

Meeting	Public SPA Board Meeting
Date and Time	25 February 2016
Location	John McIntyre Conference Centre, Edinburgh
Title of Paper	Chief Constable's Report
Item Number	3
Presented By	Chief Constable
For Approval For Consultation	For Consultation
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 full SPA Board meeting on 16 December 2015.

This report is submitted as a Standing Agenda Item.

1. BACKGROUND

1.1 The purpose of Police Scotland is 'to improve the safety and wellbeing of people, places and communities in Scotland'. Our focus is Keeping People Safe. This paper is intended to provide Members with an update on key events and activity within Police Scotland, in support of Keeping People Safe.

2. FURTHER DETAIL ON REPORT TOPIC

2.1 EXTERNAL PUBLICATIONS

Police Investigations & Review Commissioner (PIRC)

During the period 8 December 2015 - 22 January 2016 there have been eight referrals to PIRC. In comparison to the period 27 October 2015 to 8 December 2015 reported at the last Board, there is no change in the number of referrals made.

There have been no publications within the current reporting period.

Her Majesty's Inspectorate of Constabulary for Scotland (HMICS)

Inspections

On 27 January 2016, HMICS published their Audit and Assurance Review of the use of the Facial Search functionality within the UK Police National Database (PND) by Police Scotland. There are four recommendations within the report

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and ACC Malcolm Graham has been identified as the Strategic Owner of these recommendations, with DCI Russell Penman as the Tactical Owner. This will be managed in line with current arrangements in regard to the tracker.

In January 2016 HMICS commenced an Assurance Review of the Counter Corruption Unit. Their review comprises of five stages and will conclude in Spring 2016.

The following HMICS Inspection is currently ongoing:

- Local Policing+ Dumfries and Galloway including Cross Boundary Crime

The following HMICS Reviews are now delayed until 2016/17:

- Cyber Policing
- Forensic Services

Outstanding Recommendations

Assistant Inspector of Constabulary (AIC) Andy Cowie held review meetings with Police Scotland Tactical Owners between 25 and 29 January 2016, with a view to rationalising the number of outstanding Recommendations, Suggestions and Improvement Actions.

As a result, in the region of 100 Recommendations or Improvement Actions were discharged. The exact figure will be confirmed on receipt of written confirmation from HMCIS in due course.

2.2 RECENT EVENTS OF NOTE

Adverse Weather Conditions North East of Scotland

Police Scotland co-ordinated the multi-agency response to flooding in the North East of Scotland after the arrival of Storm Frank on 30 December 2015.

Police, other emergency services and partners responded to a large number of incidents across the affected areas, where a number of properties had to be evacuated, people rescued and many of the region's roads closed.

The timing of Storm Frank coincided with the strengthening of A and B Divisions into the North East Division. This challenging large scale operation was made easier thanks to the single division. At the height of the floods every single officer on duty was deployed to deal with the impact. This resulted in the ability to flex resources from across the division to where the greatest need was.

The collaboration between all emergency services, partnership agencies and the community with Police Scotland was excellent and continued during the clean up operation.

2.3 OPERATIONS, INITIATIVES AND CAMPAIGNS

Spontaneous Text Alert System – Special Constables

Special Constables regularly deploy at pre-planned events or during times when there is peak demand placed on all officers, which assists greatly with keeping people safe.

On 28 December 2015, a 'spontaneous text alert system' pilot commenced and can be used in response to any spontaneous incident that requires an additional policing presence.

This system will afford Divisional Operational Planning departments the ability to instantly text every Special Constable in their division asking if they would like to volunteer for duty in response to a spontaneous incident.

This initiative has been welcomed by a number of Special Constables who feel this allows them to contribute directly at times where they are most needed by local communities.

Police Scotland Youth Volunteers

Scotland's newest youth volunteer organisation, the Police Scotland Youth Volunteers (PSYV) is aiming to make 2016 its most successful year yet.

Since inception in April 2014, PSYV has recruited 558 volunteers (432 young people and 126 adults) to form 18 groups across Scotland. With a police officer supporting each group as a local co-coordinator, more than 30% of young volunteers have been recruited from the country's hardest to reach communities.

Members have assisted at more than 200 local and national events in the last 18 months, including the Edinburgh Marathon, the UK Police Memorial Service and the One Direction concert at Murrayfield, contributing more than 18,000 hours of service to the communities and people of Scotland.

