

SCOTTISH POLICE  
AUTHORITY

<b>Meeting</b>	<b>Public SPA Board Meeting</b>
<b>Date</b>	<b>25 May 2017</b>
<b>Location</b>	<b>Golden Jubilee Conference Hotel, Clydebank</b>
<b>Title of Paper</b>	<b>Chief Constable's Report</b>
<b>Item Number</b>	<b>8</b>
<b>Presented By</b>	<b>Chief Constable Phil Gormley</b>
<b>Recommendation to Members</b>	<b>For Noting</b>
<b>Appendix Attached:</b>	<b>No</b>

**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 SPA Board meeting on 22 March 2017.

*This report is submitted as a Standing Agenda Item.*

## **1. BACKGROUND**

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

## **2. FURTHER DETAIL ON REPORT TOPIC**

### **2.1 Significant National/International incidents**

#### **2.1.1 Terrorist Incident in London**

Following the terrorist incident in London on 22 March 2017, and as part of the UK-wide response to these events, Police Scotland has closely monitored this situation and put appropriate security plans in place for our communities and for our own officers and staff. Police Scotland will continue to review all operational and response plans and all officers and staff have been issued with appropriate advice in respect of their own personal safety.

The Chief Constable and DCC Fitzpatrick attended the funeral of Police Constable Keith Palmer on Monday 10 April 2017.

#### **2.1.2 Global Ransomware Cyber-Attack**

On Friday 12 May 2017, a Global Ransomware cyber-attack was deployed against approximately 100 countries worldwide, affecting thousands of organisations and individuals. The attacks were carried out using Ransomware software which works by encrypting the users' data rendering all files unusable, and demanding payment by way of Bitcoin crypto currency, in exchange for a decrypt key.

Following communication from Scottish Government Cyber Resilience, it became clear that a number of NHS authorities in Scotland had been attacked. As a consequence, Police Scotland instigated a Specialist Cybercrime response with the appointment of a SIO-led investigative team.

Channels of communication were established with UK-wide law enforcement agencies including National Crime Agency – National Cyber Crime Unit who have an overarching investigative responsibility.

## 2.2 ORGANISATIONAL UPDATE

### 2.2.1 Policing 2026

On 27 February 2017, the public consultation on the 10-year strategy for policing in Scotland was launched by the Chief Constable and Chair of the Scottish Police Authority. It ran for a 10-week period concluding on 8 May 2017.

Engagement on the strategy, locally and nationally highlighted a desire from some Local Authorities for an extension to the consultation period to take account of the local government election timetable. Given this, the consultation period was extended for Local Authority responses until 29 May 2017.

The final results are still in the process of being analysed fully however, initial findings indicate that the Policing 2026 website page has been visited on over 21,000 occasions. There have been over 1,700 completed consultations with 72% of those responses coming from members of the public or organisations. The remaining 28% were from Police Scotland employees.

The majority of respondents believe that the strategy acknowledges the main risks, challenges, opportunities and demands likely to impact on policing over the next 10 years, and that the main areas of focus proposed within the strategy are the right ones to deliver an enhanced policing service.

The majority of respondents also believe that public confidence will be a key measure of success and the effectiveness of Police performance, and that the organisation will need to re-shape to a workforce focussed on having the right skills and capacity to meet future challenges.

One of the key aims of the consultation was to ensure that it was as broad and diverse as possible with each week adopting a specific theme designed to reach out to a wide audience through local and national activities and campaigns. Early indications are that this approach has been well received, with proactive engagement addressing any identified underrepresentation.

It is intended that Policing 2026: Serving a Changing Scotland – Our 10-year Strategy for policing in Scotland, will be published in June. This will take account of consultation feedback.

## **2.3 OPERATIONS/INITIATIVES OF NOTE**

### **2.3.1 Scottish Local Council Elections**

The Scottish Local Council Elections were held on Thursday 4 May 2017. A national policing operation was implemented which proportionately utilised conventional policing, with access to national specialist resources. From a policing perspective, this was a successful operation run in partnership with the Electoral Commission and Electoral Management Board for Scotland.

