

**SCOTTISH POLICE  
AUTHORITY**

<b>Meeting</b>	<b>SPA Board Meeting Public Session</b>
<b>Date and Time</b>	<b>24 March 2017</b>
<b>Location</b>	<b>Stirling Court Hotel, Stirling</b>
<b>Title of Paper</b>	<b>SPA Chief Executive's Report</b>
<b>Item Number</b>	<b>14</b>
<b>Presented By</b>	<b>John Foley, SPA Chief Executive</b>
<b>Recommendation to Members</b>	<b>For Noting</b>
<b>Appendix Attached</b>	<b>No</b>

**PURPOSE**

Members are aware that the next quarterly SPA performance report will be presented by the CEO to the Authority in May. The Chief Executive's report for March is, therefore, intended to provide Members with a summary of the key business activities only since the last Board Meeting.

## 1. CORPORATE BUSINESS ACTIVITIES

### Strategy and Performance

#### New SPA Business Plan and accompanying Performance Framework

- 1.1 The SPA Business Plan will underpin the strategic priorities set for policing by Scottish Ministers and be closely aligned with the emerging Policing 2026 strategy. It will be developed to ensure SPA is positioned to give the best support and challenge across all aspects of the ongoing transformational change as the detail emerges. Deliverables will be reported as part of the SPA Corporate (and Forensic Services) Performance Framework which is currently being refreshed to align with the Police Scotland Performance Framework, ready for launch end of Q1 2017/18.
- 1.2 While the majority of the 16/17 Business Plan deliverables will have completed by end of Q4 a small number will roll forward to Q1 17/18. The number of deliverables to roll forward will be reported within the Q4 Report which will be presented to the Board in May 2017. This is representative of our external dependencies and adapting our priorities to the changing environment.

#### Annual Review of Policing 2016/2017

- 1.3 During February SPA SMG agreed terms of reference and a timeline for delivery of this year's Annual Review, due to be laid before Parliament at the end of June. The Annual Review is compiled as part of the SPA's statutory responsibilities under the Police and Fire Reform (Scotland) Act 2012. The document will deliver an assessment of the performance over the last year of both the SPA and Police Scotland and outline how both organisations are working towards achieving the Strategic Police Priorities (previous and new from October 2016). This year we have an opportunity to tell a richer performance story, due in part to the improving Police Scotland qualitative evidence base, building a divisional, national and corporate picture of ongoing engagement, collaboration and delivery of improvements in support of policing priorities. The Review will also include evidence from external stakeholders on policing delivery, begun last year with presentation of evidence from

local authority scrutiny committees. In addition, this year's Review will seek to contain evidence and reflections from our academic partners in SIPR as well as from partners involved in the range of pilots, projects and initiatives activities carried out across Scotland in support of policing. As this current Strategic Police Plan draws to a close, to be replaced by the Policing 2026 Strategy, there is an opportunity in the 16/17 Review, to summarise the key deliverables that have existed over the lifecycle of the plan – for example – delivery of the aims of reform. It is also an opportunity to reflect on the organisational learning that has taken place within Police Scotland. For example, in support of recommendations from HMICS' Review of Call Handling.

14. During March the formal process to deliver the 16/17 Annual Review of Policing was launched. Emerging content and progress will be reported to the SPA Policing Committee before being presented to Members in early June. The Review will be laid before Scottish Ministers at the end of June, ahead of parliamentary recess.

#### Stop and Search Assurance

- 1.5 At the Policing Committee on 16 February 2017 the first SPA assurance report was presented, delivering an assessment of assurance for Police Scotland Stop and Search activity for Quarters One and Two 16/17. This will be a twice-yearly product, with the next iteration, covering Q3 and Q4, due to be presented in August. This first iteration provides the narrative and process of how Police Scotland and SPA have worked together and with help of outputs from a series of specially commissioned research products, have reviewed and improved the records management, quality assurance and training around the tactic of Stop and Search – providing a robust baseline to measure compliance with the Code of Practice due to be launched on 11 May 2017. The Policing Committee have asked for consideration of a public-facing document to come to the SPA Board in May that provides a summary of the assurance work and findings so far.

## 2026 Strategy launch and consultation

- 1.6 The draft 10 year strategy for Scottish policing, 'Policing 2026', was launched for public consultation on 27 February 2017. Consultation will close on 8 May 2017 and the finalised strategy will be presented to Scottish Ministers for agreement in June (as required under section 34(6) of the Police and Fire Reform (Scotland) Act 2012). Policing 2026 sets out a long term strategic direction that will ensure continued service improvement, relevance, maintained public consent, enhanced legitimacy and financial sustainability. We will take full account of the views of stakeholders, partners and the public as we finalise the strategy in May.

