# Strategic Leadership Board - Discussion Summary

Wednesday 15 February 2023

## Board Members in Attendance

Sir Iain Livingstone Chief Constable (Chair)

David Page Deputy Chief Officer

Malcolm Graham DCC Crime and Operational Support

Fiona Taylor DCC Professionalism, Digital and Transformation

Andy Freeburn ACC Organised Crime, CT and Intelligence

Alan Speirs ACC Professionalism & Assurance

Gary Ritchie ACC Partnerships, Prevention & Community Wellbeing

Mark Williams ACC Operational Support

Katy Miller, Director of People and Development

Tom McMahon Director of Strategy and Analysis

James Gray Chief Financial Officer

Chris Starrs Head of Corporate Communications

Andrew Hendry Chief Digital Information Officer

Duncan Campbell Chief Legal Officer

## Others In Attendance

Nicky Page, Deputy Director of People and Development

Barry Blair, Chief Supt, Divisional Commander Representative

Cat Henderson, Chief Supt, Professional Standards

Paul Wilson, Chief Supt, C3

Paul Thornton Executive Account Manager, Corporate Communications

Jen Aird Supt, Strategic Engagement and Governance

David Sharp Supt Executive Support

Michael Booker, Sgt Chief Constable’s Office (Observer)

Claire Hailstones Secretariat, Committee Services

## Apologies

DCC Local Policing

Emma Bond ACC Local Policing North

Bex Smith ACC Major Crime, Public Protection and Local Crime

Tim Mairs ACC Local Policing East

Steve Johnson ACC Local Policing West and Criminal Justice

## Chair’s Opening Remarks

### 1.1 Welcome and Introduction

The Chair welcomed all attendees to the meeting, held in the Court Room at the Scottish Police College.

## 1.2 Apologies

Apologies were given and representatives duly noted. The meeting was quorate.

## 2 Minutes and Action Log

### 2.1 Review of Action Log

The action log was reviewed, with no outstanding actions.

### 2.2 Decisions Since Last Meeting

The decision log was reviewed and it was confirmed that there had been one SLB decision in relation to Continuous Integrity Screening.

Decision/Action: Noted

### 2.3 Summary of Discussion

The summary of discussion was approved as a true and accurate reflection of the meeting held on 14 December 2022.

Decision/Action: Approved

## 3. Matters Arising

### 3.1 On Call Update

An update was provided by ACC Mairs regarding significant operational incidents from the previous 24 hours.

Decision/Action: Noted

## 4. Force Primary Boards

## 4.1 Strategic Organisational Performance Board

The Chief Constable provided an update from the Strategic Organisational Performance board which met on 13 February, highlighting significant areas of discussion including Performance reporting and the Workforce STRA. This was noted by members.

### 4.2 Corporate Finance and People Board

DCO Page presented a report from the Corporate Finance and People Board which met on 31 January, highlighting significant areas of discussion including Police Treatment Centre, Women in Policing Conference, and Scottish Government’s review of the capital budget. This was noted by members.

## 4.3 Change Board

DCO Page presented a report from the Change Board which met on 31 January, highlighting significant areas of discussions including business cases in relation to Public Protection Demand and proposed changes to Domestic Abuse Act. This was noted by members.

## 4.4 Operational Delivery Board

DCC Graham presented a report from the Operational Delivery Board which met on 8 February, highlighting significant areas of discussion including, use of demand data, Workforce STRA, increase of stolen vehicles, detection rates and the Violence Prevention Strategy. This was noted by members.

## 4.5 Resource Prioritisation Group (Strategic)

DCC Graham provided an update from the Resource Prioritisation Group which met on 10 February, highlighting areas of discussion including group memberships and the short term proposals being worked on. This was noted by members.

## 4.6 CONTEST Board

DCC Graham provided an update from the CONTEST Board which met on 3 February, highlighting significant areas of discussion including PREVENT and Communications. This was noted by members.

## 4.7 Wellbeing Governance Board

DCC Taylor presented a report from the Wellbeing Governance Board which met on 3 February, highlighting significant areas of discussion including the National Wellbeing Programme proposal and the deep dive into mental health wellbeing. This was noted by members.

## 4.8 Health and Safety Board

DCO Page presented a report from the Health and Safety Board which met on 8 February, highlight significant areas of discussion including an estates update. This was noted by members.

