

**SCOTTISH POLICE
AUTHORITY**

Meeting	Public SPA Board Meeting
Date	24 February 2017
Location	Stirling Court Hotel
Title of Paper	Chief Constable's Report
Item Number	5
Presented By	Chief Constable Phil Gormley
Recommendation to Members	For Noting
Appendix Attached:	No

PURPOSE

The purpose of this report is to provide Members of the Scottish Police Authority (SPA) with information on progress and significant events within Police Scotland since the last SPA Board meeting on 15 December 2016.

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 on Keeping People Safe. This paper is intended to provide Members with an update on key events and activity within Police Scotland, in support of that focus.

2. FURTHER DETAIL ON REPORT TOPIC

2.1 ORGANISATIONAL UPDATE

2.1.1 Policing 2026

Police Scotland and the Scottish Police Authority will on Monday 27 February 2017 jointly launch a ten year strategy for the service and a public consultation to help shape how we deliver policing.

A significant amount of work has gone into laying the groundwork for Policing 2026 to ensure we move forward in a co-ordinated and managed way. This work has involved engaging with stakeholders in policing, establishing a baseline around demand and forecasting what the challenges may be in the future. The key objective will be to structure the delivery of policing as effectively as possible to release the capacity and capability we need to operate in a sustainable way.

2.1.2 Senior Officer Selection Process

A selection process for Chief Superintendent ranks has recently concluded. In total, 20 applications were received, with 10 candidates being successful at interview panels, chaired by the Chief Constable. Following this, a succession planning meeting took place on the 14 February 2017 that enabled confirmation of substantive appointments for vacant positions at both Chief Superintendent and Superintendent ranks across relevant Divisions. Engagement with relevant Local Authorities will now commence to seek and consider their views in order to inform nominations for Local Policing Divisional Commanders with the intention to have appointments in place for the new business year.

2.1.3 UK Counter Terrorism Network

In September 2016, negotiations commenced between Police Scotland and the Metropolitan Police Service (MPS) around Police Scotland officers being seconded to support the UK CT Network. This would offer

a developmental opportunity to those selected officers whilst enhancing the reputation of the Force at a National level.

As part of the secondment process, work was undertaken to formulate and progress official secondment agreements. A Memorandum of Understanding between the MPS Commissioner and the Chief Constable has been developed and is near completion, in order to facilitate and formalise these secondments.

Following extensive collaboration between Police Scotland and the MPS, in addition to a robust selection and training programme, arrangements have now been put in place to embed 10 Police Scotland officers into key roles within the UK CT Network, with the likelihood of a further 11 officers being deployed in the coming weeks. It is recognised that these secondments will provide Police Scotland with long term organisational benefits, gleaned from the seconded officer's experience within a broad spectrum of disciplines within the UK CT Network.

2.2 OPERATIONS/INITIATIVES OF NOTE

2.2.1 Rangers FC v Celtic FC Hogmanay Fixture

Following confirmation by the Scottish Professional Football League (SPFL) that the Rangers v Celtic league fixture would take place on 31 December 2016, it was recognised that there would be significant and justified concern from the public, the business community and the media.

To ensure the effective and safe delivery of the event, multi-agency planning began in September 2016, allowing for learning from the fixtures on 10 September 2016 and 23 October 2016 to be captured and incorporated into the planning process. The timing of the event had raised concerns around the escalation of alcohol related violence and disorder and how this would impact on Hogmanay celebrations.

To address this, a comprehensive multi-faceted policing plan was implemented including extensive deployment in and around the ground for the duration of the event as well as anti-disorder patrols and intelligence led operations concentrating on domestic violence and risk supporters. The professionalism of the officers deployed during the operation resulted in a successful and safe event with only 3 arrests.

2.2.2 Edinburgh Hogmanay Celebrations

The world famous Edinburgh Hogmanay street party took place across Princes Street, Princes Street Gardens and the Mound covering 5 stages as well as a ceilidh area at Parliament Square and was attended by 75,000 people.

