

OFFICIAL



Strategic Leadership Board Discussion Summary

Wednesday 12th June 2019

Board Members In Attendance

Iain Livingstone	Chief Constable
Will Kerr	DCC Local Policing
Fiona Taylor	DCC People and Professionalism
Malcolm Graham	DCC Crime and Operations
David Page	Deputy Chief Officer
John Hawkins	ACC Local Policing North
Alan Speirs	ACC Professionalism and Assurance
Mark Williams	ACC Operational Support (from 1000 hours)
Angela McLaren	ACC Specialist Crime and Intel
Bernard Higgins	ACC Local Policing West
Kenny MacDonald	ACC Local Policing East
James Gray	Chief Financial Officer
Martin Low	Interim Director of ICT
Tom McMahon	Director of Business Integration
Jude Helliker	Director of People and Development
Chris Starrs	Head of Corporate Communications
Neil Dickson	Director of Transformational Change

Others In Attendance

Gordon Crossan	Chief Superintendent, Divisional Commander, K Division
Matthew Richards	Chief Superintendent, Operational Support (rep ACC Ritchie)
Clark Cuzen	Det. Chief Superintendent, Crime and Protection (rep ACC G MacDonald)

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.

Kenny Thomson	Detective Superintendent (Item 12.4)
Anthony Beveridge	Superintendent, Op Support Division (Items 13.2 and 13.3)
Kirsty-Louise Campbell	Head of Strategy and Innovation (Items 10.3 to 10.5)
James Bertram	Head of Health and Safety (Items 11.1 and 11.2)
Clare Craig	Wellbeing Manager (Item 11.7)
Gillian Johnston	Committee Services Officer (Secretariat)
Andy Bell	Superintendent, Strategic Engagement and Governance

Apologies	
Gary Ritchie	ACC Operational Change and Resilience
Steve Johnson	ACC SPA Liaison
Gillian MacDonald	ACC Crime and Protection
Duncan Campbell	Head of Legal Services
Danny Hatfield	Superintendent, Executive Support

Item	No.	Items discussed	Decision/ Action	To be actioned by
1.		Chair's Opening Remarks		
	1.1	Welcome and Introduction The Chair opened the meeting and welcomed all attendees. The Chair informed members that CAM had now gone live in Q and V Division. ACC Hawkins advised that monitoring was continuing and initial feedback suggests it is working well.		
	1.2	Apologies 3 apologies were given.		

2.	<p>2.1</p> <p>2.2</p>	<p>Quorate, Minutes and Action Log</p> <p>Review of Action Log</p> <p>All actions from the last meeting were updated and closed.</p> <p>Summary of Discussion</p> <p>Minute of the previous meeting was approved by members.</p> <p>The meeting was confirmed as quorate.</p>	Approved	
3.	<p>3.1</p>	<p>Matters Arising</p> <p>Members were provided with a more detailed update on the introduction of CAM, including information on the challenging ICT work which had been completed to integrate the various elements. There was general discussion about the policing response in relation to a number of ongoing operational incidents.</p>	Noted	
4.	<p>4.1</p>	<p>Chair Updates</p> <p>Executive Responsibilities</p> <p>The Chair confirmed portfolio responsibilities of the senior leadership team following recent appointments and the secondment of ACC Steve Johnson on a temporary basis to the Scottish Police Authority. It was confirmed that on an interim basis, ACC Gary Ritchie will assume responsibility for the Prevention, Partnership and Community Wellbeing portfolio in addition to his existing portfolio responsibilities. Additional support will be provided by DCC Graham and ACC K MacDonald.</p> <p>It was confirmed that the Executive Organogram on the Force Intranet and Internet should be updated to reflect ACC Johnson's temporary secondment to the SPA, and that</p>	Noted	

