

Meeting	Authority Meeting
Date	23 March 2022
Location	Video Conference
Title of Paper	Chief Constable's Report
Presented By	Chief Constable Iain Livingstone QPM
Recommendation to Members	For Discussion
Appendix Attached:	No

PURPOSE

The purpose of this report is to provide the Authority with information relating to the Police Service, policing and the state of crime.

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 Keeping People Safe. This paper is intended to provide Members with an update on key activity and events.

2. TACKLING THREAT AND RISK

SERIOUS VIOLENCE INCLUDING HOMICIDE

Murder of Emma Caldwell

In May 2005, Emma Caldwell was found dead in woods at Roberton, near Biggar, South Lanarkshire. Emma, who was aged 27, was reported missing the previous month, having last been seen in Govanhill, Glasgow. Following her death an investigation was carried out, however no person was convicted of Emma's murder.

In 2015, detective officers from Police Scotland's Major Investigation Team commenced a re-investigation of the circumstances surrounding the death, supported by colleagues from SPA Forensic Services and Crown Office and Procurator Fiscal Service. Following this complex and challenging investigation, on Thursday 24 February 2022, a 49 year old man was arrested. He subsequently appeared at Glasgow Sheriff Court charged with Emma's murder, as well as offences against a number of women including rape, abduction and sexual assault. He was remanded in custody.

Emma's family has shown sustained resilience and determination since her death in 2005, and officers from Police Scotland have remained in close contact with them during the investigation.

Murder of Marion Hodge

In July 1984, 34 year old Marion Hodge from Lockerbie was reported missing. With no further sightings or contact since the time of her disappearance, Marion was declared legally dead by the Court of Session in Edinburgh in 1992.

In February 2022, detective officers from Police Scotland's Unresolved Homicide Investigation Team began a re-investigation into the circumstances of Marion's disappearance and death. As part of that investigation, officers have carried out enquiries in the local area, and launched a public appeal for information, including activation of the Major

Incident Public Portal, which enables members of the public to respond directly to the Inquiry Team. In addition, the appeal was highlighted on the BBC Crimewatch programme.

Police Scotland recognises the lasting impact that unresolved deaths have on loved ones, and in our wider communities. Unresolved and undetected murder cases are never closed in Scotland, and our Homicide Governance Review Team remain focused on bringing offenders to justice, and providing closure for the families of those who have died.

VIOLENCE AGAINST WOMEN AND GIRLS

Significant Conviction

On Wednesday 9 March, at the High Court in Edinburgh, 39 year old Peter Renton was sentenced to over nine years imprisonment, after his earlier conviction in respect of a number of serious offences, including sexual assault and assault. The conviction and sentence followed a Police Scotland investigation into offending against two women which took place between 2019 and 2021. The investigation was enabled by the women who showed courage and bravery to come forward and report the circumstances, and who subsequently provided evidence during court proceedings.

Police Scotland remains committed to supporting victims of sexual crime, and will thoroughly investigate all such reports, whether recent or non-recent, to ensure offenders are held to account.

DRUGS SUPPLY AND HARM

Drug Seizures

On Tuesday 22 February, a 63 year old man was arrested in respect of drug supply offences following a proactive operation by officers from Renfrewshire and Inverclyde Division. The arrest followed the search under warrant of a property in Paisley which resulted in the recovery of heroin with an estimated street value of around £174,000.

On Wednesday 23 February, two men aged 35 and 27 were arrested in respect of drug supply offences following an intelligence led operation by officers from Lanarkshire Division. The arrests followed a vehicle stop in Overtown, North Lanarkshire which resulted in the seizure of cash to the value of £63,000. This was followed by the search of a property in Wishaw, which resulted in the recovery of cocaine, cannabis and diazepam with an estimated street value of around £289,000.

