

Meeting	SPA Board Meeting Public Session
Date and Time	Tuesday 28 November 2017
Location	Stirling Court Hotel, University of Stirling FK9 4AE
Title of Paper	SPA Corporate Performance Report Quarter 2 2017/18
Item Number	10
Presented By	Kenneth Hogg, Chief Officer, SPA
Recommendation to Members	For Noting
Appendix Attached:	Yes - SPA Corporate Performance Report

PURPOSE

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

1. BACKGROUND

1.1 The SPA Corporate Performance Report provides progress on SPA delivery of milestones and key activities, including statutory obligations. Quarter Two 2017/18 delivery is reported on in the accompanying performance report (Appendix One).

1.2 The report is structured to provide performance evidence of activity from across the Authority's corporate directorates. This is intended to satisfy 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 delivery of the Strategic Police Priorities) will also be highlighted within the Quarterly Strategic Delivery Review and will 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 Two

July – September 2017

Presented at: Scottish Police Authority – 28 November 2017
Reporting Period: Q2 2017-18

1. INTRODUCTION

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

2. KEY DEVELOPMENTS

2.1 Appointment of SPA Interim Chief Officer

Kenneth Hogg has been appointed as the new interim Chief Officer of the SPA, joining on a 12-month secondment effective from 13 November 2017. The appointment follows a decision by the SPA Board in August to refocus the SPA's most senior officer role on its core governance and accountable officer responsibilities, and with its operational responsibilities for Forensic Services reporting directly to the Authority's Board. John Foley, outgoing CEO, will continue to act as the Accountable Officer until the completion of the 2016-17 SPA accounts.

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. A number of these recommendations were reflected in the SPA Chair's recommendations for governance which were agreed by the SPA Board in May 2017. The SPA Governance Framework has been amended to implement the agreed changes. Furthermore, a working group is due to be established to oversee the improvement plan which has been developed to deliver the Phase 1 recommendations. Progress of the actions in the plan will be reported to the SPA Board on a quarterly basis.

2.4 HMICS Thematic Inspection of the Scottish Police Authority Forensic Services

This report was published in June with HMICS making twenty three recommendations for improvement. An improvement plan has been developed to address these recommendations, overseen by a short-life working group which sees participation from Forensic Services, Police Scotland, the Crown Office and Procurator Fiscal Service. Progress of the actions in the plan will be reported to the newly established Forensic Services Committee, and to the SPA Board on a quarterly basis.

3. GOVERNANCE MEETINGS

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

During Quarter Two, the SPA held 2 board meetings in public session and 2 Board meetings in closed sessions. The SPA held 2 meetings of the Finance Committee, 2 meetings of the Audit Committee, 2 meetings of the Policing committee and 1 meeting of the People Committee.

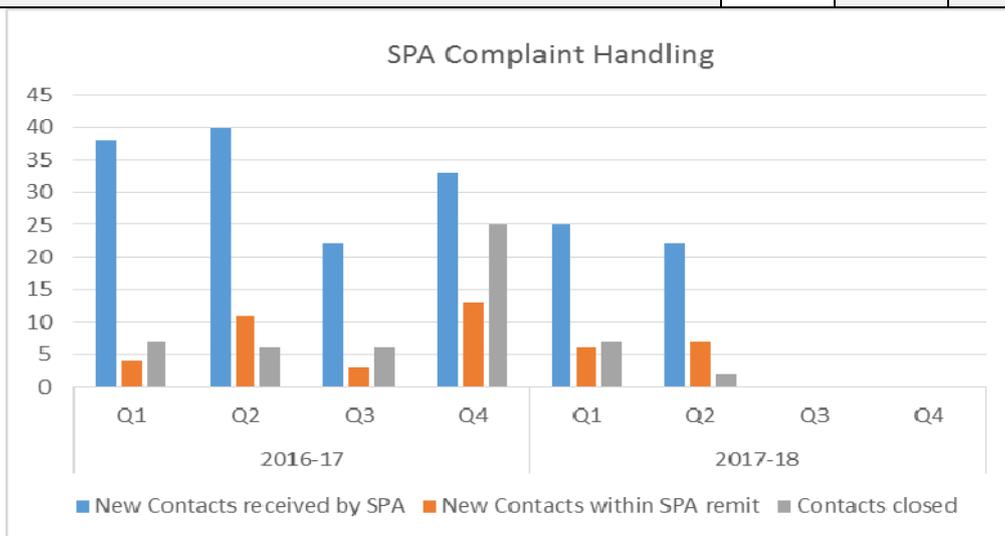
4. GOVERNANCE & ASSURANCE

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 22 new contacts this quarter, 7 of which were identified as within the SPA remit for complaint handling.

Complaint Handling Activity 2016-17	Q1	Q2	Q3	Q4
New Contacts received by SPA	25	22		
New Allegations received by SPA	32	29		
New Contacts out-with SPA remit	19	14		
New Contacts within SPA remit	6	7		
Contacts closed	7	2		



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.

FOI Activity 2016-17	Q1	Q2	Q3	Q4
New FOIs Received	25	22		
Total FOIs Resolved	22	18		
FOI responses exceeding 20 day statutory period	9	3		
New FOI Referrals to OSIC	0	0		
SIC Decisions Reached	0	0		
FOIs Carried to Next Quarter	3	4		

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.