The event involved a significant policing operation involving both conventional officers as well as specialist resources from Operational Support Division to ensure public safety. Planning for the event took a number of months and included a multi-agency table top exercise. The event was very good natured and attended by visitors from around the world. This year the national media interest particularly focussed on the event safety given the preceding events at the Christmas market in Germany and the public were re-assured that proportionate measures were put in place to ensure public safety. The event passed off peacefully with only two arrests for minor disorder.

2.2.3 Festive Safety and Drink/Drug Drive Campaign 2016

The Festive Drink/Drug Drive Campaign launched on 1 December 2016 with a high profile media event in Glasgow attended by ACC Higgins, Cabinet Secretary for Justice Michael Matheson MSP and Michael McDonnell, Director, Road Safety Scotland. Road Policing Division, led this national initiative that ran between 2 December 2016 and 2 January 2017.

The primary intentions of this campaign were to enforce relevant legislation through detection of offenders, to reduce the occurrence of road traffic collisions, particularly those with a causation factor of alcohol and/or drugs and to educate drivers and discourage them from drink/drug driving through sustained media coverage.

This enforcement campaign resulted in 625 drivers being detected for drink/drug driving offences, an increase of 173 offenders on the 2015 campaign. A total of 18,895 breath tests were administered during this period, meaning 1 in 30 drivers were found to be over the limit, compared to 1 in 36 drivers during the same campaign the previous year.

Additionally, the overarching Festive Safety Campaign communication strategy promoted a number of general festive safety messages through the use of social media platforms. This included messaging regarding personal safety, drink/drug driving, winter mountain safety and domestic abuse. Other engaging content, such as informative quizzes

were run across social media platforms. These campaigns reached over 3.3m people.

2.2.4 Roads Policing and Road Safety

There has been increased media reporting on road fatalities over the last month. This has focussed public attention to road safety and road casualties.

Death and injury on Scotland's roads has a devastating impact on the victims, their families, communities and the wider economy. Police Scotland remains committed to reducing road casualties in collaboration with partners and indeed meeting the Scottish Governments 2020 road casualty reduction targets. Ongoing participation in a national multi-agency governance structure continues to identify ongoing and emerging issues on the road network and thereafter address them at both a local and strategic level. This has been key to making Scotland's roads safer.

Additionally, by contributing to the Scottish Governments Strategic Road Safety Partnership Board and linking directly into our Road Safety Governance Board, including the Force Road Death Monitoring Group, the provision of strategic direction and oversight supported by Area and Divisional Structures, has proved both effective and essential in keeping people safe on our roads. Road safety remains a priority for Police Scotland and collaborative work continues to reduce the frequency of these tragic events.

2.2.5 Exercise Border Reiver

Exercise BORDER REIVER is a multi-agency national safety and security exercise being hosted by Police Scotland week commencing 2 October 2017.

The exercise, which forms part of a national (UK) Exercise Programme, will be developed jointly by the Home Office, Scottish Government and Police Scotland with partners from government departments and agencies and Blue Light response agencies.

The Exercise is currently in the early stages of planning and live play locations have yet to be finalised, but it will involve a large-scale test of UK and Scottish contingency plans and co-ordination of the response to a major incident. The exercise will not affect day-to-day policing and emergency service response, this will continue as normal.

All media and public enquiries relating to the live exercise will be handled by the Police Scotland Press Office. All media and public enquiries relating to matters of policy or threat will be handled by the Home Office Press Office.

2.3 LOCAL POLICING

2.3.1 Stop and Search

Police Scotland's Stop and Search Improvement Plan launched in June 2015 and has laid the foundations on which improvement changes are being established in preparation for the introduction of a Code of Practice on the Exercise by Constables of Powers of Stop and Search in Scotland.

The Code of Practice (laid before Parliament on 11 January 2017), if approved, will come into effect in May 2017. ACC Mark Williams provided oral evidence before the Justice Sub-Committee on Policing on 26 January 2017 with Cabinet Secretary for Justice Michael Matheson MSP appearing before the same Committee on 7 February 2017.

In support of the Code of Practice, Police Scotland is: rolling out a national programme of stop and search training to prepare officers and inform local authority scrutiny boards; enhancing the National Stop and Search Database; and developing analytical products in support of local scrutiny.