The operation ensured the elections were conducted in a fair and inclusive manner, and in accordance with the law. An Events Room was established during the Polling Stations opening hours and on Friday 5 May for the Count in all 32 Local Authority areas. No significant incidents were reported.

### **2.3.2 UK Parliamentary Election**

The UK Parliamentary Election will be held on Thursday 8 June 2017, and will use a similar national policing operation as implemented for the Scottish Local Council Elections. This operation will utilise conventional officers who can access the support of national specialist resources.

A Force Events Room will be initiated from 0600 hrs on Thursday 8 June and will remain operational until the majority of the Counts are concluded. Gold and Silver briefings have commenced and any learning from the Scottish Local Council Elections will be incorporated into the policing plan. This event will also be run in partnership with the Electoral Commission, Electoral Management Board for Scotland and the 32 Returning Officers across Scotland.

### **2.3.3 Rangers FC v Celtic FC 23 April 2017 & 29 April 2017 Fixtures**

The Scottish Cup semi-final match took place at the National Stadium, Glasgow on Sunday 23 April 2017. Five arrests were made in relation to this fixture.

On Saturday 29 April 2017, the SPFL Premiership match took place at Ibrox Stadium, Glasgow. 25 arrests were made in relation to this fixture; 14 for carriage of alcohol on vehicles travelling to / from the game, two attempting to enter the stadium whilst drunk, one in possession of alcohol within the stadium, one culpable and reckless conduct (throwing an article), two breach of the peace, four Section 1

Offensive Behaviour at Football and Threatening Communications (Scotland) Act 2012 and one arrest for a pitch incursion.

### **2.3.4 Scotland v England 10 June 2017**

On Saturday 10 June 2017, a World Cup 2018 qualifier football match is scheduled to take place at the National Stadium, Glasgow, between Scotland and England; the kick-off is at 1700 hours and a 50,000 crowd is anticipated. The Gold Commander for the event is Chief Superintendent Brian McNulty and the Match Commander is Superintendent Alan Murray.

Planning is still in the early stages however, there will be a significant policing operation running from Friday morning through to Sunday afternoon. It is anticipated that over 5,000 England supporters will attend the match and stay within the surrounding area, with the potential of a further 2,000 ticketless England supporters who may travel to Glasgow.

Police Scotland will work closely with the Head of Delegation from the UK Football Police Unit with regard to the sharing of information and intelligence and British Transport Police in relation to the movement of supporters to and from Glasgow and the national stadium. This multi-agency event will be commanded from the Events Room in Glasgow and partners include British Transport Police, Community Safety Glasgow, Scottish Fire and Rescue Service, Scottish Ambulance Service, Hampden National Stadium, Scottish Football Association and the Procurator Fiscal Service.

We are working closely with our partners to ensure the safety of all those attending the fixture, to maintain public order and to minimise disruption to communities throughout Scotland. Officers from across Scotland will be deployed at the match and over the 3 day policing operation.

## **2.4 LOCAL POLICING**

### **2.4.1 Launch of the 'Drivewise' Borders project**

April saw the launch of the 'Drivewise' Borders project, a new multi-agency initiative aimed at reducing the number of serious and fatal accidents that occur on the 2,000 miles of Border roads each year. The project directs three educational initiatives towards those who are statistically more at risk; the under 25s and the over 65s.

Police Scotland co-ordinate the scheme, ensuring all elements of the project are delivered in partnership with Scottish Fire and Rescue Service, Scottish Ambulance Service, IAM RoadSmart, Scottish Borders Council, Volvo UK, Mr John Cleland, Charterhall Estates, the Under 17's car club and local businesses.

The project includes an innovative approach for 14 to 17 year olds which has seen all nine local Borders high schools volunteer to provide 50 pupils for 14 dates - a total of 700 young adults - where they are encouraged to challenge their understanding of the Highway Code and hazard perception.

