7. Audit and Risk Board

7.1 General Update

ACC Speirs provided a verbal update from the Audit and Risk Board which met on 9th October 2018. Members noted that DCC Taylor had assumed responsibility for chairing the Audit and Risk Board.

FORCE FUNCTIONAL BOARDS

8. DCO Corporate Services, Strategy and Change

8.1 Corporate Management Board and Digital Data & ICT update

Tom McMahon presented a report from the Corporate Management Board which met on 24th September 2018. This was noted by members.

8.2 Corporate Support Services Monthly Report

Tom McMahon presented the Corporate Support Services Monthly Report for September 2018 for discussion. This generated general discussion among members in respect of links to wider performance reporting.

8.3 Risk Management Framework

Fiona Miller presented a report on a proposed Risk Management Framework for Police Scotland, seeking approval from members for implementation. The Chair recognised this as a significant piece of work. The report generated discussion among members which focussed on implementation methods, timescales and the communications plan. Members approved the proposed Risk Management Framework.

DECISION - Approved

8.4 People and Wellbeing

Proposed Sergeant Development Pathway

ACC McLaren introduced this new standing item and advised members that different elements of the People Strategy would be brought to SLB each month.

Carol Lloyd presented a report on a proposed Sergeant Development Pathway, seeking comment from members on the proposed direction. This generated a supportive discussion among members with comment and opinion offered which was acknowledged by the presenter. An update on progress is to be provided at a future SLB.

9. DCC Local Policing

9.1 Local Policing Management Board

The Chair advised that DCC Kerr is currently reviewing the LPMB and will present a monthly report to SLB from November 2018.

ACC Hawkins provided a verbal update in respect of the Local Policing business area. This was noted by members.

9.2 Localism

ACC Hawkins advised that DCC Kerr will be discussing Localism at the SPA Full Board meeting scheduled for 24th October 2018 and will present a monthly report on Localism to SLB from November 2018. This was noted by members.

10. DCC Crime and Operational Support

10.1 Crime and Operational Support Board Update

DCC Gwynne presented a report in respect of the Crime and Operational Support Business area. This was noted by members.

10.2 Brexit: Preparation and Planning

DCC Gwynne presented a report on Brexit and the preparation work ongoing within Police Scotland. This was noted by members and generated general discussion.

10.3 Domestic Abuse Matters (Scotland) Training Update

ACC MacDonald presented a report on the proposed training plan for circa 14,000 officers and staff. This was noted by members and support was offered for executive exposure to the training material.

11. DCC Professionalism

11.1 Professionalism Board Update

DCC Taylor presented a verbal update in respect of the Professionalism business area, advising that the first Professionalism Management Board is planned for November. Once instigated, a written report will be provided for SLB. This was noted by members.

11.2 Legal Services Review

ACC Speirs and Duncan Campbell presented a report on the Legal Services Review which was conducted by Ernst and Young. They advised that this was the first review of legal services since the inception of Police Scotland and resulted in 12 recommendations. Approval was sought from members to implement 11 of the 12 recommendations along with a variation of the recommendation relating to Business Partnering. The report generated discussion among members which focussed on financial governance and building internal capacity in this area. Members approved implementation of the recommendations as proposed.

DECISION - Approved

11.3 Health and Safety

DCC Taylor introduced this new standing item and advised members that work was ongoing with staff associations to develop relationships and secure training opportunities. This was noted by members.

11.4 Performance

ACC Graham presented a report on Performance, advising that Performance reporting would be discussed further at the Executive Planning Day scheduled for November. This generated discussion among members relating to performance reporting generally and alignment with other plans and reports.

12. AOCB

DCC Gwynne advised members that this year's Armistice falls on the 100th Anniversary of the conclusion of World War I. Members supported executive involvement in Remembrance services and events.

13. Future meetings:

The next meeting was confirmed for 14th November 2018, which will be a quarterly Strategic Tasking and Delivery Leadership Board meeting.

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