Through the existing structure of audit and governance, Police Scotland continues to engage with local and national stakeholders including the SPA as it develops a Stop and Search Audit and Assurance Working Group aimed at embedding processes and working practices in support of ongoing assurance work on police use of stop and search. Police Scotland will continue, through its Research and Evaluation Operational Review Group, to identify learning opportunities in support of further improvements and future reviews of the Code of Practice.

2.3.2 Gaelic Language Plan

During January 2017, Police Scotland launched its Gaelic Language Plan under the Gaelic Language (Scotland) Act, 2005. This followed a period of public consultation and liaison with the national statutory body for Gaelic: Bord na Gaidhlig.

The plan sets out a five year strategy for the development and support of Gaelic in Police Scotland as well as demonstrating our commitment to

help achieve the aspirations and objectives in the National Gaelic Language Plan. Police Scotland recognises that Gaelic is an important aspect of Scotland's heritage, and has the potential to contribute to social, cultural and economic wellbeing.

The plan focuses on five main areas where it aims to make Gaelic a normal part of business. These areas are; Visibility, Staffing, Communication, Day to Day Operations and Language Corpus (maintaining the integrity of the written language by using generally accepted conventions).

Work is already underway in Police Scotland and the SPA to implement our commitments contained within the plan.

2.3.3 Policing in Practice – One Year On

Policing in Practice is Police Scotland's first National site to capture and share best practice and innovation. The database is fully searchable and showcases a variety of projects and initiatives from across the country.

Officers and staff are encouraged to submit their initiatives and share best practice enabling others to draw on the collective experience and expertise of the entire organisation.

Since its introduction in January 2016 as part of the Local Policing work to support localism, the site content has been accessed over 45,000 times, averaging 123 hits per day, with over 50 ideas and initiatives having been published for sharing, adoption and adaptation locally as appropriate.

2.4 CRIME UPDATE

2.4.1 Child Sexual Abuse within Football

Police Scotland continue to work with the Scottish Football Association and the NSPCC to ensure a co-ordinated police response to any report or referral suggesting child abuse in football in Scotland.

A command structure is in place with the objective to coordinate the response to reports of child sexual abuse in football across Scotland and given the complexity of the number of reports received from across the country, Police Scotland has initiated a major investigation led by the National Child Abuse Investigation Unit.

On Friday 20 January 2017, the Senior Investigating Officer leading the investigation appealed through the national media for the public to continue to report their information and concerns either directly to Police Scotland or through the NSPCC helpline. Police Scotland advised that there had been 139 reports received and confirmed there had been four persons arrested thus far. The interview received substantial broadcast and written press coverage.

Work with a variety of partners continues including the Scottish Football Association, Professional Footballers Association Scotland, NSPCC, and Childrens 1st who deliver the Safeguarding in Sport strategy across sport in Scotland.

2.4.2 Murder of Cameron Logan

Around 0725 hours on Sunday 1 January 2017, emergency services were called to a report of a fire at a property in Achray Place, Milngavie. The body of 23 year old Cameron Logan was discovered and his 24 year old girlfriend, Rebecca Williams, was admitted to hospital suffering from the effects of fire. His parents, David and Catherine Logan, both 54, were treated in hospital for smoke inhalation before being released.

Court proceedings are now active and a 26 year male has been remanded in custody pending any subsequent trial.

The Logan family and Rebecca Williams were treated with sensitivity, tact and diplomacy with full support provided by trained and experienced Family Liaison Officers.

2.4.3 Attempt Murder – Ross Monaghan

Around 0900 hours on Monday 16 January 2017, Ross Monaghan was shot while returning to his vehicle having dropped his 8 year old daughter at St George's Primary School, Muirdykes Road, Penilee, Glasgow. At the time of this incident the area was busy with parents and children attending the school.

The heavily disguised gunman was seen pushing an empty child's buggy outside the school prior to the incident and thereafter running from the scene and entering a silver/grey car which left the area at speed. Neither the gunman or vehicle has been traced to date.

The victim sustained minor injury to his back. No members of the public were injured. Media coverage has highlighted that the injured party has flown to Malaga but has since returned

Extensive enquires are ongoing in relation to this incident.

High visibility patrols continue in the area of the school and community reassurance meetings have been held for parents of children and teachers within the school.