Older drivers have the opportunity to benefit from an educational input, courtesy of Scottish Borders Council, and receive a copy of the Highway Code and a local information booklet, coupled with a 90 minute 'refresher' drive with a local Advanced Driving Instructor.

#### **2.4.2 Missing Persons - Launch of new National Strategy**

The National Missing Persons Framework for Scotland was launched on 10 May 2017, and brings together Police Scotland, Local Authorities and the third sector to deal appropriately and consistently with incidents of people going missing.

The Framework sets out the roles and shared responsibilities of respective agencies, as well as key national objectives and supporting commitments to focus our efforts on preventing people from going missing and limiting the harm associated when they do go missing.

#### **2.4.3 International Missing Children's Day**

International Missing Children's Day (25 May 2017) was first launched in 1998 as a joint venture of the International Centre for Missing and Exploited Children and the United States National Centre for Missing and Exploited Children. The initial concept was to create a global network of nations and organisations that would disseminate information and share good practice.

The network now has the involvement of 22 countries worldwide. The UK charity Missing People and UK Missing Person Bureau oversee national events for this date, usually through media coverage, 'Forget-me-Knot' badges and through celebrity endorsements. The focus of this event is to raise public awareness of all children who are missing throughout the United Kingdom and abroad.

Police Scotland support for International Missing Children's Day 2017 can be delivered with minimal impact on operational staff via intranet and internet. The Police Scotland website already links to the Missing People page where members of the public can obtain further information. Participation will demonstrate our commitment to partnership working with the Missing People charity, the UK Missing Person Bureau and other stakeholders. The National Missing Persons Unit is consulting with Corporate Communications to develop suitable content.

#### **2.4.4 Stop and Search – Code of Practice**

On 11 May 2017, the Code of Practice on the Exercise by Constables of Powers of Stop and Search of the Person in Scotland came into effect. The introduction of the Code is the final milestone in the delivery of Police Scotland's Stop and Search Improvement Plan launched in June 2015. It provides officers, including supervisors and senior managers, with guidance on conducting, recording and monitoring the use of stop and search and puts individuals' rights at the centre of any decision to stop and search a person.

In preparation for the introduction of the Code, training has been delivered to all frontline officers and the Police Scotland National Stop and Search Unit has delivered inputs to every Senior Management Team across the country. The Unit are also scheduling inputs to Local Authority Scrutiny Boards in liaison with each of the 13 divisional commanders.

Police Scotland will continue to work closely with partners, particularly children and young people, to monitor its impact.

#### **2.4.5 National Police Scotland Youth Volunteer Awards**

On 22 April 2017, the inaugural National Police Scotland Youth Volunteer Awards were held in Alloa. This coincided with their third anniversary, having been launched in April 2014.

Police Scotland currently has 650 youth volunteers and 210 adult volunteers engaged in 27 Police Scotland Youth Volunteer teams dispersed across all Local Policing Divisions. 18 Police Scotland Youth Volunteer Groups were represented at the ceremony, bringing together 160 adult and youth volunteers from across the country.

The event was live-streamed on Facebook with 4,500 viewers on the night, with further social media posts reaching 16,000 people.

## **2.5 CRIME UPDATE**

### **2.5.1 Attempted Murder – Ross Monaghan**

Police Scotland has an overarching operational response to a number of linked violent incidents in the Greater Glasgow area, led by ACC Crime, Steve Johnson. These incidents, which include the recent attempted murder of Ross Monaghan, are assessed to be part of an ongoing feud between rival organised crime groups.