Equality Outcome Delivery: The SPA published its 2017-21 SPA Equality Mainstreaming and Outcomes reports in April 2017. Work in this arena has continued throughout the year, with the HR Governance Team working with the SPA Performance Team as well as Police Scotland Equality and Diversity and Safer Communities Teams to develop a governance approach to ensure the People and Policing Committees receive updates in relation to the progress against SPA and Police Scotland Equality Outcomes. An initial Q1-2 Progress Report on SPA Equality Outcomes was produced. Evidence from both the Authority and Police Scotland was aligned to, and assessed in respect of, seven equality outcomes focusing on themes including SPA governance of Police Scotland’s equality outcome delivery, SPA’s delivery of service, workforce management, financial decision-making, communication and engagement.

Whilst a significant body of evidence was accrued in terms of both service delivery and oversight activity supporting these outcomes, areas for evidence development were also identified. Future iterations of reporting will also require Police Scotland and SPA to consider how assessment methodology can link evidence of work and governance undertaken in support of equality outcomes to evidence of the positive outcomes of these contributions.

Governance and Oversight of HR Policy and Practice: The HR Governance Team develop its 2017-18 Governance Plan for approval by the People Committee in Q2. The plan’s key objectives are to ensure that Police Scotland and SPA are:

- Responsible employers that recognise and invest in the development, performance, diversity and wellbeing of their workforce;

- Sustainable organisations that continuously improve through effective transformational change and the adoption of best practice approaches.

To achieve these objectives, the plan focuses assurance and scrutiny activity on key themes including: staff pay and reward modernisation, equality and diversity, health and wellbeing, union and staff association stakeholder engagement, and delivery of the People and Development Annual Delivery Plan for 2017-18. Partnership working will also take place, with themes such as police officer pensions, British Transport Police, the Police Negotiating Board, and Policy Governance.

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 Two has focused on:

- Proactive communication with local authority partners and COSLA, ensuring consistent alerts and access to information on relevant business, board and committee activity and scrutiny, and briefing members on local developments or feedback as required.
- Supporting member engagement with local scrutiny chairs through a programme of introductory meetings and briefings, with ten such meetings taking place during the quarter.
- Set up and support of targeted member engagement with stakeholders and staff around the 28th September board meeting. This included member contribution to and engagement with the North Police and Fire Forum; member engagement with control centre staff in Inverness and with members of the local policing team; and a meeting with the Council leader, senior councillors and officers in Highland Council focusing on C3 and the National Database Enquiry Unit.
- Supporting policing committee member engagement with Police Scotland on localism assurance, public confidence, and local authority liaison.

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 Two, a number of strands of work were undertaken and completed by Communications and Engagement, including:

- Communicating a strengthened approach to oversight of Forensic Services and the establishment of a dedicated committee to improve visibility, governance and leadership of the service.
- Supporting communication of Board decisions and statements regarding ongoing complaint and conduct matters.
- Presenting draft communications and engagement strategy to Board Members for consultation and input.
- Coordinating and communicating SPA response to reports/statistics including Police and Fire Reform Evaluation Report and Scottish Recorded Crime Statistics 2016/17.
- Communicating the appointment of Interim Chief Officer on 12-month secondment.
- Supporting and communicating the provision of public voice facility to allow the public to submit questions to inform Members consideration and scrutiny at public Board meetings.

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.*

ICV Activity 2016-17	Q1	Q2	Q3	Q4
Total Visits Conducted	374	395		
Number of people detained in police custody at time of visits	1823	2143		
Number of Detainees – Access Refused to Visitors	55	77		
Number of Detainees – Not Available at time of visit	158	127		
Number of Detainees Observed by Visitors	24	18		
Number of Detainees offered a visit	949	1067		
Number of Detainees offered who were seen by visitors	717	779		

Key Highlights

- During the reporting period an input was provided to seven police Scotland custody officer training courses.
- In addition, a training day was held for three current volunteers to become visitors for the Scottish Terrorist Detention Centre. Three joint training days were also held with Police Scotland in respect of Terrorism

Act (TACT) visiting. The west Regional Coordinator attended a UK TACT seminar hosted by Max Hill QC, the Independent Reviewer of Terrorism Legislation. An output from this meeting was set-up of a national best practice group, due to meet in December.

- SPA officers attended the UK National Preventive Mechanism (NPM) Scottish sub-group meeting held during the period. The NPM focuses attention on practices in detention that could amount to ill-treatment, and works to ensure its own approaches are consistent with international standards for independent detention monitoring.

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.

Assurance Activity

During the quarter, SPA officers continued to focus assurance activity on C3 performance, and the practice of stop and search. Findings are provided at meetings of the C3 Governance and Assurance Forum and the SPA Policing Committee respectively. Additionally, SPA's performance lead worked alongside HR governance colleagues to deliver the progress report on SPA's equality outcomes.

Forensic Services

The Authority's strategy programme officers lent significant support to Forensic Services during the quarter, contributing both to its developing long-term strategy 2026 strategy, and to the improvement plan in respect of the HMICS Thematic Inspection of Forensic Services.

SPA Business Plan

The SPA Strategy Team has produced, for Q3 and Q4 of 2017/18, a plan of key business deliverables for SPA Corporate, structured around the existing functional business areas within SPA. Performance reporting on Q3 will be reported to the Board in February 2018. Consideration is being given by the Performance Team to using a balanced scorecard format for reporting performance, both for Q3 and Q4 of 2017/18, as well as the for the SPA's next Business Plan from 2018/19 onwards.