

**SCOTTISH POLICE  
AUTHORITY**

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| <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>SPA Chief Executive's Report</b>     |
| <b>Item Number</b>               | <b>9</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>No</b>                               |

**PURPOSE**

Members are aware that the next quarterly SPA performance report will be presented by the CEO to the Authority in December. The Chief Executive's report for October is, therefore, intended to provide Members with a summary of the key business activities only since the last Board Meeting.

## **1. HIGHLIGHTS**

### **SPA Business Plan**

- 1.1 The SPA Business Plan 2016/17 was approved by the SPA Board in March 2016 and a commitment was given that the plan would be reviewed after a period of 6 months.
- 1.2 At that time it was expected that the new Strategic Police Priorities would be confirmed during the summer of 2016 and that a review and update of the Business Plan would reflect any changes to these priorities. However, publication of the new Police Priorities was delayed until early October. This means that the new Priorities will now form the basis of the new Strategic Police Plan 2017/20 (and subsequently the SPA Business Plan 2017/18) which is currently in development.
- 1.3 In addition to that, the implementation of the recommendations from the Chair's Review of Governance in Policing is ongoing and the changes to governance and business operation within SPA will also be reflected in the new Strategic Police Plan.
- 1.4 In the meantime the current Business Plan remains valid in shaping the SPA in preparation for overseeing the delivery of the new Strategic Police Plan. A number of changes to the underpinning Corporate Delivery Plan will have minimal impact on the SPA Business Plan deliverables.

### **Annual Report and Accounts**

- 1.5 Work continues on the production of the Annual Report and Accounts. The bulk of the work is carried out by the finance team within Police Scotland with additional assurances carried out by the Authority. Assurance work by the CEO/ Accountable Officer is underway. The draft accounts will be presented to the November Audit and Risk Committee.

## **Gaelic Language Plan**

- 1.6 On 7 October, SPA received correspondence from Bord na Gaidhlig (BNG) with formal notification of their approval of the SPA Gaelic Language Plan (GLP). As Members are aware, the development of the Plan has been in progress since last year in parallel and collaboration with Police Scotland's development of their own GLP. Both plans were subject to public consultation between 15 October 2015 and 7 January 2016.
- 1.7 The draft SPA Gaelic Language Plan submitted to the BNG's Plans Panel for consideration in May 2016 received positive feedback. A small number of recommendations were made to strengthen the plan, ranging from referencing recognised Gaelic organisations to clearer articulation of commitments. A resubmitted plan was approved by BNG on 5 October. The Plan will be published on the SPA website by the end of October.
- 1.8 The SPA must provide a monitoring report to BNG on progress of implementation against the Plan by 5 October 2017. A draft of this report will come to the Board in advance of that date and progress updates will be given within the SPA performance report in the intervening period.

## **2. STRATEGIC ENGAGEMENT**

- 2.1 A series of strategic engagement sessions with executive stakeholders in relation to Policing 2026 is underway. These engagements are being led by the CEO and ACC Graham. A presentation to the Justice Board is also planned as part of the engagement program.
- 2.2 The BTP Program Board continues to progress matters in relation the integration of BTP officers within Police Scotland. The CEO has undertaken to review the cost allocation model during November which is currently utilised with BTP. The Justice Committee of the Scottish Parliament has called for a round table discussion on the subject on 1 November 2016.

- 2.3 The Emergency Services Mobile Communication Board (ESMCP) continues to meet on a regular basis. Matters recently under discussion include UK wide coverage various contractual matters.
- 2.4 Key stakeholder engagement continues on a regular basis and since the last Board meeting has included SG, HMICS, PIRC, Crown and various members of the Justice Board.
- 2.5 A series of engagements with Staff Associations and Trade Unions has been implemented principally led by the CEO. This initiative has been well received.

### **3. FORENSIC SERVICES**

#### Capacity and Demand

- 3.1 The Short Life Working Group to take forward the Capacity and Demand recommendations for the Joint National Forensic Gateway has met now on several occasions and a programme of work is ongoing. We are working with partners in particular to understand how we manage the demand vs capacity challenges. We have made significant moves forward and in October launch the new Joint FS National Gateway with all partners working together to ensure best value in relation to forensic investigations. We will continue to report progress through the FSSPF.

#### United Kingdom Accreditation Service (UKAS)

- 3.2 Following the successful unannounced visit to Forensic Services in July. We now are in final preparations for the next full round of assessment visits across all our laboratory sites commencing in early November.

#### Biometric Database Development

- 3.3 As previously reported Forensic Services met with representatives from the Home Office Biometrics Programme, Scottish Government and Police Scotland on 29th June regarding the Biometrics Strategy and Database Development and the impact of the integration of Scotland into the programme. A paper outlining the options for Scotland was developed and was be presented at the FSSPF meeting in October.

