

SCOTTISH POLICE
AUTHORITY

Meeting	Public SPA Board Meeting
Date	22 March 2017
Location	Stirling Court Hotel, Stirling
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 24 February 2017.

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

On Monday 27 February 2017, the public consultation of the 10 Year Strategy for Policing in Scotland was launched by the Chief Constable and Chair of the Scottish Police Authority in Edinburgh. The event attracted significant media interest and was also streamed live on the internet.

The launch marked the start of a 10 week period of consultation which is supported through a proactive communication and engagement strategy. This aims to raise awareness and encourage as many people as possible across all Scotland's communities to participate. Each week of the consultation will be themed ensuring a wide audience is reached with activities and campaigns in support of the themes taking place locally and nationally.

Responses to the draft strategy are being collated and analysed via 'Citizen Space', an online consultation platform that records and enables immediate analysis. To date, the response to the consultation has been extremely positive and has seen individuals, groups and staff providing valuable insight and viewpoints on the draft strategy from their unique perspectives. The demographics of those responding are being reviewed on an ongoing basis and where underrepresentation becomes apparent, proactive engagement is enhanced to encourage participation.

Following the consultation period, the strategy will be finalised to take account of all feedback. An accompanying 3 year plan for delivery will also be developed. This plan will lay out how Police Scotland will transform the service to meet the ambitions of the strategy. This will include how we improve public contact and engagement, and how we will modernise and streamline corporate functions to release officers from the back office into operational policing roles. The plan will also detail how we will invest in technology and new ways of working to

reduce demand on the frontline, enable smarter working and create the capacity to focus on more prevention based approaches to tackle crime, inequality and enduring problems facing communities.

In the first 3 weeks of the consultation, we have recorded over 500 engagement events and activities and almost 400 people have responded to our consultation. This should be viewed as a very positive and significant return when compared to other public body consultations in recent years.

Over the coming 7 weeks, we will continue to maximise our consultation responses through a targeted and thematic approach. Week 4 (20 March – 26 March 2017) will focus on 'talking about generations' which sees focus on younger and older people and how a growing life expectancy will influence policing demand in the future. Some of our other thematic weeks include 'Diversity and Inclusion' and 'Protecting People from Harm', where we will link Policing 2026 to the National Hate Crime Campaign and seek to raise awareness around harm prevention.

2.1.2 Senior Leaders Forum

The third Police Scotland Senior Leaders Forum took place on Thursday 16 March 2017 at the Scottish Police College and was attended by over 100 senior Police officers (Superintendent and above) and senior Police staff managers. In addition, colleagues from SPA were also in attendance along with representation from the Association of Scottish Police Superintendents and Unison.

The successful programme built on previous events through presenting our next steps in relation to the consultation on 2026 and how this is being promoted at a local level across the country.

The event also engaged leaders on understanding our future delivery plan through an overview of our financial strategy, our implementation approach, and our responsibility to continually involve our staff and build employee engagement.

The next event is scheduled for autumn 2017 and will focus on 'Wellbeing' of our people.

2.2 OPERATIONS/INITIATIVES OF NOTE

2.2.1 Celtic v Rangers Fixture

On 12 March 2017, the third SPFL fixture of this season between Celtic and Rangers took place at Celtic Park. A crowd of over 55,000 was in attendance, with a significant policing operation in place ensuring the safety of those attending and minimising the impact to the local communities.

The policing operation included a significant number of conventional and public order trained officers, and specialist resources including the mounted and dog branches and the Force Helicopter. Two notable successes of the operation were the pre and post-match cordons which ensured that opposing fans were kept apart and the effective crowd management within the stadium when the away team scored with 2 minutes of the match remaining, which raised the potential for disorder within the ground.

During the match sectarian singing was recorded from both the home and away support which is subject to further investigation by the Football Co-ordination Unit for Scotland.

The match passed without major incident with 11 fans arrested either within or on the approach to the stadium for a number of offences.

The next match between the teams is a Scottish Cup semi-final scheduled for Sunday 23 April 2017 and will be played at the National Stadium, where a proportionate policing operation will again be in place.

2.2.2 Roads Policing and Road Safety

From 1 March 2017, drivers found using their mobile phone whilst driving will receive six penalty points and a £200 fine.

In a two week operation to highlight the revised legislation, 210 people were either reported to the Procurator Fiscal for the offence or issued with a conditional offer ticket.