## Strategic Police Plan Continuation

- 1.7 From July 2017 (Quarter 2 2017/18) the finalised Policing 2026 Strategy and associated implementation plan will fulfil the requirement under Section 34(1) of the Police and Fire Reform (Scotland) Act 2012 that the Authority prepare a Strategic Police Plan. This will necessitate the continuation of the existing Strategic Police Plan into Quarter 1 2017/18. As described elsewhere in this update, the 2016/17 Annual Review of Policing (to be published in June) will bring the existing Strategic Police Plan to a close and will summarise the key deliverables over the lifecycle of the plan (which commenced on 1 April 2013). The Chair will write to the Cabinet Secretary for Justice in March setting out the implications for the existing plan of the 2026 Strategy finalisation timeline.

## British Transport Police

- 1.8 The CEO gave evidence to the Justice Committee on 7 March 2017 in relation to the Railway Policing (Scotland) Bill. Also giving evidence were Paul Crowther, Chief Constable of British Transport Police, Charlotte Vitty, interim CEO of BTPA and ACC Bernard Higgins. The evidence session provided an opportunity for members of the committee to challenge and seek assurances in relation to the proposed transfer of BTP officers and staff into Police Scotland which will take place in April 2019.

- 1.9 The CEO attended a meeting chaired by the Transport Minister, on 8 March 2017. Also in attendance at this meeting were representatives from organisations across the railways industry, Scottish Government, Transport Scotland, BTP, BTPA and Police Scotland. The meeting was highly productive in respect of open discussion and knowledge sharing and further meetings will be scheduled as we move towards the proposed integration.
- 1.10 The workstreams which are governed by the BTP Joint Programme Board continue to gather pace. The next Programme Board is scheduled for 27 March in London and the CEO will meet with the interim CEO of BTPA prior to the meeting to discuss integration matters and how we will develop relationships further between both organisations. The CEO has given a commitment to work in close partnership with BTPA throughout the program period and beyond. A presentation on the proposed integration will be given to Board Members in early course.

#### Emergency Services Mobile Communications Programme (ESMCP)

- 1.11 The Emergency Services Network (ESN) will be supplied on the EE Mobile network. The Police Scotland public safety communication requirements will be delivered by Motorola and technology trialling will begin by April 2018.
- 1.12 The Emergency Services Communications Programme team is currently reviewing the transition schedule with all UK emergency services, including Police Scotland. This involves analysis of the dependent projects including development of Devices and an Air to Ground network to support communications on Air Operations. The outcome of this analysis is expected in the coming weeks. Following that work, the overall Programme schedule will be reviewed by the Programme Board. In line with this work, funding requirements for the coming year (2017/18) remain under review and SPA / Police Scotland continue to work with Scottish Government as members of the Programme Board.
- 1.13 The ESMCP Board meeting took place on Wednesday, 1 March 2017. The Staff Officer to the CEO, Danny Hatfield represented the

Authority. There were no significant issues from an SPA perspective emerging from the meeting. The CEO will personally attend the next Board Meeting in April 2017.

### Board's review of the Annual Police Plan 2017/18

1.14 The Annual Police Plan 2017/18 was presented to Members on 8 March 2017 for feedback before final submission to Parliament by Police Scotland. Members' feedback was collated and provided to Police Scotland to inform the final version.

### Justice Board

1.15 Justice Board meetings have taken place in January and February 2017 with Justice Strategy Refresh and Redesign of Summary Criminal Court Procedures being discussed.

## **Communications and Relationships**

### Communications

1.16 The Communications Team have been working alongside Police Scotland with the coordination and delivery of a programme of pre and post communication and engagement in support of the launch of Policing 2026 on Monday, 27 February 2017 and the subsequent public consultation.

### Community Accountability

1.17 Partners in Scrutiny, the Annual SPA event which engages with local scrutiny conveners, took place on 17 February 2017.

1.18 This is the first Partners in Scrutiny meeting since the implementation of the Chair's Governance Review. 20 local authorities were represented. Other attendees included HMICS, and officers from COSLA, the SPA and Police Scotland, and Scottish Government Police Division. The event was successful and heavily focused on the Policing 2026 Strategy.

### *Local Contributions to the Annual Review of Policing*

1.19 The Community Accountability function has been working actively with local partners to encourage a high level of local contribution to the Annual Review of Policing. This year, the process was supported by a much increased 10 week response time until end February 2017, and was brought forward to avoid the local election period. 21 returns have been received to date, an increase of 2 on the total number received for 2015/16.

### Independent Custody Visiting

1.20 Independent Custody Visitors carried out the first visit to a designated Legalised Police Cell since the enactment of the Public Services Reform (Inspection and Monitoring of Prisons) (Scotland) Order 2015. This was to Kirkwall on 10 January 2017. No issues were raised.

### Pulse Survey Results

1.21 The SPA published the results of the Pulse workforce survey conducted in November 2016 on 15 March 2017. While much work has been undertaken, and remains ongoing, what is clear from the recent pulse results, is that the full benefits of this work to date is still to be felt and realised in all parts of the organisation. Overall, policing has a workforce that is significant in scale and a complex organisation of many moving parts. We know that it will take time for the impact of improvements initiated to be felt by all, however we are confident that meaningful changes are in train and will address concerns raised within the survey.

