

<b>Meeting</b>	<b>SPA Board Meeting</b>
<b>Date and Time</b>	<b>2 May 2018</b>
<b>Location</b>	<b>Stirling Court Hotel, Stirling</b>
<b>Title of Paper</b>	<b>Report by SPA Interim Chief Officer</b>
<b>Presented By</b>	<b>Kenneth Hogg</b>
<b>Recommendation to Members</b>	<b>For Noting</b>
<b>Appendix Attached:</b>	<b>No</b>

**PURPOSE**

To update Authority Members on significant business and improvement activity carried out by SPA staff following the previous SPA Board meeting.

## **1. BACKGROUND**

1.1 This paper provides a summary of significant business and improvement activity carried out by SPA staff since the last SPA Board meeting on 29 March 2018.

## **2. SPA Improvement Plan 2018/19**

2.1 A significant amount of work has been undertaken within the SPA's executive team to develop the SPA Improvement Plan for 2018-2019 (described previously as the 'SPA Corporate Plan'). The Plan is presented for approval by the SPA Board on 2 May 2018.

2.2 The Improvement Plan sets out the key improvements to its ways of working that SPA will make during 2018-2019. In doing so it responds to recommendations from 14 reviews, inspections and audits of the Authority that were published during the 2017/18, and focuses on four priority areas for action:

- improving services to the Board and Committees;
- improving our internal governance, policies and procedures;
- strengthening external relationships and procedures; and
- building the SPA executive team's capacity and capability.

2.3 The Improvement Plan has been produced by engaging within the SPA executive team as well as with SPA Members. An all-staff workshop was held on 4 April to enable executive colleagues to contribute to this plan, and a further staff engagement session was held on 12 April. Progress made against the plan will be reported publicly in future Board Reports from the Interim Chief Officer.

## **3. Strengthening leadership**

3.1 A recruitment process was launched on 6 April to recruit Deputy Chief Constables and Assistant Chief Constables to strengthen Police Scotland's senior leadership team. The closing date for applications was 30 April and we expect to move shortly thereafter to shortlisting, candidate assessment and interviews, with a view to making appointments by the end of June. Work is also underway to support the launch of the recruitment processes for the SPA Chief Officer and the Chief Constable.

## **4. Building SPA executive capacity and capability**

4.1 Rapid progress is now being made to build essential new capacity and capability within the SPA's executive team in order for it to deliver effectively its core functions. Engagement with SPA staff continued during April, and their input has shaped development of a proposed new operating model for the executive team. The proposals also take into account recommendations from the SPA Executive Review led by Malcolm Burr and Nicola Marchant which was published in March 2018. Progress to date was discussed with Board Members at a Board development session on 25 April. Next steps include progressing to design a staffing structure and consultation with trade unions and staff. A new executive structure will be put to the Board for approval at its meeting on 31 May 2018.