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Strategic Leadership Board - Discussion Summary

Wednesday 12 August 2020

Board Members In Attendance

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| Fiona Taylor | DCC People and Professionalism (Chair) |
| Will Kerr | DCC Local Policing |
| Malcolm Graham | DCC Crime and Operational Support |
| David Page | Deputy Chief Officer |
| Steve Johnson | ACC Local Policing West |
| 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 |
| Bernie Higgins | ACC COP 26 |
| Tom McMahon | Director of Strategy and Analysis |
| James Gray | Chief Financial Officer |
| Andrew Hendry | Chief Digital and Information Officer/Change |
| Chris Starrs | Head of Corporate Communications |
| Duncan Campbell | Head of Legal Services (Via MS Teams) |

Others In Attendance

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| Alan Gibson | Chief Superintendent, Divisional Commander (Via MS Teams) |
| John Paterson | Chief Superintendent, Divisional Commander, L Division (Via MS Teams) |
| Andrew Todd | Chief Superintendent, Divisional Commander (Via MS Teams) |
| Andy Bell | Superintendent, Strategic Engagement and Governance |
| Danny Hatfield | Superintendent, Executive Support |
| Gaynor Welsh | Secretariat, Committee Services |

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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| Susan Beaton | Interim Head of People Services |
| Apologies | |
| Iain Livingstone | Chief Constable |
| Tim Mairs | ACC Local Policing East |
| John Hawkins | ACC Local Policing North |
| Jude Helliker | Director of People and Development |

| Item | No. | Items discussed | Decision/ Action | To be actioned by |
|------|------------|---|---------------------|----------------------|
| 1. | 1.1 | 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. | | |
| | 1.2 | Apologies Apologies were given as previously noted. | | |
| 2. | 2.1 | Quorate, Minutes and Action Log Review of Action Log All actions were reviewed and updated as per the action log. | | |
| | 2.2 | Decisions since last meeting There were no decisions made since the last meeting in July. | Approved | |

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| | 2.3 | Summary of Discussion The summary of discussion was approved as a true and accurate reflection of the July meeting. The meeting was quorate. | Approved | |
| 3. | 3.1 | Matters Arising On call update An update was provided by ACC Speirs regarding incidents from the previous 24 hours, including a significant incident in Aberdeen. | Noted | |
| Force Primary Boards | | | | |
| 4. | 4.1 | Strategic Operational Performance Board DCC Kerr presented a report from the Strategic Operational Performance Board which met on 3 July 2020. It was confirmed that the Q1 Performance Report was approved for submission to SPA Policing Performance Committee on 26 August 2020. The Detection Rates paper has been remitted to Operational Delivery Board for further consideration and refinement. This was noted by members. | Noted | |
| 5. | 5.1 | Change Board DCO Page presented a report from the Change Board which met on 4 August 2020, highlighting that the SRO Training paper is due to come back to the Strategic Leadership Board in August. This was noted by members. | Noted | |

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| 6. | 6.1 | Operational Delivery Board DCC Kerr presented a report from the Operational Delivery Board which met on 28 July 2020. A report on Resource Coordination will be submitted to the Strategic Leadership Board in September. This was noted by members. | Noted | |
| 7. | 7.1 | Corporate Finance and People Board DCO Page and DCC Taylor presented a report from the Corporate Finance and People Board which met on 29 July 2020, highlighting the reports that were approved for onward submission to SPA. An update was provided by DCO Page regarding the upcoming meetings in relation to the Budget Setting FY 21/22. Members are keen to see progress of the narrative for the budget proposal which prompted an action for Corporate Communications. ACTION: Development of the corporate narrative for the budget proposal to commence. | Noted | Corp Comms |
| Force Management Boards | | | | |
| 8. | 8.1 | Corporate Management Board DCO Page presented a report from the Corporate Management Board which met on 31 July 2020. This was noted by members. | Noted | |
| 9. | 9.1 | Local Policing Management Board DCC Kerr presented a report from the Local Policing Management Board which met on 5 August 2020. This was noted by members. | Noted | |

