

**SCOTTISH POLICE
AUTHORITY**

Meeting	Public SPA Board Meeting
Date and Time	28 September 2017
Location	Jurys Inn Hotel, Inverness
Title of Paper	SPA Chief Executive's Report
Item Number	11
Presented By	John Foley, SPA Chief Executive
Recommendation to Members	For Noting
Appendix Attached	No

PURPOSE

Members are aware that the quarterly SPA corporate performance report was presented by the CEO to the Authority in August. The Chief Executive's report for September 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

SPA Corporate Business Plan

Work has continued by officers in the Strategy team to develop the next Business Plan for SPA Corporate, following a period of engagement across SPA with staff and members of the Senior Management Group, and some early engagement with HMICS and the Scottish Government Sponsor Team. A series of high-level outcomes, more specific objectives and deliverables covering the period 2017-20 have been drafted, and the Plan will be fully populated and reviewed as 2017/18 unfolds to ensure that assurance activities and governance responsibilities relating to 2026 transformational change activity across Police Scotland and SPA Forensic Services is fully reflected in the Business Plan. The new Business Plan will also take account of the Review of SPA's Executive Structure (currently being undertaken by Nicola Marchant and Malcolm Burr), which is expected to report in the autumn of this year, as well as emergent findings from Stage 2 of the HMICS Inspection. In the meantime, a short-term Corporate Delivery Plan is under development for use by the SPA Senior Management Group, to monitor ongoing business delivery on a regular basis during the remainder of 2017/18. A final 3 Year SPA Corporate Business Plan will be brought to the Board later in 2017/18.

Continuous Improvement

Officers from the strategy team are currently building the next SPA Continuous Improvement Plan to drive continuous improvement activity over the new planning cycle within SPA (including SPA Forensic Services). A rationalisation review of outstanding recommendations for improvement has been undertaken, and recommendations from the latest external reviews published in June 2017 (HMICS Inspection of SPA Stage 1 - Governance and Transparency; and HMICS Continuous Improvement Review of SPA Forensic Services) have been considered from the perspective of generating an Action Plan.

British Transport Police

The final stage of the Scottish legislation, Royal Assent, has been completed with the Railway Policing (Scotland) Act 2017 now published.

The SPA BTP Working Group has been set up to provide oversight and assurance of the integration programme. Working Group members have been engaging with various stakeholders gaining knowledge and

understanding of the integration programme from differing perspectives. The first formal meeting of the Working Group is scheduled for October.

The responsibility for delivery of the Assets, Liabilities and Finance elements of the integration programme has moved from SPA to Police Scotland. This is in line with feedback previously provided by the SPA Board. This is part of a wider change in structure with Police Scotland and BTPA implementing a joint structure to oversee the implementation of operational integration. SPA officers will continue to have a role in the programme supporting the Railway Policing Forum and providing support to the Working Group.

Communications and Relationships

Communications and Engagement

The Comms Team have coordinated communication internally, externally and with relevant stakeholders of the SPA strengthening of Forensic Services oversight and CEO role implications. The Team supported the UK marketing of DCC Crime and Operational Support vacancy, promotion of SPA Chair vacancy and interim secondment for the role of interim Chief Officer. The Team proactively communicated SPA contribution and progress of reform journey in response to 2nd evaluation report on Police and Fire Reform.

Community Accountability

The Community Accountability team have coordinated introductory meetings between new conveners of local scrutiny bodies for policing, and SPA board members. Meeting have already taken place with conveners in four local authority areas: the City of Edinburgh, Renfrewshire, Perth and Kinross, and North Lanarkshire, with a further 9 meetings due to take place during September and October. In addition, 7 authorities have indicated an interest in a meeting taking place and it is expected that these meetings will be arranged in the coming weeks.

Work has been ongoing to support board member engagement in Highland around the September Board meeting and the north forum due to be held on the 27th September.

Independent Custody Visiting

TACT Training

Existing and prospective TACT visitors were invited to attend a training day at the Scottish Terrorist Detention Centre on 8 July 2017. The session was jointly facilitated by the SPA and Police Scotland. The attendees were given an overview of the relevant legislation and the procedures to follow during visits to TACT detainees. In addition, between 14 and 16 August, the current cadre of TACT visitors participated in CT Custody Sergeant and CT Security Team training, conducting a series of mock visits over the three days.

TACT Conference

On 21 August the West Coordinator attended the Independent Custody Visiting Association's TACT Conference in London. The Independent Reviewer of Terrorist Legislation, Max Hill QC, spoke at the event alongside the Southwark TACT Suite Manager. The event provided an opportunity for schemes with established TACT arrangements to share learning with custody visiting schemes looking to introduce TACT visiting.

