

**SCOTTISH POLICE
AUTHORITY**

Name of Committee: Scottish Police Authority

Report by: Chief Constable

Date: 14 March 2013

Contact: Chief Supt Gillian MacDonald

Tel: 01259 732381

**POLICE SCOTLAND – STATEMENT OF OPERATIONAL
READINESS FOR DAY 1**

**EXEMPTION UNDER LOCAL GOVERNMENT
(SCOTLAND) ACT 1973 CONSIDERED APPLICABLE**

NO

**EXEMPTION UNDER FREEDOM OF INFORMATION
(SCOTLAND) ACT 2002 CONSIDERED APPLICABLE**

NO

Purpose of Report

To provide members of the Scottish Police Authority with a statement of operational readiness for Police Scotland for Day 1.

Recommendations

Members are asked to note the contents of this paper.

Constituent Authorities: Scottish Police Authority

Police Authority Member(s) advised Yes

Police Authority Member(s) consulted Yes

Further Detail on Report Topic

2. Command

- 2.1 The Police Scotland Command Team of 11 Chief Police Officers and 2 Interim Directors, of Finance and Human Resources, are in place and operating from the interim Police Scotland Headquarters at Tulliallan.
- 2.2 The process to appoint an interim Director of Communications is underway and is expected to conclude by 31 March 2013. An Executive Transformation Lead, appointed on an interim basis for a period of 12-18 months, will support Reform/Transition work, driving the Reform programme forward to ensure realisation of the identified business benefits.

3. Establishment of a Police Scotland Forward Command Base

- 3.1 A proposal to establish a strategic Forward Command Base at Randolphfield, Stirling, from which the Police Scotland Command Team can operate and command and control incidents and events was approved at the Police Authority meeting of 8 March 2013. 3.2 Planning for this is now well underway with the intention that it will be in place by end April 2013.

4. Local Policing

- 4.1 Local Policing service delivery will be provided to communities across Scotland via 14 local policing divisions, each led by a Local Policing Commander at Chief Superintendent rank, supported by a local management team, ensuring locally based, accessible, responsive and visible policing services which are designed to Keep People Safe.

4.2 Divisional Management Structures

Local Police Commanders will be supported by 2 Superintendents with portfolio responsibility for Operations and Support/Service Delivery and a locally based Detective Superintendent with responsibility for Crime matters. Some of the larger divisions will have additional Superintendents representing the specific locally assessed requirements of each. The 14 Local Police Commanders have been identified and all will be in place for Day 1.

4.3 Area Commanders

Divisional structures also include the introduction of Area Commanders, at Chief Inspector rank. 73 Area Commanders have been appointed across the 14 Divisions and all will provide locally based operational leadership together with direct engagement with Local Authorities.

4.4 National Policing Plan

The year 1 Annual Policing Plan for Police Scotland sets out how the service will contribute towards achievement of the objectives contained within the Police Authority's Strategic Police Plan and outlines Police Scotland's commitment to tackling those issues which are of greatest concern to the people of Scotland. The Annual Police Plan also informs Local Police Plans, down to Multi Member Ward level. Together with the new national performance management framework which will be in place from Day 1, this will ensure that common goals and a single set of numbers underpin policing activity to focus on priority areas and keeping people safe.

4.5 Local Police Plans & Multi Member Ward Plans

32 Local Policing Plans, at Local Authority level and 353 Community Policing Plans, at Multi Member Ward level are in the final stages of preparation and will be published for the start of the new service. These plans will reflect local priorities and will be available to partners and members of the public on the Force Website from 1 April 2013.

4.6 Divisional Support

In addition to the local service delivery model provided by response and community policing officers, each division will have specialist resources providing a dedicated response to issues such as domestic abuse investigation, rape investigation, roads policing and alcohol and violence reduction. This approach reflects the priorities listed in the Local Policing Plans and will provide close links between the Local Police Commander and Local Authority and will help Keep People Safe.

