

<b>Meeting</b>	<b>SPA Board Meeting Public Session</b>
<b>Date and Time</b>	<b>24 August 2017</b>
<b>Location</b>	<b>Stirling Court Hotel, Stirling</b>
<b>Title of Paper</b>	<b>SPA Corporate Performance Report Quarter 1 2017-18</b>
<b>Item Number</b>	<b>12</b>
<b>Presented By</b>	<b>John Foley, SPA</b>
<b>Recommendation to Members</b>	<b>For Noting</b>
<b>Appendix Attached:</b>	<b>Yes</b>

**PURPOSE**

To provide Board Members with information on Quarter One 2017/18 SPA Corporate Performance.

## **1. BACKGROUND**

1.1 The SPA Corporate Performance Report provides progress on corporate deliverables and Quarter 1 2017/18 key milestones (Appendix 1).

1.2 The report is structured to provide evidence of activity across the Authority's corporate directorates. This is intended to assure Members that specific SPA activity and work streams continue to align with, and support, the Authority's commitments and plans.

1.3 Those SPA activities, milestones, and outputs of note which serve as an evidence base (in terms of the strategic police plan) have been highlighted within the Quarterly Strategic Delivery Review presented as item 8 on this agenda. They will also be assessed as part of the 2017-18 Annual Review of Policing.

## **2. FINANCIAL IMPLICATIONS**

2.1 There are no direct financial implications associated with this paper.

## **3. PERSONNEL IMPLICATIONS**

3.1 There are no personnel implications associated with this paper.

## **4. LEGAL IMPLICATIONS**

4.1 There are no legal implications associated with this paper.

## **5. REPUTATIONAL IMPLICATIONS**

5.1 There are no reputational implications associated with this paper.

## **6. SOCIAL IMPLICATIONS**

6.1 There are no social implications associated with this paper.

## **7. COMMUNITY IMPACT**

7.1 There are no community impact implications associated with this paper.

**8. EQUALITIES IMPLICATIONS**

8.1 There are no equalities implications associated with this paper.

**9. ENVIRONMENTAL IMPLICATIONS**

9.1 There are no environmental implications associated with this paper.

**RECOMMENDATION**

It is recommended that Members note the information presented in the attached SPA Corporate Performance Report.

**SCOTTISH POLICE  
AUTHORITY**

**Corporate Performance Report**

Quarter One

April - June 2017

Presented at: Scottish Police Authority 24 August 2017 Board  
Reporting Period: Q1 2017-18

## **1. INTRODUCTION**

**1.1** The SPA Corporate Performance Report provides performance information regarding delivery of the Authority's activities and statutory obligations during the Quarter One reporting period of 2017-18.

## **2. KEY DEVELOPMENTS**

### **2.1 Policing 2026 Programme**

The joint Police Scotland and SPA Policing 2026 strategy was laid before Parliament on 20 June after a ten-week consultation period that focused on weekly themes e.g. Creating a Fairer Scotland, A Healthier Scotland, resulting in over 21,000 visits to the consultation webpage and over 1700 responses. The consultation period for local authorities was extended to take account of local elections, allowing new administrations to respond. These responses have helped adjust the strategy, which now has a greater emphasis on recognising the needs of remote and rural communities. More specific references are now included in relation to staff welfare and wellbeing. Policing 2026 sets out a long-term strategic direction for policing that will ensure continued service improvement and financial sustainability; the approach focuses on five key areas of activity: Prevention; Protection; Communities; Knowledge; and Innovation.

### **2.2 SPA Annual Review of Policing 2016/17**

The annual review of policing and authority performance was laid before Parliament on 19 June. Year-on-year the review has included a more varied and diverse range of evidence, with this edition including views of policing and improved engagement from local authorities as well as wider evaluation information from the Scottish Institute for Policing Research. Specific case study evidence was also presented in relation to the improvement journey of both C3 Division (Contact Command and Control) and Stop and Search. The focus for this year's review was on the evidence to demonstrate delivery of the aims of policing reform, setting the context for next year's review, which will begin to tell the story of Policing 2026 strategy delivery, through the lens of policing performance.