		<p>amendments should be made to the portfolio review documentation to ensure that executive responsibilities are correctly defined.</p> <p>ACTION: Executive organogram on the Force Intranet and Portfolio Review documentation to be updated to accurately reflect confirmed portfolio responsibilities.</p>	ACTION	DCC Taylor / Chris Starrs
Force Primary Boards (by exception)				
5	5.1	<p>Force Tasking & Delivery Board Update</p> <p>DCC Kerr presented a report from the Tasking and Delivery Board which met on 16th May 2019. This was noted by members.</p>	Noted	
6.	6.1	<p>Change Board Update</p> <p>DCO Page provided a verbal update from the Change Board which met on 10th June 2019. This was noted by members. There was significant discussion relating to fleet Telematics and it was confirmed that further updates would be provided through Change Board and SLB.</p>	Noted	
7.	7.1	<p>Corporate Finance and People Board Update</p> <p>James Gray provided a verbal update from the Corporate Finance and People Board meetings that were held on 15th May and 4th June 2019, and confirmed that the primary focus had been on preparation for submission to the Autumn Spending Review and consideration of the central funding challenge. This was noted by members.</p>	Noted	
Force Management Boards (by exception)				
8.	8.1	<p>Corporate Management and People and Professionalism Board</p> <p>James Gray presented a report from the Corporate Management and People and</p>		

		Professionalism Board which met on 27 th May 2019. This was noted by members. It was confirmed that work to develop a National Ethics Panel is being led by ACC Speirs.	Noted	
9.	9.1	Local Policing Management Board and Localism DCC Kerr presented a report from the Local Policing Management Board which met on 15 th May 2019. 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 13 th May 2019. This was noted by members.	Noted	
Portfolio Areas				
11.		DCO Corporate Services, Strategy and Change		
	11.1	Digital Data and ICT Update DCO Page provided a verbal update on DDICT and confirmed that re-planning work had been carried out which would be integrated into the spending review work. This was noted by members.	Noted	
	11.2	Corporate Support Business Plan 18/19 Final Report Tom McMahon presented a closure report in respect of the Corporate Support Business Plan for 2018/19. This was noted by members.	Noted	
	11.3	Corporate Support Delivery Plan 2019/20 and supporting Corporate Business Plans. Tom McMahon presented a report which set out the Corporate Support business commitments for 2019/20. In conjunction with business plans for the other Deputy Chief		

	<p>Constable portfolio areas, this will provide clear connection to strategic outcomes. This was noted by members.</p>	Noted	
11.4	<p>Chief Constable's Annual Review of Policing 2018/19</p> <p>Tom McMahon presented a report, seeking approval to submit the Chief Constable's assessment for the Annual Review of Policing 2018/19 to the SPA. Following discussion, members approved the assessment for submission.</p>	Approved	
11.5	<p>2020 Spending Review Submission</p> <p>James Gray presented the 2020 Spending Review Submission which had been developed following extensive engagement. The core message relates to the need for significant capital investment in Police Scotland. There was general discussion which highlighted the need to ensure that the submission reflected the people benefits associated with additional investment.</p> <p>ACTION: Spending Review Submission to be refined to include narrative about the people benefits associated with additional investment.</p> <p>The need for consistency of message was also highlighted, with a clear communications plan required for the senior officers.</p> <p>ACTION: Communications Plan and 'key messages' to be circulated to Executive Team.</p>	ACTION	James Gray/ Jude Helliker
11.6	<p>The work to develop the submission was commended and noted by members.</p> <p>TCSS Full Business Case</p> <p>Tom McMahon advised that the TCSS FBC requires further engagement with the Resources Committee of the SPA prior to submission to SLB. This was noted by members.</p>	Noted	Chris Starrs
		Noted	

12.		<p>DCC People and Professionalism</p>		
	12.1	<p>Health and Safety Update</p> <p>James Bertram presented an update report in respect of Health and Safety. This was noted by members. Discussion focused on the recent activity around the police estate and the need to review the content of ‘near miss’ reports to allow for an informed assessment of issues or trends.</p>	Noted	
	12.2	<p>Health and Safety Policy</p> <p>James Bertram presented a report, seeking approval for the introduction of the revised Health and Safety Policy which would consolidate and replace a number of existing Health and Safety documents. Following discussion, this was approved for transmission to the SPA.</p>	Approved	
	12.3	<p>People and Wellbeing Update</p> <p>Jude Helliker presented an update report in respect of People and Wellbeing. This was noted by members.</p>	Noted	
	12.4	<p>People Dashboard</p> <p>Jude Helliker presented the People Management Information Dashboard which generated discussion among members in respect of a number of aspects. This was noted by members.</p>	Noted	
	12.5	<p>MSP Engagement Scheme</p> <p>Superintendent Bell presented a report in respect of a proposed MSP Engagement Scheme, seeking approval to commence engagement work with relevant parties at Scottish Parliament to develop and introduce the scheme. Following discussion, this was approved by members.</p>	Approved	

