



Meeting	Authority Meeting
Date	24 August 2023
Location	COSLA, Edinburgh
Title of Paper	Oversight of Policing Together Programme
Presented By	Chris Brown, SPA Deputy Chief Executive (Resources)
Recommendation to Members	For Approval
Appendix Attached	Yes Appendix A - Policing Together Oversight Group Terms of Reference

PURPOSE

To invite the Authority to:

- Approve the establishment of the Policing Together Oversight Group
- Approve the proposed membership; and
- Approve the Terms of Reference.

1 BACKGROUND

- 1.1. On 30 September 2022, Police Scotland launched the Policing Together programme to ensure Police Scotland's values of integrity, fairness, respect and a commitment to upholding human rights lie at the heart of all work.
- 1.2. On 25 May 2023 the then Chief Constable reported to the Authority on the existence of institutional racism, sexism, misogyny and discrimination within Police Scotland. The Authority acknowledged and supported this statement.
- 1.3. The Policing Together programme, as well as partnership working, leadership investment, preventative work and community engagement will all contribute to continuous improvement in policing and will seek to address the issues of institutional racism, sexism, misogyny and discrimination within Police Scotland.
- 1.4. To build and maintain the bond of trust, which underpins the legitimacy to police *with and for* the public, it is vital that discrimination is challenged internally and externally – and that there is challenge to our own and each other's behaviours, attitudes and actions.
- 1.5. Policing Together provides a focal point and platform to share the significant work already undertaken across the entirety of Police Scotland, as well as bringing additional energy and direction to equality, diversity and inclusion imperatives.

2 OVERSIGHT AND SCRUTINY OF DELIVERY OF THE POLICING TOGETHER STRATEGY.

- 2.1. Recognising the strategic importance of the Policing Together work, it is proposed that a Scottish Police Authority Oversight Group be established which will, through its work, provide to the Authority, assurance and enhanced oversight of progress in delivery of the objectives and outcomes of the strategy.
- 2.2. The proposed arrangements will complement existing governance arrangements and will not seek to duplicate or replace the work of Authority committees.
- 2.3. Oversight Group membership will be made up of Authority Members: Tom Halpin (Chairing Member), Fiona McQueen, Michelle Miller, Mary Pitcaithly and Jane Ryder.

- 2.4. Representatives from Authority Committees, HMICS and other organisations or groups may be invited to attend to inform the Group's considerations, at the discretion of the Chair.
- 2.5. The Group will consider delivery against the Policing Together Equality, Diversity and Inclusion Strategy, Joint Equality Outcomes, and may provide additional assurance on any other relevant reports to the Board as required.
- 2.6. Following each meeting, the Group will submit a report to the subsequent public meeting of the Authority.

3 FINANCIAL IMPLICATIONS

- 3.1. There are financial implications to this proposal. Additional oversight will require additional time commitment from members. This will be managed with member current time commitments and within the existing budget.

4 PERSONNEL IMPLICATIONS

- 4.1. There may be personnel implications in this report determined by the work of this oversight group. These will be subject to appropriate formal governance.

5 LEGAL IMPLICATIONS

- 5.1. There are no legal implications in the report itself, however the Oversight Group will be seeking assurance that Police Scotland and the SPA are delivering on their Human Rights and Equality obligations.

6 REPUTATIONAL IMPLICATIONS

- 6.1. There are reputational implications for the Authority in this report. The Authority must ensure effective and robust arrangements are in place to address issues of institutional racism, sexism, misogyny and discrimination within Police Scotland, and to ensure pace and progress to address this.

7 SOCIAL IMPLICATIONS

- 7.1. This area of work will enable the service to maintain and build trust and confidence in policing.

8 COMMUNITY IMPACT

- 8.1. This area of work will enable the service to maintain and build trust and confidence in policing.

9 EQUALITIES IMPLICATIONS

- 9.1. This Oversight Group provides significant opportunity to understand the impact of Policing Together to provide an assurance that the programme and supporting activity is resulting in positive outcomes from an equality, diversity and inclusion perspective.

