

<b>Meeting</b>	<b>Authority Meeting</b>
<b>Date</b>	<b>19 January 2022</b>
<b>Location</b>	<b>By Video Conference</b>
<b>Title of Paper</b>	<b>Chief Constable's Report</b>
<b>Presented By</b>	<b>Chief Constable Iain Livingstone QPM</b>
<b>Recommendation to Members</b>	<b>For Discussion</b>
<b>Appendix Attached:</b>	<b>No</b>

**PURPOSE**

The purpose of this report is to provide the Authority with information relating to the Police Service, policing and the state of crime.

This report is submitted as a Standing Agenda Item.

## 1. BACKGROUND

The purpose of Police Scotland is 'to improve the safety and wellbeing of people, places and communities in Scotland' and our focus is Keeping People Safe. This paper is intended to provide Members with an update on key activity and events.

## 2. TACKLING THREAT AND RISK

### **SERIOUS VIOLENCE INCLUDING HOMICIDE**

#### **Murder of Amber Gibson - Hamilton**

On Sunday 28 November 2021, 16 year old Amber Gibson, who had previously been reported missing, was found dead within Cadzow Park, Hamilton. Following investigation by detective officers from Police Scotland's Major Investigation Team, supported by colleagues from Lanarkshire Division, a 19 year old man was arrested and charged with murder. He subsequently appeared at Hamilton Sheriff Court where he was remanded in custody.

On Monday 3 January 2022, a 43 year old man was also arrested in connection with Amber's death. He appeared at Hamilton Sheriff Court on Wednesday 5 January, charged with attempting to defeat the ends of justice, where he was remanded in custody.

#### **Murders of Denis and Mary Fell - Livingston**

On Sunday 26 December 2021, Denis and Mary Fell, both aged 73, were found dead within their home in Raeburn Rigg, Livingston. Following investigation by detective officers from Police Scotland's Major Investigation Team, supported by officers and staff from the Lothians and Scottish Borders Division, a 19 year old man was arrested and charged with murder. He subsequently appeared at Livingston Sheriff Court where he was remanded in custody.

These murders caused significant distress and concern in the local communities of Hamilton and Livingston. In addition to the investigative response, officers carried out additional high visibility patrols to offer reassurance and support.

#### **Murder of Caroline Glachan – West Dunbartonshire**

In August 1996, the body of 14 year old Caroline Glachan was found in the River Leven, near to Place of Bonhill, Renton. A murder investigation was carried out however despite extensive enquiries at that time, no

person was charged in respect of her death.

On Wednesday 24 November 2021, two men aged 42 and 43, and a 42 year old woman, were arrested and charged with Caroline Glachan's murder. They subsequently appeared at Dumbarton Sheriff Court and were initially remanded in custody, prior to the 42 year old man and woman being released on bail. The arrests followed a Police Scotland investigation led by detective officers from the Major Investigation Team, with support from the Homicide Governance and Review Team.

### **Murder of Anthony Parsons – Bridge of Orchy**

In October 2017, 63 year old Anthony Parsons was reported missing having failed to return home from a charity cycle from Fort William to Stirlingshire. An extensive missing person investigation commenced, however significant enquiries failed to trace him. On Tuesday 12 January 2021, human remains were discovered in a remote location near to Bridge of Orchy, which were subsequently identified as the missing person.

On Wednesday 1 December, following investigation by detective officers from the Police Scotland Major Investigation Team, two men aged 29 were arrested and charged with the murder of Anthony Parsons. They appeared at Dumbarton Sheriff Court and were subsequently released on bail.

## **COUNTER TERRORISM**

### **Significant Conviction**

As previously reported, on Wednesday 27 October, Sam Imrie, aged 24, was convicted of terrorism and other offences at the High Court in Edinburgh, following threats to set fire to an Islamic Centre in Glenrothes in 2019. In December 2021, he was sentenced to seven and a half years imprisonment.

The conviction and sentence highlight that terrorism motivated by hate will not be tolerated in Scotland. In this regard, Police Scotland will rigorously investigate reports of hate crime and, in conjunction with partners, continue to focus on prevention activities, which includes the provision of support to anyone who feels they may be influenced to carry out these types of offences.