## **Governance and Assurance**

### Pay Remit

1.22 Negotiation with the Trade Unions continued which resulted in a revised offer being tabled to them. The Trade Unions have commenced the ballot process and have recommended acceptance of the revised offer to their members.

### Staff Pay and Reward Modernisation

1.23 Ongoing assurance of the modernisation project continues, the project plan is currently on target and job overview documents (the output from the job evaluation process) will be issued to all staff at the end of March 2017.

### Equalities

1.24 The SPA HR Governance Team have been leading on the development of the SPA Mainstreaming Report and Equality Outcomes through consultation with statutory staff associations, trade unions, diversity staff associations and external organisations representing protected characteristic groups.

### Health and Safety

1.25 The SPA Health and Safety Specialist has been seconded to Police Scotland since December 2016 covering for the long term absence of the H & S Manager.

### Engagement with Stakeholders/Trade Unions/Staff Associations

1.26 Key stakeholder engagement continues on a regular basis and since the last Board meeting has included SG, HMICS, PIRC and various members of the Justice Board.

1.27 The first quarterly engagement meetings of 2017 have been held with Unite, the Scottish Police Federation and Unison in March 2017.

### **Forensic Services**

#### HMICS Thematic Inspection

1.28 HMICS have, during the months of February and March 2017, been involved in a Thematic Inspection of SPA Forensic Services. This has involved a series of interviews with SPA Senior Management, Forensic Services senior staff, middle management, interviews with Partner organisations and also staff focus groups. The conclusion from that inspection is due to be reported in Q1 17/18.

### UKAS Accreditation

1.29 During February and March 2017, UKAS have been in attendance at all four fingerprint sites across Scotland to complete their surveillance visit. This has resulted in Forensic Services receiving a positive recommendation for all of our fingerprint sites.

### Operational Business

1.30 February has proven to be an extremely busy month for Forensic Services. As well as the normal monthly case pressures, there has been six homicides, one of these was a double homicide in the North. These have involved numerous scene attendances and the generation of a significant number of forensic productions, including DNA lifts, fingerprint lifts and other forensic evidence. Forensic Services have also been involved in a number of High priority operations which have yielded significant scientific results during this period.

### MCR Pathways Project

1.31 Forensic Services were in attendance at a scientific event held at the Glasgow Science Centre on 15 March 2017 coordinated by MCR Pathways. MCR Pathways is a schools based mentoring programme who support and inspire young people disadvantaged through no fault of their own, to realise their full potential through education.

### **Finance**

1.32 As Accountable Officer I am pleased to report that the recruitment of appropriately qualified Accountants has now been completed within Police Scotland Finance. The financial protocol between SPA and Police Scotland is working effectively.

### Internal Audit

1.33 I am pleased to report that the Internal Audit contract with Scott Moncrieff will be extended for a further year which is in line with contractual terms and conditions.

Public Audit and Post-Legislative Scrutiny Committee

1.34 The Chair, Chief Constable, Deputy Chief Officer and I were invited to give evidence to the Public Audit and Post-Legislative Scrutiny Committee on Thursday 2 March 2017.

**2. CORPORATE GOVERNANCE ARRANGEMENTS**

2.1 Following the introduction of the new corporate governance arrangements the CEO has approved the following:

Capital Expenditure Approved

Fleet capital expenditure of £1.9m
ICT capital expenditure of £1.8m
Motor Vehicle capital expenditure of £1.95m

Disposals Approved

Sale of former Prestwick Police Office, 14 Main Street, Prestwick
Sale of land at 15 Castle Road, Grantown on Spey
Sale of former Police House, 39 Saddell Street, Campbeltown
Sale of land at rear of Forth Police Office, Lanarkshire
Sale of Police House, South Queensferry
Disposal of Radio Mast Structure at Ord Hill, Auchmore
Review of ground rent of Loch Melfort Radio Station
Minute of variation of licence to Airwave solutions at Brown Carrick Radio Station
Lease of station at Balnellan Road, Braemar
Lease of land for firing range, former Daviot Quarry, By Inverness

**3. FINANCIAL IMPLICATIONS**

There are no direct financial implications associated with this paper.

**4. PERSONNEL IMPLICATIONS**

There are no direct personnel implications associated with this paper.

**5. LEGAL IMPLICATIONS**

There are no direct legal implications associated with this paper.

**6. REPUTATIONAL IMPLICATIONS**

There are no direct reputational implications associated with this paper.

**7. SOCIAL IMPLICATIONS**

There are no direct social implications associated with this paper.

**8. COMMUNITY IMPLICATIONS**

There are no direct community implications associated with this paper.

**9. EQUALITIES IMPLICATIONS**

There are no direct equalities implications associated with this paper.

**10. ENVIRONMENTAL IMPLICATIONS**

There are no direct environmental implications associated with this paper.

**RECOMMENDATIONS**

That Members note the content of this paper.