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MINUTES OF THE STRATEGIC LEADERSHIP BOARD

DATE: Monday 14th January 2019

LOCATION: Graham Room, Tulliallan

CHAIR: Iain Livingstone, Chief Constable

MEMBERS PRESENT

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

In attendance

Sean Scott, Chief Superintendent, Portfolio Projects
Andy Bell, T/Superintendent, Strategic Engagement & Governance
Danny Hatfield, Superintendent, Force Executive
Gillian Johnston, Committee Services Officer
John McKenzie, Chief Superintendent, Safer Communities (Item 6.2 only)

Apologies

Fiona Taylor, Deputy Chief Constable (Professionalism)
Will Kerr, Deputy Chief Constable (Local Policing)
Malcolm Graham, Assistant Chief Constable (Strategy and Innovation)

1. CHAIR'S OPENING REMARKS

The Chair opened the meeting and welcomed all attendees.

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.

- Action 32.18 – Action updated and closed.

3. MATTERS ARISING

Nil

FORCE GOVERNANCE BOARDS

4. Tasking and Delivery Board

4.1 General Update

ACC Hawkins and ACC Higgins presented a report from the Tasking and Delivery Board which met on 20th December 2018. This was noted by members.

FORCE FUNCTIONAL BOARDS

5. DCO Corporate Services, Strategy and Change

5.1 Corporate Support Business Plan 2018/19

DCO Page presented a report to members which provided a progress update on the Corporate Support Business Plan for 2018/19. Members were advised that the risk section within the report required contextual narrative and should be considered as a draft at this stage. This was noted by members.

6. DCC Local Policing

6.1 Local Policing Post Realignment

ACC Higgins presented a report to members which provided a progress update on work within Local Policing Divisions to realign a number of posts from support roles to frontline policing. This was noted by members who were advised that a future report will be submitted to SLB.

6.2 Approval of formal partnership agreement with Wheatley Housing Group

Chief Superintendent John McKenzie presented a report seeking SLB approval for a formal partnership agreement with the Wheatley Housing Group until 2020. Members were advised that the partnership had existed since 2011 and offered significant benefits for local communities.

DECISION – Full support provided for continuation and formalisation of the partnership with the Wheatley Housing Group. Approval given for proposal to be submitted to the SPA Resources Committee.

6.3 Contact Assessment Model (CAM)

ACC Hawkins provided a verbal update relating to the Contact Assessment Model and the updated timeline for implementation.

- Phase 1 - Pilot in Q and V Divisions – commencing May 2019.
- Phase 2 – West roll out – by end October 2019.
- Phase 3 – East roll out – by end January 2020.
- Phase 4 – North roll out – by end March 2020.

Members were advised that a report would be submitted to SLB in February prior to a report being made to the SPA Board.

7. DCC Crime and Operational Support

7.1 Brexit: Preparation and Planning

DCC Gwynne presented a report relating to ongoing planning, preparation and engagement being carried out in respect of the potential implications arising from Brexit. This generated discussion among members.

8. DCC Professionalism

8.1 Professionalism Board Update

ACC Speirs provided a verbal update from the Professionalism Management Board which met on 10th January 2019. This was noted by members.

8.2 Health and Safety

ACC Speirs presented a report in respect of Health and Safety. The content of the report was noted by members.

8.3 Performance

Chief Superintendent Sean Scott provided a verbal update in respect of performance and advised that a more detailed framework report will be presented to SLB in February. This was noted by members.

8.4 People and Wellbeing Update

Jude Helliker presented the report and led discussion around DCC availability to chair Superintendent Interview Panels. Members agreed that where necessary, ACCs could chair panels providing consistency of approach was maintained. This was noted by members.

ACTION - Identify 2 -3 ACC's to undertake role of Chairperson on Superintendent interview panels to enhance panel capacity and sustain interview momentum.

8.5 Whistleblowing Policy and Guidance, Re-launch

ACC Speirs presented a report highlighting progress on the development and proposed re-launch of the Whistleblowing Policy and Guidance which will involve additional training for officers and staff and include support from an external agency – Public Concern at Work. This generated discussion among members with two actions identified.

ACTION - Engagement to take place with 'Public Concern at Work' to confirm how any potential conflict of interest will be managed between their support service for Police Scotland and the potential for them to be engaged to represent employees of Police Scotland.

ACTION - Information to be provided to members of original Whistleblowing Reference Group about the further development of the policy prior to wider communication and relaunch.

9. Papers Approved for Submission to SPA

9.1 Approval of formal partnership agreement with Wheatley Housing Group.

10. AOCB

It was confirmed that all executive officers are expected to complete the 1 day Domestic Abuse Matters Training Course.

Members were advised that there is ongoing work in respect of the Firearms and Taser Review.

11. Review of Actions

Three new actions outlined in Section 8.4 and 8.5

11. Future Meeting

The next meeting is 13th February 2019 which is a Quarterly Strategic Tasking and Delivery Leadership Board

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