4.7 Communications

The Police Scotland public facing website will officially launch on 1 April 2013, replacing the existing websites for the current eight Forces and the Scottish Crime & Drug Enforcement Agency. The website is being designed specifically to enhance communication with the public and will provide communities across Scotland with access to crime prevention advice and information about policing in their local area.

The information contained on the website will be tailored for each community with individual web pages for each of the 353 ward areas across Scotland.

5. Crime & Operational Support

5.1 Specialist Crime Division

The Specialist Crime Division (SCD) will provide national equity of access to specialist resources such as those skilled in Major Crime, Organised Crime, Counter Terrorism, Intelligence, Covert Policing and Public Protection investigations.

Existing Chief Constables in Scotland and the Director General of the Scottish Crime & Drugs Enforcement Agency signed a command protocol which

enabled implementation of the SCD Day 1 operating model in advance of 1 April 2013. The SCD was launched on Tuesday 5 March 2013 and is currently operating effectively across Scotland.

The creation of a national SCD capability has brought together more than 2000 detectives and staff from across Scotland, who are working on functions which are nationally co-ordinated but locally delivered, helping to Keep People Safe in communities across the whole of the country.

5.2 National Human Trafficking Unit

A new dedicated unit will be established for Day 1 to coordinate Police Scotland's response to human trafficking and prostitution. The existing Scottish Intelligence Coordination Unit and Strathclyde Vice and Trafficking Unit will combine from 1 April 2013 to form the new National Human Trafficking Unit (NHTU). Introduction of the new Unit will provide greater focus and cohesion to tackling human trafficking in Scotland.

5.3 Operational Support

Implementation plans for key elements of Operational Support delivery are at an advanced stage, in particular around an integrated and interoperable command structure for the new Operational Support Division and a national Armed Policing Response structure, which will see Armed Response Vehicles available on an equitable basis across the country. Work is also underway to restructure the existing Strategic Emergency Coordination Group (SECG) structure, which will see a reduction in the existing 8 SECGs to 3. The implementation plans are on track for a Day 1 delivery.

5.4 Air Support

Existing Air Support provision will continue until the expiry of the existing contract in September 2014. A project is ongoing to identify future requirements.

5.5 Mounted Branch

The current Strathclyde Police Mounted Unit will provide a service across Scotland with existing resources and assets.

5.6 Marine Unit

The current Underwater Search Units across Scotland will be merged into two Dive & Marine Units serving Scotland. These units will be based in Aberdeen and Glasgow.

5.7 Tactical Support Units

Tactical Support Units are full time units which incorporate the skills of Public Order, Search and Chemical, Biological, Radiological & Nuclear (CBRN) training. At present Strathclyde and Lothian & Borders are the only Forces in Scotland which operate such a model. Within the structure of Police Scotland there will be Tactical Support Units located at Inverness, Aberdeen, Dundee, Alloa, Edinburgh and Glasgow.

5.8 Dog Branch

The Force alignment for Day 1 delivery of the Dog Branch model varies across the country. East and West command areas have aligned the majority of Dog Branch resources to the Tactical Support Group model, with limited alignment being undertaken in the North. Implementation plans are on target for Day 1.

5.9 Armed Policing

Command protocols have now been finalised and national firearms seminars planned for 18/19th March 2013, with further dates arranged in April/May. Local briefings have been provided to all ARV teams across Scotland and it is the intention that a series of workshops will be delivered between 20 - 22nd March 2013 covering Post Incident Management, Standard Operating Procedures and Operations/Training for Supervisors. Work is therefore well underway and on track in terms of Armed Policing provision for Day 1 when a standing authority for Armed Response Vehicles (ARV), Tactical Firearms Unit (TFU), airport coverage and other policing operations will be implemented.

5.10 Mounted Rescue

Existing Mountain Rescue provision will continue 'As Is', with 4 teams continuing to provide national coverage from Day 1. A single insurance policy for all Mountain Rescue teams is being progressed and governance structures for this function are in place.