**DRUGS SUPPLY AND HARM****Drug Seizures**

In conjunction with national and international partners, Police Scotland is committed to tackling the threat to communities associated with the supply of controlled drugs. Since the last Authority meeting, officers have conducted intelligence led enforcement operations resulting in a number of arrests, and the removal of significant quantities of controlled drugs from the streets of Scotland.

On Thursday 2 December, a 27 year old man was arrested in respect of drug supply offences, following the search of a property in Edinburgh, which resulted in the recovery of heroin, cocaine, and diazepam with an estimated street value of around £370,000, along with a five figure sum of cash.

On Saturday 4 December, two men aged 27 and 31, and a 29 year old woman, were arrested in respect of drug supply offences, following the search of a property in Mastrick, Aberdeen, which resulted in the recovery of heroin and cocaine with an estimated street value in excess of £500,000.

On Thursday 9 December, a 52 year old man and 49 year old woman were arrested in respect of drug supply offences, following the search of a property in Ardrossan, Ayrshire, which resulted in the recovery of heroin, cocaine and amphetamine with an estimated street value in excess of £1.4 million.

On Thursday 16 December, a 34 year old man was arrested in respect of drug supply offences, following the search of a property in Milton, Glasgow, which resulted in the recovery of heroin, cocaine and etizolam with an estimated street value in excess of £375,000.

On Tuesday 21 December, following a search of commercial properties in Broxburn, West Lothian, officers recovered over 100,000 etizolam tablets, two industrial size automatic pill press machines, a smaller pill press machine and a firearm. As a result of the operation, three men aged 60, 46 and 33 were arrested and charged in respect of drug and firearm offences.

Police Scotland will continue to target those involved in the supply of controlled drugs, focusing on disruption and intervention activity, to protect communities from those who cause the most significant harm.

**ROAD SAFETY****Drive Insured Campaign**

In partnership with the Motor Insurers' Bureau, Operation Drive Insured took place between Monday 15 and Sunday 21 November. This national week of action was designed to promote road safety through a combination of high profile enforcement and engagement activities by Road Policing officers, and promotional activity through social media platforms. During the operation, 3,415 vehicles were stopped resulting in 242 insurance offences being detected, and the seizure of 80 vehicles.

**Festive Drink and Drug Drive Campaign**

The annual Festive Drink and Drug Drive Campaign took place between Wednesday 1 December 2021 and Monday 3 January 2022. The intelligence led campaign was supported by public messaging and involved the targeted deployment of officers from Road Policing and Local Policing Divisions, to deter and detect those who continue to put themselves and others at risk of harm through the dangerous behaviour of driving while under the influence of alcohol or drugs. During the campaign, officers carried out over 2,900 roadside tests, including 479 drug screening tests, leading to the detection of 628 drink or drug impairment offences.

**VIOLENCE AGAINST WOMEN AND GIRLS**

As reported to the Authority in November 2021, while significant work has been undertaken by policing in Scotland, in conjunction with a range of partners, to develop our collective response to violence against women and girls in all its forms, Police Scotland recognises that there is more to do to reinforce and enhance that response. As part of our ongoing engagement with partners, Deputy Chief Constable Malcolm Graham recently became an Ambassador for White Ribbon Scotland, a charity which works with men to end gender based violence.

On Thursday 9 December, during discussions in respect of this important area at the SPA Policing Performance Committee, we restated our commitment to build on existing public trust and confidence, as we continue to proactively tackle gender based violence and abuse. Police Scotland's focused approach to violence against women and girls is scheduled to be further discussed as a substantive agenda item during the Authority Meeting.

### 3. DELIVERING ON OUR PRIORITIES

#### PROTECTING VULNERABLE PEOPLE

##### Domestic Abuse Campaign

On Monday 20 December, Police Scotland launched a new campaign to encourage the reporting of domestic abuse. The campaign, which included prominent social media activity supported by traditional media, recognises that the festive period can lead to an increase in domestic abuse incidents, and encourages members of the public, including friends and relatives of those who may be at risk, to contact the police. The campaign also reinforces the benefits of the Disclosure Scheme for Domestic Abuse in Scotland (DSDAS), and the wider support available from partner organisations.

The DSDAS is designed to help prevent domestic abuse and the long term damage it can cause, by enabling people to request information about a partner's background. Since its launch in October 2015, the DSDAS has received over 13,000 requests for information, with over 7,500 people advised that their current partner has a violent or abusive past. Applicants are also offered practical advice and support from a number of agencies and organisations.