County Lines Convictions

As has been reported on a number of occasions, County Lines is the practice of drug dealers from larger cities expanding their activities into smaller towns and rural areas, and exploiting young and vulnerable people to sell controlled drugs. On Thursday 24 February, at Perth Sheriff Court, three men aged 37, 28 and 24, were sentenced to a total of five years and four months imprisonment following convictions in respect of the supply of controlled drugs between Liverpool and Perth using County Lines tactics. The sentence was the culmination of a Police Scotland intelligence led investigation into serious and organised crime, which resulted in the seizure of heroin with an estimated street value of around £80,000, and a quantity of cash.

Police Scotland will continue to carry out disruption and enforcement activity in the heart of Scotland's communities, to tackle those who pose the greatest threat and risk, including those involved in serious and organised crime and the supply of controlled drugs.

3. DELIVERING ON OUR PRIORITIES

WORKING WITH COMMUNITIES

Mountain Rescue

Police Scotland officers and staff continue to work with local partners and volunteers across Scotland's more remote and rural communities, to respond effectively in support of those who require assistance on our mountains. In recent weeks, there has been an increase in demand for the services of Police Scotland and volunteer Mountain Rescue Teams, who have responded in challenging weather conditions to reports of walkers and climbers in distress. On Tuesday 8 March, Mountain Rescue Teams deployed to Ben Nevis after reports had been received of a number of people in difficulty. A 28 year old man tragically died on the mountain, and during the response, 23 members of the public were assisted to safety.

In addition to maintaining an effective operational response in our more remote communities, Police Scotland continues to support relevant public information campaigns, including the 'ThinkWINTER' campaign, backed by Scottish Mountain Rescue and Mountaineering Scotland. This campaign provides safety advice in respect of outdoor activities, focusing on planning, preparation, the use of appropriate equipment, and sound decision making.

PROTECTING VULNERABLE PEOPLE**Operation PROTECTOR**

Operation PROTECTOR is a collaborative partnership operation in North East Division, which is designed to proactively address the effects of serious and organised crime and drug misuse in Aberdeenshire communities. On Wednesday 23 and Thursday 24 February, the latest Operation PROTECTOR took place, involving Police Scotland officers working with partners from Community Safety, Criminal Justice Social Work, Substance Misuse professionals, and Housing, Children and Families Services. Visits were made to over 60 substance users or those at risk of exploitation, while over 100 members of the public interacted with a 'Police Pod' and received information about available support services.

The partnership approach, which recognises substance misuse as a health issue, continues to be positively received and is an effective mechanism to help change attitudes and address stigma.

Mental Health Pathway

As part of Police Scotland's Modernised Contact and Engagement Programme, on Tuesday 15 March, a number of Mental Health Nurse Practitioners (MHNPs) from NHS24 began work with our Contact, Command and Control Division (C3). In conjunction with police officers from C3 Division's Resolution Teams, the MHNPs will triage and support mental health related incidents throughout Scotland as part of phase 2 of the Mental Health Pathway. The Pathway, which was launched in 2020, is designed to improve services for those in need of urgent mental health assistance at the first point of contact.

An online survey has been made available to officers and staff, seeking views on how Police Scotland currently deals with mental health incidents. Insights from the survey will be considered as part of the ongoing evaluation of the Mental Health Pathway.

Scottish Ambulance Service Collaboration

Following a successful pilot in Dundee, on Friday 11 March 2022, Police Scotland introduced a new process which enables officers to engage with the Scottish Ambulance Service (SAS) should they be required to deal with a situation involving a casualty who is unconscious and not breathing. The process enables officers to make direct contact with SAS from their mobile device, which will enable early and effective triaging, support from a trained clinician at the earliest opportunity, and provision

of the most appropriate SAS response.

TACKLING CRIME IN THE DIGITAL AGE

Cyber Scotland Week

Police Scotland recognises the increasing demands associated with cybercrime, and is committed to keeping people safe in the digital world. During Cyber Scotland Week, on Monday 28 February, we highlighted the ongoing development of a new application for operational officers, at the FutureScot Cyber Security Conference. The Cyber App, which has been developed in collaboration with the College of Policing through the Police Scotland Cyber Strategy Implementation Programme, will provide a consolidated platform to host comprehensive guidance and information on cyber related incidents and investigations. It is designed to assist in the embedding of cyber skills across the organisation, and support a consistent and effective initial response to cyber related incidents.