## Portfolio Areas

# 5. DCC Crime and Operational Support

## 5.1 Management Board Update

DCC Graham presented a report from the Crime and Operational Support Management Board which met on 3 February, highlighting significant areas of portfolio business. This was noted by members.

## 5.2 Air Support Unit Contract

ACC Williams presented a report in relation to the renewal of the contact for helicopter support. Following changes and engagement with Legal Services, this was approved by members.

DECISION Approved by members.

## 5.3 Football Engagement Strategy

ACC Williams presented a report in relation to the Football Engagement Strategy. This was noted by members.

## 6. DCC Professionalism, Strategy and Engagement

## 6.1 Management Board Update

DCC Taylor presented a report from the Professionalism, Strategy and Engagement Management Board which met on 24 January. This highlighted significant areas of portfolio business including Policing Together. This was noted by members.

## 6.2 Policing Together Update

DCC Taylor presented a report which provided an update on various strands of Policing Together activity being undertaken by Police Scotland. This was noted by members.

## 6.3 Operation Tarn

DCC Taylor and Duncan Campbell presented a report which provided an update on all aspects of the Public Inquiry. This was noted by members.

## 6.4 People Strategy

Director McMahon presented a report to provide an update on the development of the People Strategy. This was noted by members.

## 6.5 Long Term Psychological Absence

Deputy Director Page presented a report in relation to Long Term Psychological Absence. This was approved for onwards transmission to SPA People Committee with the caveat that it is considered in the private session of the meeting.

DECISION: Approved for onwards transmission to SPA People Committee.

## 6.6 Q3 Wellbeing Report

Deputy Director Page presented a report in relation to the Q3 Wellbeing Report, highlighting key areas of work including TRIM/Trauma briefing and financial wellbeing. This was approved for onward transmission to SPA People Committee.

DECISION: Approved for onwards transmission to SPA People Committee.

## 6.7 Oscar Kilo – Wellbeing Proposal

Deputy Director Page presented a report to members requesting for Police Scotland to join the National Police Wellbeing Programme. This was approved by members.

DECISION: Approved

## 6.8 Bi Annual Leadership and Talent update

Deputy Director Page presented a report to highlight the work undertaken in the Leadership and Talent area over the last 6 months. This included an update on Your Leadership Programme, Police Development Programme and Mycareer.

ACTION: All ACCs/Director to enforce mycareer discussions across their business areas and update on uptake to be reported at March SLB.

## DECISION: Approved for onwards transmission to SPA People Committee.

# 7. DCO Corporate Services, People and Strategy

## 7.1 Management Board Update

DCO Page presented a report from the Corporate Management and People Board which met on 23 January, highlighting significant areas of portfolio business. This was noted by members.

## 7.2 People and Development Update

Deputy Director Page presented a report detailing key work within the People and Development business area. This was noted by members.

## 7.3 Q3 People and Development MI Report

Deputy Director Page presented a report detailing the quarterly people management information for Q3. This was noted and approved by members.

DECISION: Approved for onwards transmission to SPA People Committee.

## 7.4 Duty Modifications Update

Deputy Director Page presented a report detailing the next steps on Duty Modifications. This was approved by members.

DECISION: Approved by members.

## 7.5 Strategic Efficiency Reinvestment Review – Approach Proposal

CDIO Hendry presented a report on the SERR rollout and OCCTI work stream. This generated significant discussion amongst members. There will be an extended session arranged to discuss Local Policing programme alignment. This was noted by members.

## 7.6 Digital Strategy and TOM Update

CDIO Hendry presented a report to provide an update on the Digital Strategy and TOM. This was noted by members.

# 8. DCC Local Policing

## 8.1 Management Board Update

DCC Graham provided an update, highlighting significant areas of portfolio business. This was noted by members.

## 8.2 Rank Ratios

ACC Mairs presented a report in relation to the rank ratios work providing an update on the recommendations. These were approved by members.

DECISION: Recommendations within report approved.

## 9. Papers Approved for Submission to SPA

Item 6.5

Item 6.6

Item 6.8

Item 7.3

## 10. AOCB

Nil

## 11. Review of Actions

Actions generated at agenda items –

Nil

## Future Meeting

The next meeting will take place 7 March in the Court Room, Police Scotland Headquarters. The Chair closed the meeting and thanked members for their input.