2.4.4 We Can Stop It

"We Can Stop It" is the Police Scotland preventative rape campaign, initially launched in 2015. It is focussed towards perpetrators and their understanding of the meaning of consent.

A further four week campaign was launched on 22 February 2017, in conjunction with a SOLO (Sexual Offence Liaison Officer) Conference that took place on the same day at the Scottish Police College.

This will reinforce our commitment to tackling rape and sexual crime to a wider audience and further highlight the issue of rape on our internal and external communication channels. The campaign will target social media, cinema advertising and washrooms to ensure we reach out to the correct audience.

Police Scotland will fully support and actively engage with the planned Rape Crisis Scotland public awareness campaign launching on 7 March 2016 and the Scottish Government Non Consensual Sharing of Intimate Images campaign commencing on 13 March 2017.

2.5 CORPORATE UPDATE

2.5.1 Stonewall's 2017 Top 100 Workplace Equality Index

The Workplace Equality Index is a benchmarking tool used by employers to help ensure all lesbian, gay, bi and trans employees can be themselves in the workplace. The 2017 Index placed Police Scotland 20th across the whole of the UK. Police Scotland was ranked at 83rd in 2016 and 119th in 2015. The improvement of 99 places highlights the growing reputation of Police Scotland as an employer of choice amongst the LGBT community and reflects work undertaken to improve service to the public.

2.5.2 British Muslim Awards

A Police Scotland officer and police staff were shortlisted for awards in the above.

A member of staff from Legal Services was nominated as Muslim Women of the Year on behalf of the Scottish Police Muslim Association (SPMA) in recognition of her services to the Muslim Community over a period of 18 years. An Inspector was shortlisted in the Uniform Services of the Year category.

The awards celebrate individuals and companies that contribute to UK wide improvements.

2.5.3 New Years' Honours

Three officers were recognised for their public service in the New Years' Honours awards.

Assistant Chief Constable Kate Thomson, who recently retired from policing, Detective Chief Superintendent Lesley Boal, and Constable George Trayner were all awarded the Queen's Police Medal.

PC Trayner's outstanding work as a Family Liaison Officer was recognised. He has spent the majority of his 25 years' service as a member of the Road Policing Department during which time he has shown sustained commitment to the development of the role of FLO for road death investigations.

Detective Chief Superintendent Lesley Boal, Head of Public Protection, was honoured for services to Child and Public Protection with her expertise greatly respected within the service and by partners. Throughout her 29-year career she has championed the highest quality of standards in protecting children and vulnerable adults.

Former Assistant Chief Constable Kate Thomson was honoured for services to policing with a focus on community and local policing, for over 30 years. She has left a legacy of engagement and partnership that has helped to shape policing in Scotland, particularly across the East Command area and in 'V' Division, where she spent a significant part of her career.

These officers exemplify the dedication and enthusiasm required to achieve success that has a valuable impact on the communities we serve.

2.5.4 Scottish Policing Excellence Awards

On Friday 27 January 2017, the Scottish Policing Excellence Awards ceremony took place at the Scottish Police College, Tulliallan. Awards were presented across a range of individual and team categories. Awards were presented by the Chief Constable, SPA Chair, Cabinet Secretary for Justice and Police Mutual who sponsored the event.

The event was covered extensively on our social media channels, including video footage and photographs. Across our corporate and divisional channels, we reached 745,982 people.

2.5.5 Introduction to Policing Programme

Police Scotland has launched a four-week Introduction to Policing programme to encourage people from BME backgrounds to consider a career in policing.

At the first event on 23 January 2017, more than fifty recruits from a wide variety of backgrounds met the Chief Constable at Tulliallan and were shown the training facilities and introduced to the various departments within Police Scotland.

The project is run by the Positive Action Team within Recruiting. The event and initiative attracted extensive media coverage.

2.5.6 Lean In Circle

On 30 November 2016, Police Scotland, in partnership with the Scottish Womens Development Forum (SWDF), hosted its first Lean In Circle at the Scottish Police College, Tulliallan. The Circle focussed on encouraging and supporting candidates for the Police Scotland Senior Selection Process. Whilst aimed primarily at women officers, the opportunity to attend was open to all. Uptake for the event was very encouraging with over 60 delegates attending on the day.