At the beginning of Cyber Scotland Week, Deputy First Minister John Swinney announced plans to create a Scottish Cyber Coordination Centre (SC3). The creation of a SC3 will enable Police Scotland to further develop and enhance our engagement with key national and local partners, including the UK National Cyber Security Centre, as we collectively respond to cyber threat and risk.

SUPPORT FOR OPERATIONAL POLICING

Estates Improvement

On Monday 28 February, the former Grampian Police Headquarters building at Queen Street, Aberdeen was sold to Aberdeen City Council, completing the final part of the North East Division Integration Project (NEDIP). The NEDIP was part of our extensive estate transformation strategy, designed to enable Police Scotland officers and staff to integrate more fully with partners in shared offices across the country. Following a decision in 2020 to dispose of Queen Street Police Station, which was no longer fit for purpose, over 500 officers and staff were relocated into shared facilities with Local Authority colleagues, or into refurbished police buildings.

Since approval of the Estate Strategy in 2019, and despite the constraints associated with the pandemic, Police Scotland has entered into 11 new co-located partnerships across the country, involving five local authorities as well as Scottish Fire and Rescue Service, Scottish Courts and Tribunal Service, and the National Health Service.

Subject to the provision of appropriate Scottish Government funding, the Estates Implementation Plan incorporates around 140 planned and pipeline projects to be delivered over the next 5-10 years. This will see the transformation of our inherited and aged police estate, into one that will provide modern, fit for purpose working environments for officers and staff, and enable the delivery of a more integrated local service, underpinned by enhanced partnership collaboration focused on community need.

4. STRATEGIC ENGAGEMENT

RESOURCE SPENDING REVIEW

On Wednesday 2 March 2022, Police Scotland provided an initial submission to the Scottish Government's Resource Spending Review. Spending plans will be appraised against the review priorities, and the initial submission focused on our response to community need, asserting that appropriate investment in policing supports enhanced economic security, social cohesion and societal stability, and is fundamental to the achievement of Scottish Government priorities. In addition to this initial submission, Police Scotland will also inform the public consultation on the Resource Spending Review which is due to close at the end of March.

SCOTTISH POLICE AUTHORITY ENGAGEMENT

On Thursday 3 March, along with Chair of the Scottish Police Authority, I hosted an engagement session between members of the Police Scotland senior leadership team and the SPA Board. The positive and productive session took place at Police Scotland Headquarters, Tulliallan, which enabled colleagues to meet in person. Discussions included consideration of the Strategic Police Plan; how to further develop effective collaborative working; and developing solutions to strategic challenges.

INTERNATIONAL ENGAGEMENT

Leadership in Counter Terrorism (LinCT)

The LinCT Programme is an international partnership between Police Scotland, the Police Service of Northern Ireland, the Federal Bureau of Investigation, the Royal Canadian Mounted Police, the Australian Federal Police, and the Australian Institute of Police Management. The Programme is designed to develop the knowledge, skills and perspectives required to conduct effective counter terrorism operations, develop effective counter terrorism strategies, and to minimize the fear and threat of terrorism. Between Tuesday 8 and Thursday 10 March, we hosted a LinCT regional event at Police Scotland Headquarters, Tulliallan, where

colleagues from across the United Kingdom met to discuss various aspects of counter terrorism policing.

Interpol Executive Committee

Between Wednesday 9 and Friday 11 March, Deputy Chief Constable Will Kerr, attended the 213th session of the Interpol Executive Committee which took place in Lyon, France. As one of three European Delegates on the Executive Committee, Deputy Chief Constable Kerr continues to enhance Police Scotland's rights based approach, based on legitimacy and consent, by representing the United Kingdom on this influential body.