#### WORKING WITH COMMUNITIES

##### Festive Period Demands

Police Scotland experienced a high level of demand and operational challenge throughout the festive period, and provided a professional, focused and compassionate response to tackle threat and risk, and support those in need across the length and breadth of the country. In delivering that response in local communities, officers and staff once again faced professional and personal pressures associated with the relentless nature of policing, and I thank each and every one of them for their continued commitment to public service.

Like other agencies, Police Scotland faced significant challenges as a result of the Omicron variant of coronavirus, including increased levels of absence and the requirement to reintroduce a number of COVID safety controls. In response to the developing situation, additional measures were introduced to maximise our operational and organisational effectiveness, with a particular focus on the critical emergency 999 and non-emergency 101 services. These measures, combined with the professionalism and dedication of officers and staff, ensured that throughout the Christmas and New Year period, effective Police Scotland

call handling performance was maintained.

### **SUPPORT FOR OPERATIONAL POLICING**

#### **Age of Criminal Responsibility**

On Friday 17 December, the Age of Criminal Responsibility (Scotland) Act came into effect. To enable and support the organisational and operational response, national training and guidance was produced, in advance of the implementation date. Police Scotland will continue to support officers and staff in their application of the legislation and ensure that relevant opportunities for learning are identified.

## **4. STRATEGIC ENGAGEMENT**

### **INTERNATIONAL ENGAGEMENT**

Police Scotland has a strong international reputation for positive global co-operation in respect of policing. On Thursday 25 November, Deputy Chief Constable Will Kerr was elected to one of three Delegate for Europe posts, which form part of the Executive Committee of Interpol. The appointment will enable Police Scotland's rights based approach, based on legitimacy and consent, to be shared with policing colleagues throughout the world.

### **POLICE COMPLAINTS AND INVESTIGATIONS**

On Thursday 2 December, Deputy Chief Constable Fiona Taylor and Assistant Chief Constable Alan Speirs attended a meeting of the Ministerial Group in respect of Police Complaints and Investigations. During discussions with stakeholders from the wider police complaints system, an update was provided on progress made in the period following publication of a report by Dame Elish Angiolini on Complaints Handling, Investigations and Misconduct Issues in Relation to Policing.

### **LOCAL AUTHORITY ENGAGEMENT**

On Thursday 2 December, Deputy Chief Constable Will Kerr and other members of the Police Scotland senior leadership team attended the latest virtual meeting of the COSLA Police Scrutiny Convener's Forum. The meeting once again underlined the importance of local policing throughout Scotland, and enabled positive discussion on a number of areas of shared interest, including the policing response to COP26, local police plans, and other operational updates.

**CHIEF CONSTABLES' COUNCIL**

On Wednesday 8 and Thursday 9 December 2021, I attended the Chief Constables' Council meeting in Manchester, where constructive discussions were held with Chief Constable colleagues on a number of areas of strategic importance for policing across the United Kingdom. This was followed by an extraordinary meeting of the Chief Constable's Council, held virtually, on Wednesday 12 January 2022.

**COP26 ENGAGEMENT**

On Tuesday 14 December 2021, along with Assistant Chief Constable Bernard Higgins, I attended the COP26 Delivery Board, hosted by the UK Government. The meeting focused on 'Learning from Experiences', and considered a number of areas of reflection and learning from the 26<sup>th</sup> Conference of the Parties (COP26).

**OPERATION KENOVA**

On Tuesday 14 December, I attended a virtual meeting of the Operation KENOVA Independent Steering Group (ISG). Operation KENOVA is a complex and wide ranging independent investigation, led by Mr. Jon Boutcher, former Chief Constable of Bedfordshire Police, into murders and other serious criminality arising from the Troubles in Northern Ireland. The ISG was commissioned by Mr Boutcher to provide independent oversight in respect of Operation KENOVA.

**PARLIAMENTARY ENGAGEMENT**

On Wednesday 15 December, Deputy Chief Constable Malcolm Graham and Detective Chief Superintendent Sam Faulds provided evidence to the Scottish Parliament's Criminal Justice Committee. The evidence session was one of a series considering the prosecution of Violence Against Women and Girls. In other sessions, the Committee heard from survivors of sexual offences, domestic abuse, bullying and harassment, as well as frontline support workers, the Lord Advocate, the Crown Agent, and the Cabinet Secretary for Justice and Veterans.