Significant resources from both Local Policing and Specialist Crime Division, including those from Organised Crime and Counter Terrorism, are being deployed to detect those responsible and disrupt the activities of organised criminality, utilising the full range of intelligence and investigative capability of the Scottish Crime Campus, Gartcosh. The investigations, a number of which are supported by HOLMES (Home Office Large Major Enquiry System), are working collaboratively to ensure that all available intervention and disruption opportunities are exploited. This has already led to 18 arrests, multiple seizures of firearms and ammunition, illicit drugs with an estimated street value in excess of £750,000 and circa £50,000 in cash. Disruption notices have been served to a significant number of individuals linked to the feuds.

In January, the attempted murder of Ross Monaghan involved a shooting near a school as parents dropped their children off for the day and shots fired in the vicinity of domestic dwellings. Extensive enquiry has now established the identity of the gunman and a 36 year old man has been arrested.

On 18 May 2017, Steven Daniel was subject to a targeted attack whilst he was driving a vehicle in the Glasgow area. Investigations are ongoing to detect those responsible and establish whether this attack is linked to the previously reported incidents.

### **2.5.2 Operation ACERVOSE**

Operation ACERVOSE has been established by the National Crime Agency with the strategic objective of intensifying police and law enforcement activity against Human Trafficking.

Police Scotland supported this operation by holding a compulsory Local Day of Action on Monday 15 May 2017, with about 450 officers from all

policing divisions. The planning for the operation was conducted with partner agencies, with support from HM Revenue and Customs, Border Force, Home Office Immigration Enforcement, British Transport Police, National Crime Agency and the Gangmasters Labour and Abuse Authority.

Across all Local Policing Divisions, 80 premises were visited which included harbours, fish processing plants, car washes and nail bars. During the operation a 15 year old female, who displayed indicators of trafficking, was found working in a nail bar. The circumstances of her discovery are still under investigation. Three further individuals were also reported for immigration offences.

The operation once again highlighted the plight of victims of trafficking and exploitation within our communities, with a key part of the operation being to raise awareness to the public. This has led to a number of media interviews both with local Human Trafficking Champions and from the National Human Trafficking Unit. ACC Johnson also provided a follow-up video message via social media, which has been viewed 5,500 times.

### **2.5.3 Child Sexual Exploitation (CSE) Launch**

The CSE Advisors Service is a partnership initiative between Barnardos and Police Scotland to develop and deliver a Scottish Child Sexual Exploitation Advisors network that draws on the skills, knowledge and intelligence of key agencies and provide a co-ordinated response to CSE. Two Barnardos funded posts are now embedded within both North East and Tayside Divisions within Police Scotland. The staff have delivered training to front line officers, Public Protection Unit staff and partner agencies. An information sharing protocol is in its final stages of completion which will enable the advisors to have a proactive role in the early identification of CSE concerns relating to children and young people for whom a child concern is raised.

The CSE Advisors Service is also seen as key in the future delivery of the CSE Partners Intelligence Toolkit in both areas. A stakeholder's event to formally launch the service and hosted by Barnardos and Police Scotland will take place in June.

The Scottish Government's CSE National Group, chaired by the Principal Child Protection Officer, Glasgow City Health and Social Care Partnership, delivered eight CSE workshops across Scotland, reaching 31 Local Authority areas. The remaining Local Authority, Shetland Islands Council, will host the final workshops on 5 and 6 June.

The workshops fell under the Awareness and Prevention strand of the National CSE Work Plan and were facilitated by Local Child Protection Committees. Police Scotland played a key role in the strategic decision making around the locations, content and purpose of the workshops ensuring Local Policing perspective was included and the National Child Abuse Investigation Unit provided inputs on learning from CSE investigations, intelligence capture and the importance of partnership working at these workshops. Local policing representatives also attended and provided an overview of ongoing work within their own policing divisions demonstrating the positive commitment that Police Scotland has in tackling CSE.

These events provided the opportunity for Child Protection Committees to share key learning points in relation to local area approaches to the care and protection of young people experiencing sexual abuse, exploitation or young people who are at risk of sexual abuse and exploitation. They also provided an overview of national developments and encouraged areas to discuss implementation at a local level, share learning and discuss what action is or can be delivered locally to improve our response to children and young people at risk of harm through sexual abuse and exploitation.