Throughout December 2015 PSYV members were engaged at events across Scotland, including the distributing of housebreaking and crime prevention advice at Christmas events in Edinburgh City Centre.

Stay Safe Video - Public Launch

On 18 December 2015 National Counter Terrorism Policing launched a short public information film setting out practical steps that can be taken to stay safe in the rare event of a firearms or weapons attack.

Recent events in the UK and abroad remind us all of the terrorist threat we face, which in the UK is considered as 'SEVERE', meaning an attack is highly likely. Police and security agencies are working tirelessly to protect the public but it is also important that communities remain vigilant and aware of how to protect themselves if the need arises.

The four minute film, 'Stay Safe: Firearms and Weapons Attack' sets out three key steps for keeping safe and along with accompanying public information material.

Springboard Women's Development Programme

Springboard is an award winning, three month career and personal development programme specifically created to enable women to have greater influence in their own lives and achieve their full potential. It is tried and tested and has been used by over 250,000 women in over 30 countries.

The Springboard Women's Development Programme is fully supported by Police Scotland, Scottish Women's Development Forum (SWDF) and the SPA and enables women to identify the clear, practical and realistic steps that they want to take to make a better world for themselves at work and home, whilst building the practical skills and confidence to take these steps.

During the three months programme candidates will attend four workshops, at Police Scotland College, Baluniefield, Dundee.

Police Scotland: Policing in Practice

On 27 January 2016 a new database became available, providing officers and staff with access to a range of successful policing initiatives and examples of best practice.

'Policing in Practice' is available on the Police Scotland Intranet homepage and showcases a variety of projects and initiatives from across the country.

The database is fully searchable and has the facility to store all associated documentation such as templates and guidance documents to assist in adopting or introducing similar ideas in the workplace.

A number of submissions received for the 2014 Local Policing Awards and the 2015 Scottish Policing Excellence Awards, as well as initiatives identified through discussion with local policing divisions, have already been populated onto the database.

Victims' Care Card

The Victims' Care Card went live in December 2015, introduced as part of the new Victims' Rights (Scotland) Regulations 2015. These new regulations, together with the Victims and Witnesses (Scotland) Act 2014, aim to create clear rights for victims.

Where a victim makes a report of a crime, police officers must now provide them with a Victims' Care Card as soon as reasonably practicable. This will records the basic elements of the crime/offence reported and will also log:

- Name of investigating officer

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- Advise that the victim can request to have a person of their choice or legal representative with them while they give a statement

The card will also:

- Provide information on where to find the Victims' Code for Scotland
- Inform the victim they will be referred to victim support agencies unless expressed otherwise

Exercise Darting Dolphins

On 26 and 27 January 2016, Exercise Darting Dolphins, a major counter terrorism exercise was jointly held by the Scottish Multi-Agency Resilience Training and Exercise Unit (SMARTEU), National Counter Terrorism Policing Headquarters (NCTPHQ) and the Ministry of Defence (MOD), in the West and East Command Areas of Police Scotland.

This exercise was designed to test the tactical response to a Marauding Terrorist Firearms Attack (MTFA) and other related incidents.

During the various exercises surrounding areas were cordoned off by officers, whereby the local community, businesses and residents witnessed increased activity by the emergency services, including the noise of firearms being discharged.

Operational emergency services and local policing were not affected by this exercise, with disruption to the local community kept to a minimum.

2.4 GOOD NEWS STORIES

New Year's Honours List 2016

Three of Police Scotland's senior officers were recognised with a Queen's Police Medal (QPM), they were:

- Chief Superintendent Andrew Morris, Chief of Staff
- Chief Superintendent Eleanor Mitchell, Head of the Professional Standards
- Detective Superintendent Louise Raphael, Head of Public Protection

Sergeant David Acheson was also recognised, receiving a Member of the Order of the British Empire (MBE) for his voluntary work with the Police Roll of Honour Trust.

Excellence Awards

On 22 January 2016 the inaugural Scottish Policing Excellence Awards ceremony took place at Police Scotland College Tulliallan, showcasing the commitment, inspirational work and innovative projects underway across the Service.

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Chief Constable Phil Gormley, Cabinet Secretary for Justice Michael Matheson MSP, SPA Chair Andrew Flanagan and Police Mutual Finance Director Ian Cordwell (award sponsors) were on hand to present the successful winners with their awards.