## Management Day

- 3.4 On 5th October Forensic Services held a Management Day at the Scottish Police College. The event was attended by 45 managers from across all functions and sites. The overarching theme of the event was to provide information on the strategic priorities, the financial landscape and challenges. The delegates then considered how these inform our business decisions to ensure Forensic Services maximises its capacity to meet demand.

## **4. OTHER CORPORATE BUSINESS ACTIVITIES**

### **Strategy and Performance**

- 4.1 The Policing 2026 project is well underway and has a robust structure in place which includes external support from Deloitte. The project is progressing in line with expectations. It is a collaborative piece of work between the Scottish Police Authority and Police Scotland. A rigorous approach to governance of the project has been applied and the CEO chairs an external reference group. A detailed stakeholder engagement plan has been produced since the last Board meeting which is now being implemented. Wider public consultation will take place in due course.
- 4.2 The Director of Strategy and Performance has been seconded to the Policing 2026 project for several months. In his absence, the team in general has had a continued focus on and contribution towards the Policing 2026 programme, with secondment of SPA strategic analysts to the programme team itself. Related to this is the development of the new strategic performance framework and the Police Scotland performance framework for 2016/17. The SPA strategy and performance team has been supporting work on both aspects of the performance framework and the project plan to improve the evidence base.
- 4.3 In addition, work has been progressing in partnership with Police Scotland on the development of a balanced performance framework for C3. A new report format has been agreed by the SPA C3 Governance and Assurance Group and Quarter 2 C3 performance will be reported to the group in this new format in November.

## **Communications and Relationships**

### Communications

- 4.4 Both the Director and Communications and Engagement Team Leader have been involved in the strategic and tactical work in the Policing 2026 programme.
- 4.5 In addition, the team has provided support to a range of media activity including:
- SPA Forensic Services' involvement at Police Scotland's media appeal for the anniversary of the murder of Caroline Glachan.
  - First anniversary of the Chair's appointment.
  - Announcing new senior appointments, including the appointment of Johnny Gwynne as DCC for Crime and Operational Support and David Page as Director of Corporate Services, Strategy and Change.

### Community Accountability

- 4.6 The team has continued to support development of the key elements of the localism strand of Governance review, including enhanced assurance processes, and transition to new ways of working and engagement with local authority partners.
- 4.7 The team has also been working closely with Police Scotland to strengthen links between the Policing 2026 programme and local accountability priorities.
- 4.8 Other activities include planning for the delivery of the annual Partners in Scrutiny meeting 2016/17, and early consultation with local authority partners to inform the SPA's Annual Review of Policing 2016/7.

### Independent Custody Visiting

- 4.9 In taking forward the ongoing recruitment programme, 2 induction training days were held in Aberdeen and Glasgow for prospective new custody visitors. This has resulted in 15 new volunteers progressing to the second training day.

- 4.10 A successful pilot scheme was conducted in Forth Valley whereby Visitors were introduced to detainees by custody staff using a 'cue card'. The card contains revised wording providing a more positive introduction. It was subsequently rolled out across the country and the acceptance of visits by detainees has increased by 15%.
- 4.11 ICVS staff have been working in partnership with Scottish Human Rights Commission to produce new Equality and Human Rights training for custody visitors which will be delivered in the forthcoming months.

### **Governance and Assurance**

- 4.12 Work to take forward implementation of the recommendations arising from the Chair's review of governance which was published earlier this year is ongoing. A full update is provided at agenda item 11.
- 4.13 The HR Governance team also continues to play an active role in supporting Police Scotland on a number of important issues including the Modernisation Project and Police and Staff Pay Proposals.
- 4.14 In addition, the team has been working with the Director of Communications to take forward development of a revised SPA engagement approach with staff associations and trade unions.

### **4. FINANCIAL IMPLICATIONS**

There are no direct financial implications associated with this paper.

### **5. PERSONNEL IMPLICATIONS**

There are no direct personnel implications associated with this paper.

### **6. LEGAL IMPLICATIONS**

There are no direct legal implications associated with this paper.

### **7. REPUTATIONAL IMPLICATIONS**

There are no direct reputational implications associated with this paper.

### **8. SOCIAL IMPLICATIONS**

There are no direct social implications associated with this paper.

**9. COMMUNITY IMPLICATIONS**

There are no direct community implications associated with this paper.

**10. EQUALITIES IMPLICATIONS**

There are no direct equalities implications associated with this paper.

**11. ENVIRONMENTAL IMPLICATIONS**

There are no direct environmental implications associated with this paper.

**RECOMMENDATIONS**

That Members note the content of this paper.