LOCAL AUTHORITY ENGAGEMENT

On Friday 18 March, along with Assistant Chief Constable Tim Mairs and the Chair of the Scottish Police Authority, I met with senior representatives from COSLA at Police Scotland Headquarters, Tulliallan. During this positive engagement session, we considered a number of areas of shared interest including implications arising from the situation in Ukraine; continuing development of effective collaboration; and future challenges for policing and local authorities.

HER MAJESTY'S INSPECTORATE OF CONSTABULARY IN SCOTLAND

On Monday 21 March, along with members of the Police Scotland senior leadership team, I will meet with the newly appointed HM Chief Inspector of Constabulary in Scotland, Craig Naylor, who has over 30 years policing experience in Scotland and England. HMICS has a vital role relating to the independent inspection, monitoring and evaluation of policing, and Police Scotland will continue to engage with their inspection and evaluation activity. Also at the meeting will be the outgoing Chief Inspector of Constabulary, Gill Imery, and I place on record my thanks for her outstanding services to policing and wish her well as she leaves this critical role.

5. SIGNIFICANT OPERATIONAL EVENTS

OPERATION ESCARPMENT

On Saturday 26 February, Police Scotland implemented a Gold Command structure in response to the ongoing situation in Ukraine. Operation ESCARPMENT will effectively manage and coordinate the required policing response in Scotland. In conjunction with relevant stakeholders and partners, our coordinated response will ensure that we develop appropriate contingency plans, and effectively monitor and quickly address potential challenges such as threats to cyber security, public

protest, and increases in community tension or reported hate crime.

Police Scotland has a clear responsibility to ensure the safety and wellbeing of people, places and communities, and we adopt a human rights-based approach to our operational activity. As such, we will seek to welcome and support those fleeing the conflict in Ukraine, and will work with partners to ensure their needs are met during their time in Scotland. In addition, we continue to provide support to officers and staff in our diverse organisation who have concerns about family and friends in Ukraine, Russia and other parts of Europe at this incredibly difficult time.

POLICING RESPONSE TO COVID-19

As signposted to the Authority in February, over 600 officers who were redeployed from non-front facing roles to support the delivery of policing services in local communities have now been returned to base posts, or to complete their initial training. Absence levels due to COVID-19 remain challenging across Police Scotland, and through our senior command structure and business as usual functions, we continue to keep our operational and organisational response under review.

Building on feedback from officers and staff during the pandemic, Police Scotland has outlined a more agile way of working which will be incrementally introduced from April. The informal hybrid approach will allow us to retain the positive benefits gained, and remain equipped to deliver the best service to our people and communities, as we gradually move towards a more normal post-pandemic way of life. Where roles permit, line managers will work with officers and staff to develop an appropriate arrangement which balances individual wellbeing and organisational need.

PUBLIC INQUIRY – DEATH OF SHEKU BAYOH

Police Scotland continues to engage with and fully support the Public Inquiry into the death of Sheku Bayoh, at which I am a Core Participant. On Tuesday 22 February, I was represented at a Preliminary Hearing in the Inquiry, where the Chair heard, and subsequently determined on, representations from some of the other Core Participants who requested certain undertakings in respect of the use of Inquiry evidence.

On Tuesday 1 March, along with Deputy Chief Constable Fiona Taylor, I met with members of Sheku Bayoh's family and their legal representative. Later that week, we also met with a number of police officers who will be involved in the Inquiry. During these meetings, I reiterated my commitment that Police Scotland will participate fully in the Public Inquiry in an open and transparent manner.

6. OUR PEOPLE

CHIEF CONSTABLE'S BRAVERY AND EXCELLENCE AWARDS

On Friday 25 February, it was my privilege to host a virtual ceremony of the Chief Constable's Bravery and Excellence Awards. The last 12 months were intense, demanding, and relentless for policing, and during that time, officers and staff continued to meet the needs of our communities, as well as successfully policing the COP26 climate change summit, one of the largest policing operations in UK history.

Helping those in crisis goes to the heart of policing's core values and purpose, and the awards ceremony provided an opportunity to formally recognise some of the outstanding police work, bravery and courage displayed by officers and staff in the preceding year, in support of their fellow citizens in Scotland. The award citations illustrate the type of service police officers and staff deliver every day, and underline the changing nature of community need.