ICVA AGM

The National Manager attended the Independent Custody Visiting Association's Annual General Meeting held in London on 18 July 2017. The ICVA Annual Report for 2016/17 was presented at this meeting

Orkney Visitor Meeting

On 21 and 22 August the North Coordinator met with Custody Visitors in Kirkwall, Orkney. Five Orkney residents and one Shetland resident were recruited to the scheme between 2016/17. This was the first cluster meeting to be held on Orkney and was positively received by attendees.

Custody Officer Training

Throughout August, the West and East Coordinators delivered inputs on Independent Custody Visiting Scotland at four Custody Officer Training Courses held between Glenrothes and Fettes. The West Coordinator also delivered a presentation to the course held at Jackton in July.

Governance and Assurance

Equality and Diversity

The HR Governance Team have been working with the SPA Performance Team and Police Scotland to develop a governance approach, which ensures the People Committee and Policing Committee receive updates in

relation to progress against SPA and Police Scotland Equality Outcomes. The first update will take place in October 2017.

Key work is progressing through the EQHRIA Scrutiny Group Meeting, with the meeting focusing on providing assurance on progress in relation to SPA's Scrutiny from 2014, which provided recommendations in relation to improved training and processes for dealing with mitigating actions and the publication of EQHRIA results.

Health and Wellbeing

Through attendance at the Health and Wellbeing Group on 20th July 2017 assurances have been provided that work is ongoing to improve issues in relation to working time. This will be achieved by making it easier to record working time as well as the development of a culture where recording working time is encouraged.

The HR Governance team will continue to monitor progress in this area recognising that more accurate recording of working time is the starting point in seeking to address issues.

It is extremely positive to note that the Senior Leadership Forum on the 5th September 2017 is fully dedicated to Wellbeing.

Ill Health Retirement

The approval of ill health retirement / injury on duty and applications under the pension's discretion policy has been delegated to the SPA CEO. Since June approval has been given for the following:

- 20 ill health retirements where retirement of the officer was recommended by Police Scotland;
- Three redeployments of an officer where this was the recommendation received by Police Scotland;
- Seven applications for an injury on duty award where the SMP had confirmed the officers eligibility; and
- Four flexible retirement applications for members of staff that were all supported by Police Scotland.

Officer and Staff Engagement

The SPA Stakeholder Engagement Approach developed in December 2016 has now been fully implemented. Part of this engagement approach has been evident at recent People Committees with trade unions and staff associations providing views at the committee.

In addition to this the HR Governance team continue to receive assurance through attendance at both the Police Officer and Police Staff JNCCs, whilst also supporting the SPA CEO in relation to Quarterly Meetings with Trade Unions and Staff Associations.

Key progress has been made in relation to the strategic element of the Stakeholder Engagement Approach with Strategic Engagement Forums being set up with the SPA Members/CEO, Police Scotland Executive, Trade Unions and Staff Associations. These meetings are all scheduled to take place in advance of the October People Committee.

People Policy Governance

As part of the SOP approval process the HR Governance Team have reviewed the following SOPs and received assurance that they were developed in line with the relevant overarching Policy Principles, supporting by appropriate consultation with stakeholders (with all views considered and responded to) and involved a supporting EQHRIA:

- National and International Deployment Welfare SOP; and,
- Trauma Risk Management SOP

Staff Pay and Reward Modernisation

The HR Governance team continues to provide assurance that the project remains on track to deliver against project timescales. Work continues to review opportunities for timescales to be accelerated.

Following approval by the Project Board, discussions with the HR Governance Team and the Chair of the People Committee, the decision to retain Director salary evaluations through the JEGS system by Scottish Government has been maintained. This will ensure that the correct correlation between roles evaluated under the COSLA scheme is maintained.

Complaints Audit

The Police Investigations and Review Commissioner (PIRC) completed its audit of the SPA's complaints handling in July 2016. The PIRC's findings are awaited.

The Information Commissioner's Office (ICO), the body responsible for administering the Data Protection legislation, undertook an audit of the

SPA's information management arrangements (e.g. information security, data sharing and training) during August 2017. The ICO's final report on the audit is expected in September.

2. CORPORATE GOVERNANCE ARRANGEMENTS

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

Disposals Approved

Sale of former Newarthill Police Office, Newarthill
Sale of former Forth Police Station, 2 Kingshill View Forth, Lanarkshire
Sale of Police Property at Kilmacolm
Sale of Police Property at Erskine
Sale of Police Property at Gourrock
Sale of Police Property at Lochwinnoch
Sale of Police Property at Port Glasgow
Sale of Tullibody Police Station
Provision of Support for a Review of Corporate Services Phase 2
Wayleaves to Virgin Media at Police Stations/Offices within E and J Divisional Areas
Termination of Lease at Beith Radio Mast
Offer received for the Former Newmains Police Station at 6 Main Street, Newmains, ML2 9AT
Wayleave at 5 Fettes Avenue, Edinburgh
Lease of station at Meldrum Academy, Oldmeldrum

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.