Over 400 colleagues attended the workshops from a range of organisations and disciplines including Police Scotland, NHS, Scottish Children's Reporter Administration, Children's Hearing Scotland, Crown Office and Procurator Fiscal Service, Local Authorities and Third Sector agencies.

## **2.6 CORPORATE UPDATE**

### **2.6.1 Police Scotland Whistleblowing Policy**

Police Scotland's Whistleblowing policy was developed following the HMICS review of the Counter Corruption Unit on 27 June 2016.

Consultation and engagement has been undertaken throughout the development of the Whistleblowing Policy in conjunction with Equality and Human Rights Impact Assessment ensuring statutory and diversity staff associations were consulted at every stage. All activity undertaken in respect of this policy will adhere to Police Scotland's values of Integrity, Fairness and Respect.

Police Scotland is committed to achieving the highest possible standards of service and ethical standards in public life and all of its practices. The

Whistleblowing Policy, and its guidance, applies to police officers, police staff, members of the special constabulary and any other contractor, volunteer or other person engaged in working with Police Scotland. It is important that individuals are empowered to raise concerns with confidence and have faith that such concerns are properly addressed. Police Scotland views the establishment of this policy as a positive act.

### **2.6.2 Recruitment**

On Monday 27 March 2017, 190 new recruits joined Police Scotland, along with an additional 14 British Transport Police Officers – this is the largest single intake at the Scottish Police College since moving to quarterly intakes in September 2016. 51 of these officers will be posted to A Division at the conclusion of their initial training to meet the resourcing requirements currently being experienced in the North East.

In addition, further positive action days for women have taken place on 21 and 28 April 2017, at Fettes and Jackton, respectively. A further event is scheduled for 6 June at Jackton. As reported previously, these events are aimed at promoting opportunities for women in policing and encouraging application. Application rates will be monitored and reported on in due course.

### **2.6.3 Introduction to Policing Programme**

Following the success of the first Introduction to Policing Programme – to encourage people from BME backgrounds to consider a career in policing - a second programme began on 23 April 2017. 58 people attended week one with this number rising to 105 in week 2 (friends and family event), held at the Scottish Police College. A further course is being planned for Autumn to be held in the North of Scotland.

### **2.6.4 Promotion Process**

The application processes for promotion to Superintendent and Chief Inspector ranks are now closed. In total, 142 applications were submitted for Superintendent and 216 for Chief Inspector and interview panels, chaired by the Executive Team, are scheduled to complete the selection process for these ranks by the end of June.

The National Police Promotion Process is also underway for Sergeant and Inspector ranks through a focused approach which prioritises promotion panels to meet our resource requirements at these levels. Selection panels are scheduled during May and June to support our priority of

addressing a higher level of vacant positions within the North and East Command Areas and for Inspectors with Detective Investigative Skills.

### **2.6.5 Special Constables**

On Sunday 30 April 2017, 41 new Special Constables were sworn in and two further 2017 intakes are being arranged. A three week condensed course at Tulliallan commencing 3 July 2017, and a conventional course involving localised training as well as a core week and practical weekend at Tulliallan, will commence on 26 August 2017.

### **2.6.6 Wellbeing**

DCC Livingstone chairs the Police Scotland and SPA Health and Wellbeing Group which is attended by key stakeholders, staff associations and trade unions. The third meeting took place on 19 May 2017. At the meeting, the development of the Force-wide wellbeing initiative was discussed in detail. It was agreed that the successful Lanarkshire Division Pilot would be rolled out across SPA/Police Scotland with a launch date in September 2017.

Adopting the successful approach from the recent Lanarkshire Division Wellbeing Pilot across the organisation, Divisions have been identifying Wellbeing Champions who will underpin the wellbeing initiative and bring localism in supporting officers and staff. The Champions will be representative of our organisational profile and be a mix of officers and staff from various ranks and grades. The Wellbeing Champions will receive a bespoke training package over the next three months which includes the external accredited Scottish Mental Health First Aid training course.