10 ENVIRONMENT IMPLICATIONS

- 10.1. There are no environmental implications in this report.

RECOMMENDATIONS

Members are invited to:

- Approve the establishment of the Policing Together Oversight Group.
- Approve the Oversight Group membership (paragraph 2.3) and
- Approve the Terms of Reference (Appendix A).



TERMS OF REFERENCE

Policing Together Oversight Group

The SPA Policing Together Oversight Group (the Group) is an Advisory Group reporting to the Authority's Board. It provides enhanced oversight and scrutiny of delivery on the ambition of the "Policing Together" Strategy such that Police Scotland and the Scottish Police Authority are "...welcoming, inclusive and representative of the communities we serve, and our people demonstrate our values, know that they belong and can be fully themselves".

1. The Oversight Group's core purpose is to
 - 1.1 Provide assurance to the Authority and enhanced oversight of progress in delivery of the objectives and outcomes of Policing Together.
 - 1.2 Provide oversight and assurance that delivery is sufficiently prioritised and resourced to drive forward change at pace.
 - 1.3 Provide oversight and assurance that strong evidence and data are gathered and utilised to understand progress and success. This will include evidence of impact on the workforce and on public confidence.

The Group will consider delivery against the Policing Together Equality, Diversity and Inclusion Strategy, Joint Equality Outcomes, and may provide additional assurance on any other relevant reports to the Board as required.

2. Key Areas of Governance and Assurance to the Authority

Assurance will be sought on key tests of change, such that:

- 2.1 The scope and scale of Policing Together and the strategic vision are sufficiently ambitious.
- 2.2 The vision is supported by a clearly articulated and credible implementation plan, which links actions to outcomes.

- 2.3 The Group will consider progress made to develop a Police Scotland Human Rights Framework.
- 2.4 Actions to support change in organisational culture are clearly identified and are prioritised to support change at pace.
- 2.5 Milestones are ambitious and achievable, and progress towards outcomes is consistently monitored and reported.
- 2.6 Robust performance measures are developed which provide meaningful assessment of progress and improvement.
- 2.7 Plans are in place such that workforce, stakeholder and public engagement can inform and impact delivery, performance assessment, and outputs.
- 2.8 Accessible and bespoke reports are prepared for the Oversight Group and the Authority as required, to facilitate assurance and transparency.
- 2.9 Evidence is gathered on the impact of Policing Together on workforce and public confidence.
- 2.10 Processes are in place to ensure that relevant Policing Together activity is mainstreamed into business as usual across Policing including the Authority and Forensic Services.

3. Members, Attendees and Secretariat

Members

- 3.1 The Group will be chaired by an Authority Member and be Authority Member led. Each meeting will be attended by at least two Authority Members, including the Chair of the Oversight Group.

Attendees

- 3.2 Meetings will be attended by a senior Executive member from Police Scotland, the SPA Executive Team, and SPA Forensic Services.
- 3.3 HMICS will be invited to attend regularly as an observer.
- 3.4 Representatives from Authority Committees, HMICS and other organisations or groups may be invited to attend to inform the Group's considerations, at the discretion of the Chair.

Secretariat

- 3.5 Secretariat support will be provided by the SPA Governance Support Team.

4. Frequency, operation, and reporting from meetings

- 4.1 Meetings will be held four times per year. This may be supplemented by additional meetings or deep dive thematic sessions, at the discretion of the Chair.
 - 4.2 A record of the meeting and action log will be produced and circulated to Group attendees following each meeting.
 - 4.3 Written summary reports from meetings will be submitted by the Oversight Group's Chair to each subsequent scheduled public meeting of the Authority.
 - 4.4 The Group may bring specific issues to the attention of other Committees of the Authority where appropriate; and Authority Committees may bring relevant business to the Group's attention.
 - 4.5 The Group will meet for a period of not less than 36 months, and until the Authority is content that progress and improvement against agreed tests of change have been sufficiently evidenced, and delivery against strategic objectives is on track and mainstreamed into strategic and operational plans and policies.
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