The operation was supported through Police Scotland social media with one Facebook post reaching over half a million users and shared 2500 times. Further, Police Scotland were able to answer specific questions through social media regarding the legislation.

2.2.3 Action Counters Terrorism

Since 2014, the threat from terrorism has been 'SEVERE' - meaning an attack is "highly likely". During the first three quarterly Police Scotland Your View Counts public consultation surveys, the public voted countering the threat from terrorism as their greatest concern. However, recent research indicates that the public are not always clear or confident about what they themselves can do to help defeat terrorism.

Responding to this challenge, counter terrorism policing has developed ACT - Action Counters Terrorism - a powerful new tool to bring all counter terrorism advisory and appeal messaging under one coherent banner, similar to the longstanding campaign led by the Department for Transport, which brings all roads safety messaging and advice together under Think!

Police Scotland supported the National Counter Terrorism Policing launch of this public awareness campaign on 6 March 2017. The focus of ACT is to highlight the critical role that the public can play in defeating terrorism, with the launch theme being 'Make Nothing Happen'.

This new campaign urges the public to report suspicious activity to help prevent terrorism. In the past, lives have been saved and terrorists have been disrupted thanks to the public coming forward with information. This campaign urges the public to contact the police about suspicious activity by calling the Anti-Terrorist Hotline or utilising the online reporting form. The campaign will run across radio and digital channels over six weeks backed by a national and regional media plans. Police Scotland supported the ACT launch through a press release, internal and external communications and a social media plan and will continue to support ACT through the six-week period.

2.2.4 Exercise Border Reiver

As reported last month, Exercise Border Reiver is a multi-agency National safety and security exercise being hosted by Police Scotland, week commencing 2 October 2017.

The first in the series of preparatory build exercises has now been held with wide attendance from emergency services and other responding agencies. Importantly, it set the scene for the theme of the exercise and is a starting block on which the rest of the programme will be built.

2.3 LOCAL POLICING

2.3.1 Stop and Search

In preparation for the introduction of a Code of Practice on the Exercise by Constables of Powers of Stop and Search in Scotland, the National Stop Search Unit (NSSU) provided support to the Independent Advisory Group for Stop and Search (IAGSS) and the Scottish Government in delivering a final draft Code in January 2017.

The Code was subject to Parliamentary scrutiny and after Justice Committee evidence sessions, received unanimous cross party support with an implementation date of 11 May 2017 being set.

Police Scotland's National training programme for stop and search is preparing officers for the changes to operational practice when the Code is introduced. The training also provides guidance for divisional senior management and local authority scrutiny boards, detailing their responsibilities to monitor the use of stop and search as outlined in the Code.

The National Stop and Search Database is also being enhanced to ensure accurate recording and reporting of stop and search activity and analytical products are being finalised to better inform local commanders and provide appropriate scrutiny of the tactics used in their communities.

Police Scotland continues to engage with local and National stakeholders through existing governance arrangements. The NSSU have recently established a Stop and Search Audit and Assurance Working Group with the Scottish Police Authority (SPA). This will embed reporting processes and long term governance in support of assurance work that will inform the SPA Policing Committee of Police Scotland's use of stop and search across the communities of Scotland.

Further, Her Majesty's Inspectorate of Constabulary for Scotland (HMICS) Audit and Assurance Review of Stop and Search Phase 2 Report was published on 22 February 2017. The report recognised the 'substantial improvements in the use and recording of stop and search activity in Scotland'. These improvements have led to the discharge of all 23 recommendations made in the Phase 1 report from March 2015 and provided HMICS with 'confidence in the accuracy and integrity of stop and search data held by Police Scotland'.

A key element of the HMICS report was the independent audit of 600 randomly selected stop and search/seizure records that had been reviewed by the National Stop and Search Unit (NSSU) in accordance with defined business rules. The audit found that over 97% of the 600 records were correctly assessed as having sufficient reasonable grounds for a search or seizure to have taken place. The level of compliance achieved is down to officers submitting comprehensive records and the robust audit processes developed over time by the NSSU in the review of 100% of all records submitted onto the National Stop and Search Database.

2.3.2 Local Engagement

On 13 March 2017, the Chief Constable made his first visit to the Shetland Islands where he met with members of the Shetland Islands Council including Chief Executive Mark Boden, Political Leader Gary Robinson, Convenor Malcolm Bell, Councillor Alastair Cooper and other members of the Safety and Resilience Board.