A dedicated Sub-Group has been established which includes key stakeholders, staff associations, trade unions and partner agencies (AXA, Scottish Police Recreation Association, Police Mutual, Scottish Police Credit Union) to launch the wellbeing initiative in September. This is primarily focused on developing inclusive and informative products and activities that will raise awareness of support available to officers and staff to ensure wellbeing is mainstreamed across the organisation.

### **2.6.7 Modernisation**

A key milestone has been achieved on the Staff Pay and Reward Modernisation project. A Job Overview Document for every role has been created, which was sent to every staff member at the end of April. A quality assurance process has taken place with the Trade Unions. A

full communication plan was implemented in line with distribution of the Job Overview Documents which included Line Managers briefings that provided them the necessary detail to brief staff throughout the process.

Business Area engagement has continued with nearly all 30 Business areas briefed to date. Feedback from these sessions has been very positive and will be used alongside a range of impact assessments and analysis to inform pay modelling and the options appraisal of terms and conditions. The feedback will also inform the Stage 5 Pre-Implementation planning work which is underway.

Work to prepare for the Scottish Government Gateway Review is in its final stages, with this intended to take place on 30 and 31 of May. Work to finalise the Staff Engagement Roadshows and Staff Questionnaire continues with all venues identified, presentation materials drafted and a draft question set in preparation for use via the same Citizen Software application used by the 2026 Project.

Following the positive Independent Equalities and Human Rights Impact review by 'Close the Gap', an action plan has been developed to progress the recommendations and ensure that any identified learning from the review is progressed appropriately.

### **2.6.8 Establishment of Officer Safety and Use of Force Working Group**

A working group has been established under the leadership of ACC Operations and Justice, Bernard Higgins to co-ordinate activity on officer safety and use of force. The group includes representatives from staff associations and relevant stakeholders from across the organisation. The main objectives of the group will be to provide force governance over all aspects of officer safety and use of force and will provide a forum for policy decisions to be made.

## **2.7 INTERNET & SOCIAL MEDIA**

### **2.7.1 Social Media Analysis**

Evaluation of social media since last reported to the SPA Board, shows the total number of followers across all accounts to be 1,349,534 which is 35,487 up on last period.

## 2.7.2 National Campaigns

Social media coverage of the Policing 2026 consultation throughout month of April included messages linking to healthier Scotland; fairer Scotland and Technology Week. On our corporate accounts throughout month of April #Policing2026 content has generated a reach of 417,000 with 16,000 engagements.

In support of Police Scotland's Hate Crime campaign which ran between 27 March - 9 April 2017, Corporate Communications issued 12 posts between 1 - 9 April across Police Scotland Facebook and Twitter, reaching over 250,000 people – further raising awareness of Hate Crime reporting.

## 2.7.3 Local Campaigns

Operation Close Pass was launched in Edinburgh on 24 April 2017, to warn drivers to give cyclists as much room as possible when passing them - as much room as you would give a car. The launch post was very well received and was subsequently shared on Police Scotland's Facebook, extending the reach of the campaign locally and nationally.

## 3. FINANCIAL IMPLICATIONS

3.1 There are no financial implications associated with this report.

## 4. PERSONNEL IMPLICATIONS

4.1 There are no personnel implications associated with this report other than those specified.

## 5. LEGAL IMPLICATIONS

5.1 There are no legal implications associated with this report.

## 6. REPUTATIONAL IMPLICATIONS

6.1 There are no reputational implications associated with this report.

## 7. SOCIAL IMPLICATIONS

7.1 There are no social implications associated with this report.

## 8. COMMUNITY IMPACT

8.1 There is no community impact as a consequence of this report.

**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 information on progress and significant events within Police Scotland since the last SPA Board meeting on 22 March 2017.