This event was 'Tweeted Live' reaching 634,893 accounts on our national Twitter account with 5,013 people interacting with our tweets.

12 awards were made in the categories of:

- Category 1: Greatest Contribution to Policing Priorities – Q Division
- Category 2: Equality – D Division
- Category 3: Policing Partner – E Division
- Category 4: Service Improvement – J Division
- Category 5: Team of the Year – Corporate Services, Police Scotland Youth Volunteers
- Category 6: Police Officer of the Year – Sergeant Neil Wilson, E Division
- Category 7: Probationary Constable of the Year – Constable Taylor Johnston, Q Division
- Category 8: Police Member of Staff of the Year – Laura Fisher, N Division
- Category 9: Special Constable of the Year – Special Constable Neil Morrison, N Division
- Category 10: Unsung Hero – Constable Christine Bonas, Operational Support Division
- Category 11: Innovation – Constable Jason Peter, U Division
- Category 12: Chief Constable's Award – Police Scotland Youth Volunteers

Stonewall Workplace Index

Police Scotland has ranked 83rd in Stonewall's Workplace Equality Index, a significant improvement from the 119th place achieved last year. As a result, the service will now feature as one of Stonewall's Top 100 employers in the UK. More than 400 organisations took part in the 2016 Workplace Equality Index, the highest number in its 12-year history.

The Index is a benchmarking tool used by employers to assess their achievements and progress on Lesbian, Gay, Bisexual and Transgender (LGBT) equality in the workplace.

More than 400 organisations took part in the 2016 Workplace Equality Index, the highest number in its 12-year history.

This recognition and the further work being undertaken to improve equality and diversity would lead to a better service for communities and boost Police Scotland's reputation as an employer of choice.

Police Scotland places a high priority on our commitment to being a top employer for everyone regardless of sexual orientation and gender identity and

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entered the Workplace Equality Index to continue to improve the workplace culture for LGBTI (Lesbian, Gay, Bisexual, Trans and Intersex) employees.

Police Scotland continue to demonstrate a real commitment to improving the workplace culture for LGBT people and recognise that there is much still to do.

2.5 INTERNET & SOCIAL MEDIA

Social Media Analysis

Social media evaluation for the months of December 2015 and January 2016 showed the total number of followers/likes (as of 31 January 2016) across all accounts was 988,977, up 69,923 on last period.

December 2015

'Don't Risk It' Campaign

Police Scotland supported the Scottish Government's festive 'Don't Risk It' campaign, reminding people of the dangers of drink driving and reminding them not to drink and drive home from Christmas nights out. We retweeted @scotgov and also issued messages of our own, which reached 540,940 across Facebook and Twitter. In particular, a Facebook post with a video showing the consequences of drink driving had a strong reach of 209,694, with 53,430 viewing the video.

'Love Doesn't Control' Domestic Abuse Campaign

This year's domestic abuse festive campaign was launched on 17 December 2015 across our social media channels. We reached 430,123 people with key campaign messages on our national Facebook. On Twitter, Tweets from our national account achieved 613,539 impressions and 9,675 engagements. The #NoHidingPlace hashtag reached an estimated 202,141 accounts across Twitter and achieved 308,200 impressions. #NoHidingPlace was also trending for some time on launch day.

Run Tell Hide

The National Police Chiefs' Council released information on what to do in the rare event of a firearms or weapons attack, on the back of events in the UK and abroad. On Facebook this post reached 123,819 people and was shared 265 times. Tweets reached 12,286 accounts and achieved 131 engagements.

January 2016

Recruitment

Recruitment continues to be a key part of our social media messaging and we now regularly publicise members of police staff jobs, as well as police officer and special constable roles. This month we reached 194,403 people on Facebook and 440,589 twitter accounts, with 7,759 engagements.

Domestic Abuse Update

The domestic abuse festive campaign came to an end on 5 January 2016. Despite January being the tail-end of our campaign, our campaign posts still proved popular. Three posts reached 176,914 people and they were shared 389 times. The key messages reached a total of 141,236 accounts on Twitter and there were 1,569 engagements.

Blue Badge Scheme

During January 2016, a post about Blue Badges and how anyone misusing them was our most successful post for January; it reached 108,329 people, was shared 372 times, and generated lots of discussion.