The benefits and challenges of island life were discussed as well as the effective service being provided both by the officers on Shetland and the support available from specialist services on the mainland.

The Chief Constable heard from the Bridges Youth Project and the exceptional work they are doing to encourage young people into healthy lifestyles and employment.

The Chief Constable further met with officers and staff, including Special Constables, to hear about their experience of working on the island. Whether born and raised on Shetland or transferred from across Scotland, officers spoke passionately about their roles and the breadth of policing opportunities such an environment provides.

The Chief Constable also heard about the work of the Dogs against Drugs charity from the two Special Constable dog handlers who work in tandem with the Police in support of intelligence led disruption patrols across Shetland. The patrols provide a strong deterrent helping in reducing all crime types such as violence, anti-social behaviour, and drugs supply/misuse helping to make Shetland one of the safest communities in Scotland.

A video of the Chief Constable in Shetland was thereafter uploaded to Police Scotland Facebook site and has been viewed over 30,000 times.

2.4 CRIME UPDATE

2.4.1 Organised Crime Groups – Disruption Activity

As reported widely in local and National media, there have been a number of incidents across Scotland that are believed to relate to feuds between organised crime groups (OCGs), most notably:

Murder of Euan Johnstone on 15 November 2016

Attempted murder Robert Daniel on 12 March 2017

There have also been a number of firearms discharges that are also believed to have been as a result of OCG activity over the last 6 months.

The organisational response to this is being led by ACC (Crime) Steve Johnson. He has initiated a full investigative capability supported by intelligence assets and has developed a comprehensive investigative and proactive policing response to target those that are intent on causing each other harm and in doing so presenting significant risk to the wider community.

The operation will see significant numbers of resources being brigaded from across specialist departments and local policing to ensure that whenever and wherever there is an opportunity to interdict and take positive policing activity, Police Scotland will do so. We will continue to work tirelessly to advance our intelligence picture of the criminality and identify opportunities to further our investigations and as always to keep our communities and citizens safe.

2.4.2 Serious Organised Crime – Interventions

On 17 March 2017, Police Scotland and partner agencies including Home Office Immigration Enforcement (HOIE), Trading Standards and Her Majesty's Revenue and Customs (HMRC), undertook a day of action focussing on businesses linked to or facilitating serious organised crime.

During this intelligence led day of action, cash based commercial and residential premises linked to serious organised crime groups were entered under warrant, verifying the status of persons found within. Multi-agency teams thereafter conducted intelligence gathering and detected any offences being committed.

The day of action further focussed on serious organised crime links to the licensed trade. The taxi trade is by its very nature a cash based business, and cash based businesses can provide ready opportunities for

the laundering of criminal proceeds as well as excise and tax evasion. Drivers and vehicles were stopped and relevant information gleaned for any further action.

Additional focus was also placed upon port areas to ensure they are hostile environments for serious organised crime groups to operate. This prevents the ports being used for illegal purposes and makes it safer for those who legitimately wish to travel. The operation utilised high visibility policing and public engagement at ports, screening vehicles and passengers.

As a result of the day of action there were a number of offences detected with significant evidential seizures and intelligence opportunities identified which are subject to ongoing investigations.

The day of action was co-ordinated from a multi-agency Joint Operation Centre at the Scottish Crime Campus, Gartcosh.

2.4.3 Preventative Rape Campaign

In continuation of the 'We Can Stop It' preventative rape campaign, on 7 March 2017, the Chief Constable and other senior officers represented Police Scotland at the launch of the Rape Crisis Scotland public awareness campaign in Edinburgh. The Cabinet Secretary for Justice Michael Matheson and the Solicitor General Alison Di Rollo were both present at the event.

The campaign aims to raise awareness of how victims react when attacked and the length of time it can take a victim to report an attack. This was intended to dispel the myth that victims will always fight or report the attack immediately.

'We Can Stop It' is supported by groups including ASSIST (specialist domestic abuse advocacy and support service), Scottish Women's Aid and White Ribbon Scotland.

Police Scotland are also actively supporting the campaign on social media with the content so far reaching over 412,000 people across our corporate Facebook and Twitter.

