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Strategic Leadership Board - Discussion Summary

Wednesday 13 November 2019

Board Members In Attendance

Iain Livingstone	Chief Constable (Chair)
Fiona Taylor	DCC People and Professionalism
Will Kerr	DCC Local Policing
Malcolm Graham	DCC Crime and Operations
David Page	Deputy Chief Officer
John Hawkins	ACC Local Policing North
Bernard Higgins	ACC Local Policing West
Kenny MacDonald	ACC Local Policing East
Steve Johnson	ACC SPA Strategic Coordination Unit
Alan Speirs	ACC Professionalism and Assurance
Gary Ritchie	ACC Operational Change and Resilience, Partnership, Prevention and Community Wellbeing
Angela McLaren	ACC Organised Crime, Counter Terrorism and Intelligence
Jude Helliker	Director of People and Development
Andrew Hendry	Chief Digital and Information Officer
Tom McMahon	Director of Business Integration
James Gray	Chief Financial Officer
Chris Starrs	Head of Corporate Communications
Neil Dickson	Director of Transformational Change
Duncan Campbell	Head of Legal Services

Others In Attendance

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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Mark Hargreaves	Chief Superintendent, Divisional Commander, U Division
David Duncan	Chief Superintendent, Safer Communities
James Bertram	Head of Health and Safety
Danny Hatfield	Superintendent, Executive Support
David Sharp	Chief Inspector, Strategic Engagement
Claire Wright	Secretariat, Committee Services

Apologies

Andy Bell	Superintendent, Strategic Engagement and Governance
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Item	No.	Items discussed	Decision/ Action	To be actioned by
		Chief Forum The Chief's Forum opened for questions from Tuesday 12 November 9am until Wednesday 13 November at 9am. There were 130 questions submitted by Officers and Staff. Portfolio leads will aim to answer the questions by close of play on 13 November.		
1.	1.1	Chair's Opening Remarks Welcome and Introduction The Chair opened the meeting and welcomed all attendees. At their request, the Chair excused ACC's McLaren and Williams at Item 13 in the agenda to attend another meeting. Prior to leaving ACC Williams presented agenda Item 14 to members.		
	1.2	Apologies		

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		Apologies were given as previously noted.		
2.	2.1	Quorate, Minutes and Action Log Review of Action Log Updates were provided in respect of all outstanding actions, with one action being closed.	Approved	
	2.2	Summary of Discussion The summary of discussion was approved as a true and accurate reflection of the October meeting. The meeting was quorate.		
3.	3.1	Matters Arising On call update There were no matters arising.	Noted	
Force Primary Boards				
4.	4.1	Operational Delivery Board Update DCC Graham presented a report from the Operational Delivery Board which met on Tuesday 9 October 2019.	Noted	

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		<p>The Board is continuing to support the creation of an improved product and tasking model. A review of the tasking process is currently being undertaken and there will be incremental changes over the next 3-6 months. The maturing model will look at demand, capacity and capability of resources across the organisation.</p> <p>This was noted by members.</p>		
5.	5.1	<p>Change Board Update</p> <p>DCC Taylor presented a report from the Change Board which met on Tuesday 5 November 2019.</p> <p>The Change Board approved the Portfolio Risk Framework, which now aligns the Enterprise Risk Framework with the portfolio risks.</p> <p>This was noted by members.</p>	Noted	
6.	6.1	<p>Corporate Finance and People Board Update</p> <p>DCO Page provided a verbal update to advise members that the Corporate Finance and People Board will take place on Thursday 14 November. An update will be provided at the next SLB meeting.</p> <p>This was noted by members.</p>	Noted	
7.	7.1	<p>Audit and Risk Board Update</p> <p>DCO Page presented a report from the Audit and Risk Board which met on Tuesday 15 October.</p> <p>He advised members that from December, this Board will revert to quarterly meetings.</p> <p>This was noted by members.</p>	Noted	