**STRATEGIC COMMAND COURSE**

On Thursday 16 December, along with the Metropolitan Police Commissioner Dame Cressida Dick, and Chief Constable Andy Marsh from the College of Policing, I spoke with senior leaders and future chief officers from across the United Kingdom as they concluded the Strategic Command Course. This forum provided an excellent opportunity to reflect on the opportunities and challenges associated with police leadership.



## 5. SIGNIFICANT OPERATIONAL EVENTS

### STORM ARWEN

On Friday 26 and Saturday 27 November, Storm Arwen had a significant impact in communities across Scotland, and over the two day period, Police Scotland recorded over 1,300 weather related incidents. At the peak of the storm, around 120,000 properties were left without power in the North of Scotland, with areas affected including Aberdeenshire, Moray, Perthshire, Angus, East Lothian and the Scottish Borders.

In conjunction with resilience partners, Police Scotland formed an integral part of the multi-agency response, with numerous local and specialist resources deployed to support local communities, with a particular focus on the provision of assistance to those who were most vulnerable.

### POLICING RESPONSE TO COVID-19 – OPERATION TALLA

As previously reported, in November, Police Scotland stood down dedicated Operation Talla support structures, with business as usual functions assuming ownership of residual COVID-19 response arrangements. This was in response to the operating environment at that time, which saw community infection rates under control and the impact on policing as a result of the pandemic greatly reduced. Notwithstanding this position, the command structure was maintained to provide continued strategic oversight in respect of Operation Talla.

In December, the Omicron variant of COVID-19 became prevalent in Scotland. As a result of the increase in community infection rates across the country and associated self-isolation requirements, Police Scotland experienced significant increases in absence levels. Due to the changing operating environment, support structures for Operation Talla were re-established to co-ordinate the organisational response, and support officer and staff health and wellbeing.

Action has been taken to maintain effective policing services in the face of the significant challenge posed by absence levels and other impact factors, including the reintroduction of two metre distancing in the workplace. Business continuity measures have been implemented in certain business areas including C3 and Custody Divisions, and non-critical training has been temporarily suspended. In addition, over 500 officers have been deployed from non-front facing roles and from the probationer training programme to support the delivery of policing services in local communities.

The current operating situation remains under constant review, with

governance and oversight provided through the established command structure. The Operation Talla Strategic Oversight Board, chaired by the Chief Constable, has once again been stood up to provide strategic direction and enable quick time decision making.

### **CONFERENCE OF THE PARTIES (COP26)**

As previously reported, Operation URRAM, the policing response for COP26, was the most significant and complex policing event in terms of planning and delivery in recent UK policing history. The operation included the largest ever mass mobilisation of police officers from across the United Kingdom, and involved extensive engagement and cooperation with national and international partners and stakeholders.

Police Scotland has retained a small Operation URRAM Debrief and Deconstruct Team, to manage residual administrative, logistical and financial matters, in addition to the co-ordination of debrief and deconstruct processes. The closure roadmap will follow four phases, namely Lessons Capture; Analysis; Report Writing; and Briefings. To inform this process, focused debriefs continue to take place with various business areas, and Police Scotland will also participate in partner debrief sessions.

Debrief information in respect of the policing operation for COP26 will be reported to the Scottish Police Authority through regular governance mechanisms.

## **6. OUR PEOPLE**

### **MENTAL HEALTH AT WORK**

On Thursday 25 November, along with emergency services colleagues from across the United Kingdom, Police Scotland committed to a uniform approach to support the mental health of the emergency responder workforce. This commitment forms part of the 'Blue Light Together' package of mental health support which was been developed through The Royal Foundation to change the workplace culture on mental health, and provide specialist support to emergency responders and their families. The Mental Health at Work Commitment for The Emergency Services prioritises mental health in the workplace through the development and delivery of a systematic programme of activity, while promoting an open culture around mental health.

Police Scotland is acutely aware that policing is a relentless but rewarding vocation that places significant demand on physical, emotional and

mental wellbeing. The safety and wellbeing of officers and staff and their families is a priority, and this commitment will be incorporated into our existing support strategies.

### **EQUALITY, DIVERSITY AND INCLUSION**

Police Scotland is fully committed to equality, diversity, inclusion and human rights (EDIHR). Deputy Chief Constable Fiona Taylor continues to lead additional focus on how policing in Scotland reflects, represents and serves our communities and in the last year, to support our activity, we established the EDIHR Independent Review Group to offer additional scrutiny, insight and assurance.