2.6 BUSINESS UPDATES

i6 Update

Following the announcement that the i6 solution go-live would not occur in December 2015, the Police Scotland i6 team have been working with the supplier Accenture to progress planning and deliverability of the solution.

The meeting arranged between Police Scotland, SPA, Scottish Government and Accenture to review the programme status and agree next steps due to take place on 26 January 2016 has been re-scheduled to 18 February 2016 and a verbal update will be provided to the SPA Board meeting on 25 February 2016.

At the request of DCC Richardson, an independent technical audit of the programme was carried out by the Scottish Government between 8 and 12 January 2016 focusing on the areas causing issues. The draft report has now been received by Police Scotland and once validated, its findings will be shared with the Authority.

Recorded Police Warnings

A new Recorded Police Warning Scheme (RPW) was implemented across Police Scotland on 11 January 2016.

The scheme was developed following revised Lord Advocate's Guidelines and aims to address minor offending behavior which is currently reported to the Crown Office and Procurator Fiscals' Service (COPFS) and results in either a non-court disposal or no action being taken due to the minor nature of the offence and circumstances.

In 2014/15, more than 45% of the cases reported to COPFS resulted in no proceedings being taken, or the Procurator Fiscal issuing a direct fine or other similar disposal. The introduction of the Recorded Police Warning Scheme will substantially reduce the number of Standard Prosecution Reports (SPRs) being sent to COPFS.

The Recorded Police Warning Scheme is the first step in a three-tiered disposal process (Recorded Police Warning; Fixed Penalty Notice; Standard Prosecution

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Report (SPR) and can be considered suitable for minor crimes and low level offences. 'Recorded Police Warning' (RPW) is the new name for the existing 'Formal Adult Warning' scheme and the process will now be extended to include 16 and 17 year olds.

Once issued, an RPW will be held on the Criminal History System (CHS) for two years, with the warning 'live' for three months from the date of the offence,

The new Recorded Police Warning system will allow officers to make a decision on the spot whether or not an RPW is relevant and issue a ticket at the time. This will negate the need for letters to be retrospectively produced and signed by Area Commanders (or equivalent) across the organisation.

Air Weapon and Licensing (Scotland) Act 2015

The Scottish Government has advised that the legislative changes for the future possession of Air Weapons in Scotland will now be introduced on 1 July 2016. These changes are part of the new Air Weapon and Licensing (Scotland) Act 2015 and were scheduled for implementation on 1 April 2016.

As a result of this development the Air Weapon Surrender Campaign which was scheduled to take place across Scotland, between 8 and 28 February 2016, has now been rescheduled from 23 May until 12 June 2016.

The planned training of Police Officer Firearms Enquiry Officers (FEOs) for January 2016 has been rescheduled to take place between April and May 2016, to coincide with the commencement of the re-scheduled surrender campaign.

Chief Constable's Engagement Events

The Chief Constable is undertaking a series of visits across Scotland, to speak with officers, staff and partners, seeking their views on local and national issues.

On 28 January 2016, the Chief Constable visited several locations in Highlands and Islands Division, hosting informal meetings with officers and staff at Dingwall and Inverness Police Offices. Mr Gormley concluded his visit to Inverness by visiting the headquarters of the Highland Council where he engaged with partners, Executive Officers and Elected Members.

He thereafter travelled to the Western Isles, Stornoway where at the invitation of Western Isles Council, he met with partners, Executive Officers and Elected Members. The day concluded with a visit to Stornoway Police Office where the Chief Constable spoke with officers and staff, recognising the uniqueness of their roles in policing island communities.

The Chief Constable visited the North East on 12 February 2016 and at Inverurie he met with officers, staff and the divisions' Senior Management Team.

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Mr Gormley thereafter travelled to Aberdeen met with Chief Executive Officers of Aberdeen City, Aberdeenshire and Moray Council areas, before taking part in one to one interviews with national and local press.

4. PERSONNEL IMPLICATIONS

4.1 There are no personnel implications associated with this paper

5. LEGAL IMPLICATIONS

5.1 There are no legal implications associated with this paper.

6. REPUTATIONAL IMPLICATIONS

6.1 There are no reputational implications associated with this paper.

7. SOCIAL IMPLICATIONS

7.1 There are no social implications associated with this paper.

8. COMMUNITY IMPACT

8.1 There are no community implications associated with this paper.

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 content of this paper.