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Force Management Boards				
8.	8.1	Corporate and Professionalism Management Board Update DCO Page presented a report from the Corporate and Professionalism Management Board which met on Monday 28 October 2019. He advised members that the Corporate and Professionalism Management Board was being split into two distinct boards, Corporate Management Board and the People and Professionalism Management Board. This was noted by members.	Noted	
9.	9.1	Local Policing Management Board Update DCC Kerr presented a report from the Local Policing Management Board which met on Friday 18 October 2019, including an update on the progress of the Local Policing Programme. This was noted by members.	Noted	
10.	10.1	Crime and Operational Management Board Update DCC Graham presented a report from the Crime and Operational Management Board which met Wednesday 30 October 2019, including an update on succession planning and business planning. Details of future submissions to SLB were highlighted. This was noted by members.	Noted	

Portfolio Areas				
11.		DCO Corporate Services, Strategy and Change		
	11.1	<p>Development of 3 Year Delivery Plan (Including APP)</p> <p>Tom McMahon presented a report members in relation to the ongoing work in furtherance of the development of the 3 Year Delivery Plan (Including APP).</p> <p>Further engagement is planned with Divisions during November and December. It is anticipated that the plan will be submitted in line with statutory timescales.</p> <p>This was noted by members.</p>	Noted	
12.		DCC People and Professionalism		
	12.1	<p>Health and Safety Update</p> <p>James Bertram updated members in relation to Health and Safety matters, including the current RIDDOR figures, Health and Safety Executive liaison, Custody Audit Inspections and a recent NPCC Health, Safety and Wellbeing meeting where Police Scotland's 'Your Safety Matters' was identified as best practice.</p> <p>This was noted by members.</p>	Noted	
	12.2	<p>People and Development Update</p> <p>Director Helliker presented a report in respect of People, Development and Wellbeing.</p> <p>Details of future submissions to SLB were highlighted, which included the ongoing work to develop a Strategic Workforce Plan.</p>	Noted	

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	<p>12.2.1</p> <p>People Dashboard</p> <p>Director Helliker presented a report in respect of the People Dashboard.</p> <p>This was noted by members.</p> <p>12.3</p> <p>Temporary Promotions Process</p> <p>Director Helliker presented a report, seeking approval to implement a revised Temporary Promotions Process. The report outlined the requirement to have a consistent and transparent approach in relation to temporary and acting promotions.</p> <p>Decision: The process was approved by members.</p> <p>12.4</p> <p>Independent Complaints Handling Review</p> <p>Chief Inspector Daye presented a report in relation to ongoing work in furtherance of the Independent Complaints Handling Review.</p> <p>This was noted by members.</p>	<p>Noted</p> <p>Approved</p> <p>Noted</p>	
13.	<p>13.1</p> <p>DCC Local Policing</p> <p>Brexit: Preparation and Planning (Standing Item)</p> <p>DCC Kerr provided a verbal update in respect of Brexit Preparation and Planning.</p>	<p>Noted</p>	

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	<p>14.1</p> <p>Mass Mobilisation of Resources</p> <p>DCC Graham provided a verbal update to members in relation to Mass Mobilisation of Resources.</p> <p>Members discussed the management of mutual aid requirements and the demands associated with COP 26.</p> <p>This was noted by members.</p> <p>14.2</p> <p>Counter Terrorism Specialist Firearms Officers</p> <p>ACC Williams presented a report in relation to the Counter Terrorism Specialist Firearm's Officers, including current and future establishment, and development options for consideration.</p> <p>Members approved Option 2, with Option 1 to be realised in the initial phase.</p> <p>Decision: The proposal was approved by members, subject to the proposed amendment.</p> <p>14.3</p> <p>Public Order Capability and Capacity - Future Operating Model Options</p> <p>ACC Williams presented a report relating to ongoing work in furtherance of the Public Order Capability and Capacity - Future Operating Model.</p> <p>Members discussed public order capability and capacity and approved Option 2.</p> <p>Decision: The proposal was approved by members.</p>	<p>Noted</p> <p>Approved, subject to amendment</p> <p>Approved</p>		
<p>15.</p>		<p>Papers Approved for Submission to SPA</p> <p>No papers were approved for submission to SPA.</p>		

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16.	AOCB The Chair thanked ACC Gillian MacDonald for her 30 years public service to policing, in advance of her forthcoming retirement.		
17.	Review of Actions No formal actions were noted throughout the meeting.	Noted	
	Future Meetings Wednesday 11 December, 0900 hours in the Graham Room at the Scottish Police College. The Chair closed the meeting and thanked members for their input.		

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