In the spirit of the Lean In approach, Lean In Circles are now being encouraged and supported to develop locally and in specialist functions across Police Scotland.

2.6 EXTERNAL PUBLICATIONS

2.6.1 Her Majesty's Inspectorate of Constabulary for Scotland

On 10 November 2015, HMICS published its Independent Assurance Review, Police Scotland – Call Handling which contained 30 recommendations for improvement. In response, an improvement plan was developed by Police Scotland.

On 24 January 2017, HMICS published its one year on report which follows up the recommendations made in the original report and provides an update on progress.

This report notes in its key findings that of the 30 recommendations made in the final Assurance Review Report, 16 are now fully discharged, 12 are partially discharged and only two remain open. The report also highlights that considerable progress has been made and notes that C3 Division have delivered a number of key milestones including implementation of a virtualised Police Scotland Service Centre (PSSC), upgrade of key ICT systems, transfer of call handling from Dundee. The next stage of the C3IR Programme will see the transition of call handling from Aberdeen and Inverness. HMICS also noted that C3 staff remain strongly committed to providing a good service to the public and ICT systems are now stabilised.

Police Scotland will submit an action plan to HMICS within three months outlining our intentions in relation to the 14 recommendations which are not yet fully discharged.

To communicate Police Scotland's response to this report wider, a video of ACC John Hawkins commenting on the report was posted on 24 January 2017. This video was viewed by over 48,000 people.

2.6.2 C3IR Programme Gateway Review

As part of the planned independent assurance for the C3IR Programme, a Scottish Government, Gateway Review was conducted between 24 and 26 January 2017.

The review was looking at 'readiness for service,' specifically investigating the organisation's readiness to transition call handling business from Aberdeen ACR and Service Centre to ACR North and the Police Scotland Service Centre.

NOT PROTECTIVELY MARKED

The report (which is presently been checked for factual accuracy) is overwhelmingly positive, with the readiness to proceed being categorised as GREEN, which means:

“Successful delivery of the project/programme to time, cost and quality appears highly likely and there are no major outstanding issues that at this stage appear to threaten delivery significantly.”

Further to this, it is of note that the team only commented positively on the programme, with the key recommendation made, being reflective of this:

“The knowledge and experience gained through the C3IR project should be used to develop project management capability within Police Scotland.”

The final report will be circulated.

2.7 INTERNET & SOCIAL MEDIA

2.7.1 Social Media Analysis

Evaluation of social media since last reported to the SPA Board, shows the total number of followers/likes across all accounts to be 1,271,649, up 22,828 on last period.

2.7.2 Passing Out Parade

The Passing Out Parade at the Scottish Police College on 9 December 2016 was covered on social media. On Facebook, we reached over 177,600 people through one post alone and achieved 19,643 engagements. This coverage was linked to ongoing recruitment efforts.

2.7.3 National Police Twitter Awards

In December 2016, the Police Scotland twitter account used by officers in Lochaber and Skye (@LochabSkyePol) to post community safety messages was named best tweeting corporate police account at the UK-wide Police Tweet Awards. The Police Scotland Levenmouth twitter account (@LevenmouthPol) was also nominated in this category.

The awards attracted traditional and social media coverage.

3. FINANCIAL IMPLICATIONS

3.1 There are no financial implications associated with this report.

4. PERSONNEL IMPLICATIONS

4.1 There are no personnel implications associated with this report other than those specified.

5. LEGAL IMPLICATIONS

5.1 There are no legal implications associated with this report.

6. REPUTATIONAL IMPLICATIONS

6.1 There are no reputational implications associated with this report.

7. SOCIAL IMPLICATIONS

7.1 There are no social implications associated with this report.

8. COMMUNITY IMPACT

8.1 There is no community impact as a consequence of this report.

9. EQUALITIES IMPLICATIONS

9.1 There are no equalities implications other than any highlighted in this report or the reports pertaining to the events detailed.

10. ENVIRONMENTAL IMPLICATIONS

10.1 There are no environmental implications as a consequence of this report.

RECOMMENDATIONS

Members are invited to note the information on progress and significant events within Police Scotland since the last SPA Board meeting on 15 December 2016.