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| 10. | 10.1 | Crime and Operations Management Board ACC McLaren presented a report from the Crime and Operations Management Board which met on the 31 July 2020. This was noted by members. | Noted | |
| 11. | 11.1 | People and Professionalism Management Board DCC Taylor provided a verbal update from the People and Professionalism Management Board which met on 10 August 2020. This was noted by members. | Noted | |
| Operation TALLA | | | | |
| 12. | 12.1 | Operation TALLA Operation Talla Update DCC Graham provided a verbal update to members, highlighting the events that are providing an organisational learning. This was noted by members. | Noted | |
| | 12.2 | Strategic Oversight Group Update DCC Graham provided a verbal update and informed members that a progress report will be brought forward to the Strategic Leadership Board in September. This was noted by members. | Noted | |
| Portfolio Areas | | | | |
| 13. | | DCC People and Professionalism | | |
| | 13.1 | People and Development Update | | |

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| | | <p>Susan Beaton presented a report on the People and Development Update. A report will be presented at the Strategic Leadership Board in September regarding SMARTER Working. A discussion took place surrounding the Specials Recruitment.</p> <p>ACTION: An update to be provided regarding the recommencement of Specials Recruitment.</p> | Noted | |
| | 13.2 | <p>Quarterly Update – Positive Action Team</p> <p>A verbal update was provided by DCC Taylor in relation to ongoing work surrounding Diversity and Inclusion. This was noted by members.</p> | Noted | Director of P&D |
| | 13.3 | <p>People and Professionalism Delivery Plan</p> <p>DCC Taylor presented a report in relation to the People and Professionalism Delivery Plan. This was noted by members.</p> | Noted | |
| 14. | | <p>DCC Local Policing</p> | | |
| | 14.1 | <p>Public Confidence Monthly Update</p> <p>CS Todd presented a report highlighting that the Public Confidence Governance Board conducted its first meeting in July and the Terms of Reference has been agreed by members. A Public Confidence paper will be presented to the SPA Board meeting on 19 August 2020. This was noted by members.</p> | Noted | |
| | 14.2 | <p>Local Policing Delivery Plan</p> <p>DCC Kerr provided an update on the Local Policing Delivery Plan. This was noted by members.</p> | Noted | |

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| | 14.3 | Criminal Justice Update ACC MacDonald presented a report highlighting the findings of the Criminal Justice Board. This was noted by members. | Noted | |
| 15. | 15.1 | DCC Crime and Operational Support 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. | Noted | |
| | 15.2 | Remotely Piloted Aircraft Systems (RPAS) Evaluation ACC Williams presented a report outlining the evaluation of the operational deployment of RPAS by Police Scotland between 1 May 2019 and 30 April 2020. It was highlighted that this report is not for decision and is for noting only. | Noted | |
| 16 | 16.1 | DCO Corporate Services, Strategy and Change Estates Transformation Strategy James Gray provided a high level summary of the report to members. Supportive feedback was provided by the Divisional Commanders on the videoconference call. Discussions took place surrounding the importance of ensuring both officers and staff are kept up to date on the progress. DECISION: Approved for onward submission to the SPA Board. | Approved | |

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| | 16.2 | Carbon Management Close Out and Future Strategy – Update James Gray presented a report to members, highlighting that Police Scotland have met and exceeded the overall reduction targets set out. A report on Environment Strategy will be presented at the Strategic Leadership Board in October before submission to the SPA Board in November. This was noted by members. | Noted | |
| | 16.3 | Operational Delivery Board Redesign – Update Tom McMahon provided a summary of the report to members, highlighting the progress on the quality of the Tactical Assessment. A progress report, including information regarding the Resource Deployment action, will be presented at the Strategic Leadership Board in September. | Noted | |
| 16. | | Papers Approved for Submission to SPA <ul style="list-style-type: none">Item 16.1 - Estates Transformation Strategy | | |
| 17. | | AOCB Items 16.1 – 16.3 were presented after Item 12.2 to allow for James Gray to leave the meeting in a timely manner for his return flight. | | |
| 18. | | Review of Actions As at Item 7.1 and 13.1. | | |
| | | Future Meetings Wednesday, 9 September 2020 at 0900 hours in the Court Room, SPC. | | |

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