	<p>12.6</p> <p>12.7</p>	<p>Governance Review</p> <p>Superintendent Bell presented a report in respect of the recently concluded Governance Review, seeking approval for the proposed recommendations. The review documents had previously been circulated to the executive team for consideration and comment. Following discussion, the recommendations were approved by members with an implementation plan to be developed.</p> <p>Psychological Wellbeing</p> <p>Clare Craig presented a report on Psychological Wellbeing, providing members with an update on current support offered in Police Scotland to officers and staff. This was noted by members.</p>	<p>Approved</p> <p>Noted</p>	
13.	<p>13.1</p> <p>13.2</p> <p>13.3</p>	<p>DCC Local Policing</p> <p>Brexit: Preparation and Planning (Standing Item)</p> <p>DCC Kerr provided a verbal update on Brexit which was noted by members. The National Reserve is currently stood down, with officers returned to core roles, however the capability remains to stand up as required.</p> <p>The Football Coordination Unit Scotland (FoCUS)</p> <p>ACC Higgins presented a report in respect of the Football Co-ordination Unit Scotland. Approval was sought to rename FoCUS as the National Football Information Point – Scotland, and to introduce process and deployment changes. Members were advised that the proposed changes were in line with recommendations from the Review of Football Policing Report. Following discussion, members approved the 4 recommendations within the report.</p> <p>Criminal Justice Division Remodelling – Reduced Funding</p> <p>ACC K MacDonald presented a report which highlighted the impact and risks associated with reduced capital funding for the Criminal Justice Services Division Remodelling</p>	<p>Noted</p> <p>Approved</p>	

		<p>Programme. Members were advised that CJSD is currently considering priorities for the forthcoming year, based on risk and financial viability. It was highlighted to members that Capital Allocation decisions within Police Scotland had been made based on prioritisation. It was also highlighted part of the capital allocation from Scottish Government had to be directed into a particular area of the budget which may not have been an area prioritised in terms of risk by the Service. This was noted by members.</p>	Noted	
	13.4	<p>Action Fraud</p> <p>ACC K MacDonald and DSU Thomson presented a report which outlined options in respect of the future relationship between Police Scotland and Action Fraud, seeking decision on the preferred option. Following discussion, members approved the recommended Option 2 as best serving the needs of the people of Scotland. It was confirmed that ACC K MacDonald will correspond with Action Fraud to inform them of the decision.</p>	Approved	
	13.5	<p>International Development Discussion Paper</p> <p>Superintendent Wylie presented a paper which updated members on the current work undertaken by the International Development Unit (IDIU) and opportunities for additional development. During discussion, members supported the strategic direction of the IDIU and recognised the international standing of Police Scotland.</p>	Noted	
14.		<p>DCC Crime and Operations</p>		
	14.1	<p>CID Review</p> <p>DCC Kerr presented an update report relating to the CID Review. This generated discussion among members. The recommendations within the report were approved to mitigate risk. It was confirmed that Local Policing ACC's would work together to address these.</p>	Approved	
	14.2	<p>Gender Neutral Hats</p> <p>Superintendent Beveridge presented a report relating to Gender Neutral Hats. Members</p>		

	<p>approved a pragmatic solution to address immediate need, with further consideration required in respect of a longer term strategic direction.</p> <p>ACTION: Communications Plan regarding longer term strategic direction to be developed for consideration.</p>	Approved	
15.	<p>Papers Approved for Submission to SPA</p> <ul style="list-style-type: none"> • Chief Constable's Annual Assessment of Policing 2018/19 • Health and Safety Policy 	Noted	Supt. Beveridge / Chris Starrs / Jude Helliker
16.	<p>AOCB</p> <p>The Chair thanked Chief Superintendent Crossan for his service and dedication throughout this 30 years of policing service and wished him well in his retirement.</p>	Noted	
17.	<p>Review of Actions</p> <ul style="list-style-type: none"> • Noted throughout the meeting 		
18.	<p>Future Meetings</p> <p>Wednesday 10th July 2019 – Strategic Leadership Board</p> <p>The Chair closed the meeting and thanked members for their input.</p>		