### **2.3 HMICS Thematic Inspection into the SPA – Phase 1 Review of Openness and Transparency**

This report was published in June with HMICS making eleven recommendations for improvement, the first one being that SPA should revert to holding Board and committee meetings in public and Board and committee papers should be made publicly available in advance of meetings. At the top of a list of key findings, HMICS identified positive signs of improvement in SPA Board operations and relationships which reflect a genuine commitment to good governance. How the recommendations will be progressed and reported upon

is subject to discussion at the SPA August Board public session as agenda item 14.2.

#### **2.4 HMICS Thematic Inspection of Forensic Services**

This report was published in June with HMICS making a number of recommendations for improvement, the first one being that SPA and Scottish Government should engage in the implementation of the Home Office Forensic Science Strategy to inform the approach in Scotland, explore common standards and support future interoperability. At the top of a list of key findings, HMICS identified the proven track record of Forensic Services in adopting cutting edge technology to support policing in Scotland. How the recommendations will be progressed and reported upon is subject to discussion at the SPA August Board public session as agenda item 11.3.

#### **2.5 British Transport Police (BTP)**

The proposed integration of British Transport Police in Scotland into Police Scotland continues to receive a significant level of support and engagement from the Authority. All stages of Scottish legislation have been completed. The Railway Policing (Scotland) Act 2017 received Royal Assent on 1 August 2017. The CEO has attended the BTP Joint Programme Board and also attended meetings with the rail industry hosted by the Minister for Transport and the Islands (Humza Yousaf). Engagement with the rail industry will continue with the requirement to implement a Rail Industry Management Forum as outlined in the Railway Policing (Scotland) Bill. A number of work-streams to support the transfer of staff in April 2019 are governed through the Joint Programme Board. Going forward, the roles and responsibilities for delivery of the integration are changing with Police Scotland taking a more prominent role. SPA officers will provide support to the BTP Integration Working Group.

### **3. GOVERNANCE MEETINGS**

The Authority continues to deliver effective governance through its Board, Committees, and other regular meetings.

The following meetings took place in Quarter One of financial year 2017-18:

#### April

- C3 Governance and Assurance Group
- CCU Reference Group
- Audit Committee
- People Committee

May

- C3 Governance and Assurance Group
- SPA Board Meeting (Closed)
- Finance Committee
- Policing Committee
- SPA Board Meeting (Public)

June

- SPA Board (Closed)
- SPA Board (Public)
- C3 Governance and Assurance Group
- People Committee
- Finance Committee
- SPA Board Meeting (Public)

**4. GOVERNANCE & ASSURANCE**

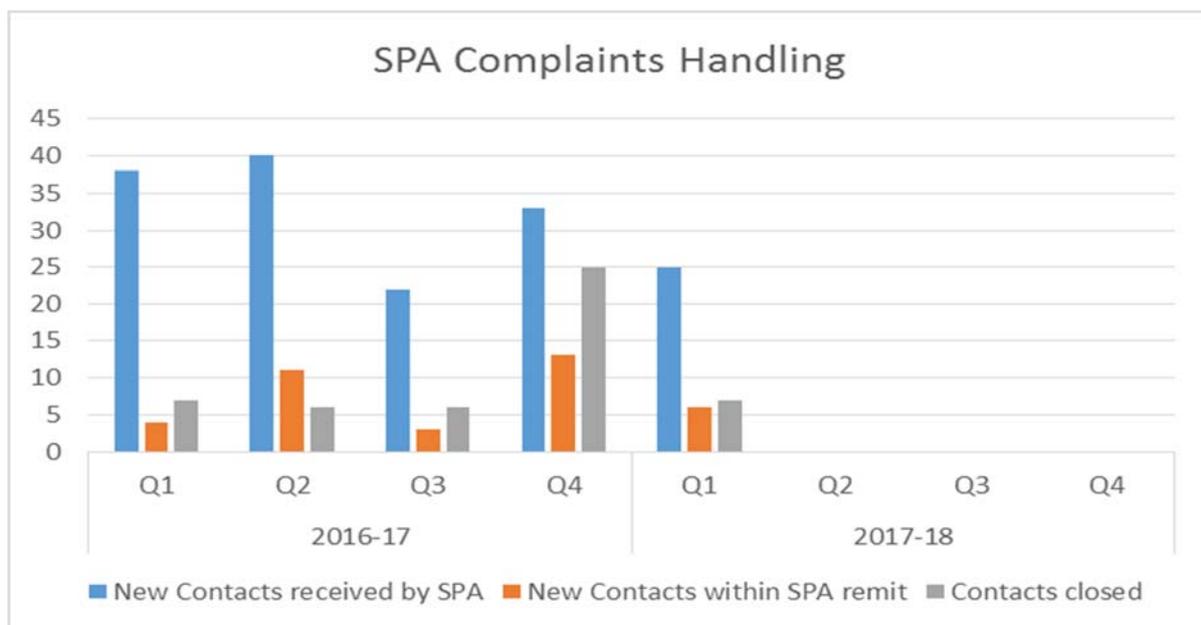
**4.1 Complaints Handling** - *The SPA is responsible for recording, processing and investigating complaints about the SPA board, SPA staff members, SPA policies and procedures, and senior police officers of Assistant Chief Constable rank or above; in a fair and appropriate manner.*

