

SCOTTISH POLICE  
AUTHORITY

<b>Meeting</b>	<b>SPA Board Meeting Public Session</b>
<b>Date and Time</b>	<b>27 October 2016</b>
<b>Location</b>	<b>Murrayfield Stadium, Edinburgh</b>
<b>Title of Paper</b>	<b>Review of Governance in Policing: Implementation Plan</b>
<b>Item Number</b>	<b>11</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>Yes</b>

**PURPOSE**

The purpose of this paper is to provide Board Members with an update on the current status of the implementation plan which has been developed from the recommendations made within the Chair's Review of Governance in Policing report.

## 1. Background

1.1 A report was previously provided to the Board on 20 June 2016. Since then, regular updates have been provided to Members on the progress of implementing the recommendations within the Chair's Review of Governance in Policing.

1.2 The indicative timescales published within the Chair's Review of Governance have not been met on some of the products. The timeline for delivery will be amended, based on some of the detail and next steps noted below, and brought back to Members for information.

1.3 A Steering Group has been established to ensure there is oversight and management of implementation and also provides a forum to discuss jointly owned actions, highlight where there may be issues of delay / difficulty discharging actions and also to facilitate cascading of information or raising areas of concern regarding any planned governance arrangements being proposed for implementation by the SPA.

### Further detail on report topic

1.1 The recommendations from the Chair's report have been consolidated into 5 key products:

- i) Governance Framework - an overarching external facing governance framework which will state roles, responsibilities, standing orders, scheme of delegation, committee terms of reference and performance standards.
- ii) Operations Manual - to allow internal SPA working practices to be documented to allow for consistency, clarity and effectiveness.
- iii) Structure Review - to look at the corporate structure, as well as looking at options for the current service delivery aspects of SPA.
- iv) Local Accountability Development - a proposal to look at what value add activities SPA can undertake.

- v) Stakeholder Engagement Model - to identify key influencers and who is best placed to carry out different types of engagement.

Overall progress against the programme of work is forecast as **Amber**, based on the following breakdown:

- 7 recommendations listed as **Green**
- 3 recommendations listed as **Blue**
- 17 recommendations listed as **Amber**

1.1.1 The colour coding associated with the assessment of progress in this project is listed below:

Blue	Complete
Red	At risk or late – not under management control, remedial action required
Amber	At risk or late – but under management control
Green	On target and under management control

### 3. Future Progress Reporting

3.1 Progress updates will continue to be provided regularly through the senior management group and monthly to Members. Formal quarterly progress reports will be made to the Board in public session.

### 4. FINANCIAL IMPLICATIONS

4.1 There are no direct financial implications associated with this paper at this stage, as the work being progressed is to produce draft documents and options for appraisal.

### 5. PERSONNEL IMPLICATIONS

5.1 There are no direct personnel implications associated with this paper at this stage.

## **6. LEGAL IMPLICATIONS**

6.1 There are no direct legal implications associated with this paper at this stage, although legal advice is being embedded throughout the range of options being considered across all workstreams.

## **7. REPUTATIONAL IMPLICATIONS**

7.1 Any change to how SPA operates may have a possible reputational impact; however it is planned that any changes, once assessed by the SPA Members will then be subject to consultation with all stakeholders prior to any changes being implemented.

## **8. SOCIAL IMPLICATIONS**

8.1 There are no social implications associated with this paper.

## **9. COMMUNITY IMPLICATIONS**

9.1 Recommendations within the Review of Police Governance aim to strengthen police accountability at local and community level.

## **10. EQUALITIES IMPLICATIONS**

10.1 There are no equalities implications associated with this paper, however all SPA products will have an Equalities and Human Rights Impact Assessment (EqHRIA) undertaken and published alongside them.

## **11. ENVIRONMENTAL IMPLICATIONS**

11.1 There are no environmental implications associated with this paper.

### **RECOMMENDATIONS**

That Members note the content of this paper.