2.5 CORPORATE UPDATE

2.5.1 Senior Officer Promotions

On 13 March 2017, following a senior officer selection process, 29 officers were promoted to the ranks of Chief Inspector, Superintendent, and Chief Superintendent. All senior officer interviews were chaired by members of the Force Executive supported by the applicant's first line manager and a senior member of People and Development.

Further promotions to senior ranks will continue over the coming months with the Chief Inspector process closing on 31 March 2017.

2.5.2 Recruitment

On Friday 10 March 2017, the largest single pass out parade at the Scottish Police College took place. 174 Police officers successfully passed out, moving officers immediately into the operational phase of their development. 35% of the officers who passed out were female, with the event receiving National media coverage. The Chief Constable was the Inspecting Officer.

Additionally, on Wednesday 1 March 2017, at the Force Training and Recruitment Centre, Jackton, the recruitment department launched a positive action day for women. The aim of the day was to dispel myths about women in policing, explain the application process and support potential officers to achieve their goals. 44 women attended the event and their progress will be monitored over the coming months. In addition, over 300 women noted their interest in attending such events and another three events are now scheduled across Scotland in the next three months. This follows a pilot in Aberdeen in 2016 which had 35 attendees and 27 subsequent applications, 12 of which have already been appointed to Police Scotland.

2.5.3 Introduction to Policing Programme

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

Following the event at Tulliallan on 23 January 2017, of the 54 who attended, 37 applied and 30 are now in the recruitment process. A condensed application process is now currently underway with the standard entrance exam, fitness testing and initial interviews being held on consecutive days.

2.5.4 Wellbeing

DCC Livingstone chairs the Police Scotland and SPA Health and Wellbeing Group which is attended by key stakeholders, staff associations and trade unions. To date, two meetings have been held, the most recent being on 15 March 2017. At this meeting, Health and Wellbeing Department reported progress on the agreed priorities of:

The Q Division (Lanarkshire) Wellbeing Pilot;
Development of a Health and Wellbeing Strategy;
Trauma Risk Management Team;
Mental Health Awareness Training;
Development and introduction of Standard Operating Procedures and other guidance; and
Development of a Health, Safety and Wellbeing Intranet Page and Promotional Material.

Using the results and feedback of the Wellbeing pilot in Q Division, agreement was reached to roll out a Force wide wellbeing initiative which will involve the identification and training of an estimated 120 wellbeing champions across Police Scotland. An organisational wellbeing index will be developed to effectively measure improvement and areas which require further focus.

2.5.5 PDSA Veterinary Charity – Awards to Police Dogs

Two police dogs were recognised for their bravery and devotion to duty at a recent awards ceremony held at the Scottish Parliament.

Police Dog Ozzy became the 25th recipient of the PDSA Gold Medal for his actions when he disarmed a male threatening to blow up a block of flats. This intervention prevented the man from harming himself, potentially others and causing extensive damage to the building.

Additionally, Police Dog Sweep became the 15th recipient of the PDSA Order of Merit for devotion to duty. During his service, Sweep completed 100 successful searches, removing dangerous weapons, drugs and poisons from communities in Scotland. He successfully located £512,000 worth of street drugs, £250,000 of cash, six shotguns, three handguns, a flare gun, two rifles, 3,500 shotgun cartridges and 1,000 rounds of ammunition.

2.6 INTERNET & SOCIAL MEDIA

2.6.1 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 1,314,047, up 42,398 on last period.

2.6.2 Stalking Awareness

The Police Scotland 'Lets Talk about Stalking' feature included information on what stalking is, reassurance that we investigate and links to how people can report stalking online.

Overall this had a reach of 80,000 and over 2,000 clicked the link to find out more.

2.6.3 Local Campaigns

In Edinburgh over the month of February 2017, social media was used to promote an operation against drug dealing. The division's postings including briefings, pictures of the operation, arrests, drugs recoveries and a summary about the month of action. The posts were seen 41,916 times reinforcing the importance of locally identified issues.

Lanarkshire division received a positive response to a short video taken at the Connecting Communities event at the Cumbernauld Mosque. The post was seen over 8,000 times using the video, which included footage of the inside of the mosque and also of the volunteers preparing for the open day, being viewed 2,800 times.

Lastly, the Highland & Island social media account ran a feature on the Shetland Police Scotland Youth Volunteers who had produced a film for Safer Internet Day. This focused on the dangers of posting on social media without considering the consequences. The film was seen over 2,300 times with the post being viewed 9,416 times.

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 24 February 2017.