**Complaints Received by SPA**

The department has received 25 new contacts this quarter, 6 of which were identified as within the SPA remit for complaint handling.

<b>Complaint Handling Activity 2016-17</b>	<b>Q1</b>	<b>Q2</b>	<b>Q3</b>	<b>Q4</b>
New Contacts received by SPA	25			
New Allegations received by SPA	32			
New Contacts out-with SPA remit	19			
New Contacts within SPA remit	6			
Contacts closed	7			

The graph below compares complaint handling activity with that of the previous year and demonstrates Quarter One as falling within the broad pattern of activity seen in the previous year.



**4.2 Legal and Compliance** – *SPA is responsible for ensuring that legal outcomes are achieved, whether in de-risking business as usual policies or dealing with third party challenge. Statutory obligations for the SPA also include data protection, records management, and freedom of information.*

<b>FOI Activity 2016-17</b>	<b>Q1</b>	<b>Q2</b>	<b>Q3</b>	<b>Q4</b>
New FOIs Received	25			
Total FOIs Resolved	22			
FOI responses exceeding 20 day statutory period	9			
New FOI Referrals to OSIC	0			
SIC Decisions Reached	0			
FOIs Carried to Next Quarter	3			

**4.3 Human Resources (HR) & Health, Safety, Resilience (HSR)** - *The SPA is the legal employer of all staff working within the SPA and Police Scotland, and retains statutory obligations and responsibilities to ensure the effective and fair employment, management and treatment of its staff. The SPA also has a statutory obligation to ensure so far as is reasonably practicable, the health, safety and welfare at work of all its employees.*

During Quarter One the information requirements for the new SPA People Committee were established; the HR Governance Team are developing an appropriate assurance plan to support Police Scotland.

The HR Governance Team's level of engagement has developed over the previous year towards Level 4 - a joint working approach – allowing the team to engage directly with work being carried out by Police Scotland and to influence outcomes. This approach has continued into the 2017-18 year, with the team engaging with the staff pay and reward

modernisation work stream, whilst receiving consultation on developments on people-related matters, including pension auto-enrolment and staff and officer pay negotiations.

The SPA published its 2017-21 SPA Equality Mainstreaming and Outcomes reports in April 2017. Work underpinning these reports has continued through quarter one, with the HR Governance team attending and receiving assurance at Police Scotland Equality and Diversity Meetings, whilst also contributing to the development of EQHRIA training. Evidence in support of delivery of SPA Equality Outcomes will be reported at both the People and Policing Committees in October 2017.

## **5. COMMUNICATIONS & RELATIONSHIPS**

**5.1 Community Accountability** - *SPA members receive assurance, analysis and advice from the Community Accountability team on Police Scotland's engagement with local authority representatives, support for local scrutiny processes, and local authority satisfaction with engagement and localism in their area.*

Activity over Quarter One has focused on:

- Supporting to the SPA Policing Committee - briefing Members on key statutory requirements and expectations on localism, and introducing developing work on related assurance.
- Delivering targeted briefings and meetings with new board members, to introduce the local accountability function and gather feedback on SPA member requirements going forward.
- Proactive communication with local partners and COSLA, ensuring local authority access to regular information alerts on relevant business and board activity, and providing SPA members with early information on changes in local scrutiny leads or processes following local elections.
- An engagement meeting between the chief executives of the SPA and COSLA.