5.11 Training

A two centre Specialist Operations Training Unit model based at the Scottish Police College and the current Strathclyde Police Force Training Centre at Jackton has been approved, although the Training Unit at the Scottish Police College will not be delivered until post Day 1.

5.12 Planning and Civil Contingencies

Given the key interdependency with existing Strategic Co-ordinating Group structures, a low risk approach has been adopted for Day 1, with existing staff members remaining in post and undertaking the same roles. This will ensure continuity of service and retain partner confidence, whilst revised line management structures aligned to the North, East and West Command Areas, will ensure greater resilience and enhanced access to dedicated peer and line management support.

Due to the need to continue to utilise existing Command and Control arrangements, activation processes for civil contingencies, emergencies and major incidents will remain unchanged for Day 1, although work is ongoing to harmonise arrangements for major incident response in the short to medium term.

5.13 Roads Policing

The structure of Road Policing will consist of 14 Divisional Road Policing Units (DRPU) to support and assist the respective Local Police Divisional Commanders in achieving casualty reduction and wider operational objectives. There will also be a dedicated Trunk Road Patrol Group (TRPG) which will patrol the strategic roads network across the country from Day 1.

There will be an incremental build to resource the TRPG across the country. On Day 1, the TRPG in Edinburgh, Glasgow, Perth, Irvine and Motherwell will be fully resourced. The TRPG in Lockerbie, Inverness, Fort William, Stonehaven and Stirling will build after Day 1 as posts become available for redistribution.

6. Command and Control

- 6.1 The existing Command and Control structure across Scotland will remain in place for Day 1. A service overview function has been developed which provides a daily report of significant incidents of note from across the country over the previous 24 hour period.

A review of the new service requirements in terms of Command and Control structure will follow after Day 1.

7. Criminal Justice / Custody

- 7.1 The Criminal Justice Project is on track to deliver the agreed Day 1 objectives, with associated processes currently being subject to robust testing arrangements both internally and with partner agencies.

A clear national governance structure has now been established and effective liaison continues meantime to ensure that criminal justice functions within the existing Scottish Police Forces and Agencies migrate successfully into the new service. In addition to ensuring the timely delivery of Day 1 priorities, work is underway to develop an implementation plan for the future state vision of criminal justice and custody.

8. Single Non Emergency Number

- 8.1 In preparation for the new service, the new police non-emergency 101 number was launched on 21 February 2013. This replaces the vast range of existing police force non-emergency numbers, with a single, easy to remember phone number for the whole of Scotland.

The key benefits for the introduction of the 101 number are to:

- Help keep people safe by giving them one easy-to-remember number for contacting the police, wherever they are in Scotland.
- Make the police more accessible, while reducing pressure on the 999 system thus allowing the police to prioritise the most urgent calls for help.
- Help the police cut crime by making it easier for the public to pass on information, seek advice, speak to a local officer or to report a crime that does not require an emergency response via the 999 system.

- Support the creation of a more efficient and effective police service for the people of Scotland.
- Increase interoperability with England and Wales, with 101 becoming the nationally recognised non-emergency number for contacting the police across the UK.

The Single Non Emergency Number is working well since the launch with no issues reported.

9. Branding

9.1 Interim branding arrangements are in place which includes the use of a corporate Police Scotland Logo (text version) for use on business critical products and the de-branding of items across legacy forces, with a view to, where possible, having as much of this completed by 1 April 2013, as possible.

9.2 Vehicles

Most police vehicles have now been de-branded across the country and the work to remove external signage on police buildings is now also underway, leaving the police chequerboard signs where these currently exist.

9.3 Uniform

The Police Scotland regulation uniform for officers has been agreed as black trousers; black wicking vests; de-branded body armour and fluorescent jackets. Although officers will have different styles of uniform, the intention is that these will not bear legacy Force branding from Day 1.

Financial Implications

10.1 None

Personnel Implications

11.1 None

Legal Implications

12.1 None

Recommendations

13.1 Members are asked to note the contents of this paper.