The support and challenge from our staff associations is vital in that work, and on Wednesday 8 December, the Scottish Women's Development Forum (SWDF) received the Championing Gender Equality Award at the Scottish Public Service Awards ceremony, held at the Scottish Parliament. This award is given to an individual, team, group or network, which initiates and leads action to remove barriers and improve the working experience and engagement levels of employees, and I congratulate the SWDF on their award.

### **OFFICER AND STAFF RECOGNITION**

On Thursday 25 November, I attended the Scottish Police Federation Annual Awards Ceremony in Edinburgh, along with the Cabinet Secretary for Justice and Veterans, Keith Brown MSP. The ceremony was an important opportunity to recognise the valuable and significant contribution made by the Scottish Police Federation, and police officers throughout Scotland, and underline my personal support for their public service.

On Friday 10 December, in a virtual ceremony, 157 officers were promoted, and 51 members of staff who had been promoted since July 2021, were recognised. The strength of Police Scotland comes from the quality of its people, and I congratulate each officer and staff member on their significant achievement, and commend their willingness to step forward into leadership roles.

On Wednesday 15 December, 147 officers, staff and special constables had their long service and good conduct recognised, through the award of the Police Staff 20 Years' Service Lapel Pin, the Police Staff 35 Years' Service Lapel Pin, the Special Constable Long Service Award, and the Police Long Service and Good Conduct Medal.

**CHIEF CONSTABLE'S FORUM**

On Wednesday 15 December, the latest Chief Constable's Forum was held. This regular forum continues to provide officers and staff with an opportunity to put questions directly to the Chief Constable and members of the Force Executive. Over 100 questions were received covering a variety of topics including COP26; wellbeing and inclusion; fleet and estates; promotion and recruitment; uniform and equipment; operational policing; and coronavirus. Following consideration by the Force Executive, responses to each of the questions were published on the Force Intranet, which supports our commitment to open clear communication with officers and staff.

**SENIOR LEADERS' FORUM**

On Friday 17 December, I hosted a virtual session of the Police Scotland Senior Leaders' Forum, where senior officers and staff met to discuss matters of strategic importance. Topics considered included immediate reflections from COP26; results from the Wellbeing and Engagement Survey 'Your Voice Matters'; budget and finance; and the ongoing Police Scotland Change Programme.

**SENIOR LEADERSHIP TEAM**

On Friday 31 December, at Police Scotland Headquarters, Tulliallan, I congratulated Assistant Chief Constable Bernard Higgins on his last day of service following a 33 year policing career. Assistant Chief Constable Higgins, who latterly was Gold Commander for the policing operation in respect of COP26, contributed enormously to the safety and security of communities of Scotland, and I wish him the best for his retirement.

Strategic oversight of the COP26 portfolio, including the deconstruction and review work, will be overseen by Assistant Chief Constable Gary Ritchie. Other interim changes have been made to the Police Scotland Senior Leadership Team responsibilities, with Assistant Chief Constable Tim Mairs moving to the Organised Crime, Counter Terrorism and Intelligence portfolio, and Assistant Chief Constable Kenny MacDonald overseeing Local Policing East in addition to his Criminal Justice portfolio responsibilities. Portfolio responsibilities will be further considered on conclusion of the current recruitment and selection process for Assistant Chief Constables.

**POLICE SCOTLAND OFFICERS HONOURED**

Four serving and former Police Scotland officers were recognised for their outstanding public service in Her Majesty's New Year Honours. Recently

## OFFICIAL

retired Assistant Chief Constable Judi Heaton, Chief Superintendent Louise Blakelock, Head of Road Policing, and Chief Inspector Marlene Baillie, Area Commander for Oban, Lorn and the Isles, Mid Argyll, Kintyre and the Islands, will receive the Queen's Police Medal for services to policing. Graeme Anderson who, prior to his retirement, was the Lead Events Planning Officer for Police Scotland's Tayside Division, will receive an MBE for services to event planning and law and order in Dundee.

The awards recognise the outstanding commitment to public service demonstrated by each of the recipients throughout their policing careers, and are reflective of the commitment and dedication shown by officers and staff throughout Scotland on a daily basis.

### **RECOMMENDATIONS**

Members are invited to note the information contained in this report.