- Maintaining the Community Accountability LSE Information Exchange within the Knowledge Hub, providing information updates and encouraging local partners' participation.
- Planning introductory meetings between SPA members and newly appointed local authority leads for the scrutiny of policing.
- Joint work with partners in COSLA, the Improvement Service, SFRS and policing colleagues to refresh shared guidance on good practice in local scrutiny and engagement.
- Contributing to draft SPA business plan priorities and the draft Communications and Engagement Strategy.

**5.2 Communications and Engagement** - *The Communications and Engagement team supports the SPA's work in championing positive outcomes for policing in Scotland and communicating how good governance underpins public confidence in those outcomes.*

For Quarter One, a number of strands of work were undertaken and completed by Communications and Engagement, including:

- Supporting a number of SPA evidence sessions to parliamentary committees on SPA's accounts and governance approach.
- Coordinating and communicating SPA response to reports from the Justice Sub-committee on Policing, HMICS Phase 1 Inspection, and HMICS Inspection of Forensic Services.
- Coordinating publication of the SPA's Annual Review of Policing.
- Working with Police Scotland to publish the final Policing 2026 Strategy and communicate SPA narrative defining roles and responsibilities for transformation phase.
- Developing the SPA's communications and engagement strategy for presentation to Members in Quarter Two.

**5.3 Independent Custody Visiting Scheme (ICV)** - *SPA has a statutory requirement to maintain and manage the Independent Custody Visiting, whereby volunteer members of the community make unannounced visits to police stations to check on the treatment of detainees, the conditions in which they are being held, and that their rights and entitlements are being observed.*

## NOT PROTECTIVELY MARKED

ICV Activity 2016-17	Q1	Q2	Q3	Q4
Total Visits Conducted	374			
Number of people detained in police custody at time of visits	1,823			
Number of Detainees – Access Refused to Visitors	55			
Number of Detainees – Not Available at time of visit	158			
Number of Detainees Observed by Visitors	24			
Number of Detainees offered a visit	949			
Number of Detainees offered who were seen by visitors	717			

During the reporting period an input was provided to three police Scotland custody officer training courses. In addition, two training days were held for volunteers resulting in ten new visitors joining the scheme.

Basic training for Legalised Police cells (LPC's) has been provided to visitors to allow visits to be conducted as necessary. However, as previously reported to the board, due to continuing dialogue between Police Scotland and the Scottish Government on compliance with current prison rules relating to LPCs it has not been possible to produce the intended joint training programme for custody staff and custody visitors. This is not being taken forward at this time.

## 6. STRATEGY & PERFORMANCE

*6.1 The SPA Performance Team provides analysis and assurance to members on the Strategic Performance Framework. Authority officers provide support to the Policing Committee in matters of assurance and performance.*

### Annual Review of Policing 2016/17

The SPA's annual review was completed in Quarter 1, assessing evidence and case studies from across both the SPA and Police Scotland in support of strategic policing objectives. The Strategy and Performance team is engaging with Police Scotland and other stakeholders following the review to take account of feedback on the report, and lessons learned from the production process. In preparation for the next review for 2017/18 there will be quarterly debriefs with Police Scotland to consider outputs from each SPA Performance Board, accompanying performance "Spotlight sessions" and existing evidence areas for development. This will ensure an improving evidence base for the review that can be assessed incrementally throughout the year.

## **Assurance Activity**

During Quarter One the Authority continued to support and contribute to evidence of call handling performance, producing weekly assurance reports on key performance measures, and assessing quarterly C3 performance evidence at meetings of the SPA's C3 Governance and Assurance Forum.

Ongoing assurance of Police Scotland's Stop and Search activity will be aligned to, and progressed through, future meetings of the SPA's Policing Committee with a programme of work scheduled through the 2017-18 year. This will incorporate the Authority's own assurance reporting on Stop and Search, as well as bringing in independent academic expertise to provide comment, scrutiny, and support for joint Police Scotland and the SPA's plans to evaluate stop and search compliance with the new Code of Practice.