In addition, a number of awards recognised acts of bravery by members of the public who stepped forward in a number of challenging and dangerous situations.

RECRUITMENT, PROMOTION AND RECOGNITION

On Thursday 24 February, in a virtual ceremony, 41 police officers were promoted, and 55 members of police staff who had recently been promoted were recognised. Effective leadership within policing is vital, and I congratulate each officer and staff member on their achievement.

On Tuesday 15 March, 137 officers, staff and special constables had their long service and good conduct recognised, through the award of the Police Long Service and Good Conduct Medal, the Police Staff 20 Years' Service Lapel Pin, the Police Staff 35 Years' Service Lapel Pin, and the Special Constable Long Service Award.

Also in February and March, I was delighted to welcome our newly appointed Assistant Chief Constables Bex Smith, Andy Freeburn, and Emma Bond, when they took their oath of office at Police Scotland Headquarters, Tulliallan. The ceremonies, which were also attended by the Scottish Police Authority Chair and Vice-Chair, marked their formal introduction to policing in Scotland, and I welcome the energy and experience they bring to our senior leadership team.

As highlighted to the Authority in February, Police Scotland recruitment and training has been impacted by coronavirus, and the policing demands

associated with COP26, which has had consequential implications for officer numbers. Recent pension changes may also have an impact on officer attrition levels in the short to medium term. Following consideration at the Strategic Leadership Board in March, we have agreed a plan for 2022-23, designed to maximise officer recruitment over the next 12 months. The first phase of this recruitment plan will see the recruitment of around 300 officers in the middle of April.

YOUR SAFETY MATTERS

As Chief Constable, I have consistently stated that assaults on officers and staff are unacceptable, and should never be regarded as part of the job. As such, I have maintained my personal commitment to reduce the impact of violence on officers and staff.

Following extensive discussion, a formal process has recently been agreed between Police Scotland and the Crown Office and Procurator Fiscal Service (COPFS) in respect of impact statements for assaults on officers and staff. As part of this process, information will be included in relevant reports to COPFS, highlighting the impact of an assault on any officer or staff member, the police service in general, and on the wider community. This is designed to ensure that criminal justice partners take into account the full impact of violence when considering such offending, including the consideration of sentencing.

MODERN APPRENTICESHIP

Police Scotland is nearing the end of the first year of the Modern Apprenticeship in Policing. As a key component of the modernisation of the Probationer Training Programme, successful completion of the apprenticeship programme results in officers being awarded the Certificate in Policing, a Level 7 Award on the Scottish Credit and Qualifications Framework.

On Monday 7th March as part of Scottish Apprenticeship Week, the Cabinet Secretary for Justice and Veterans, Keith Brown MSP, along with the Director of National Training Programmes at Skills Development Scotland, Katie Hutton, visited Police Scotland Headquarters, Tulliallan. During the visit, Mr Brown and Ms Hutton were provided with an overview of the Modern Apprenticeship in Policing, and had the opportunity to speak with probationary constables about their learning experience and the benefits of the apprenticeship programme.

Over 600 probationary constables have participated in the Modern Apprenticeship in Policing since its introduction in April 2021, making Police Scotland the largest employer provider of Modern Apprenticeships

in Scotland. The formal qualification attained on conclusion of the programme is part of our continuing commitment to the development of effective training for our people.

EQUALITY, DIVERSITY AND INCLUSION

International Women's Day

Tuesday 8 March 2022 was International Women's Day, which celebrates the social, economic, cultural and political achievements of women. The theme for 2022 was #BreakTheBias, calling for a world free of bias, stereotypes, and discrimination. Police Scotland recognised International Women's Day through the publication of a number of awareness raising articles, including input from newly appointed Assistant Chief Constable Bex Smith, who reflected on the challenges she has personally faced in her policing career, and Police Scotland's genuine commitment to positive change.

As Chief Constable, I have consistently stressed that discrimination of any sort has no place in society and no place in policing. While we have made significant progress, such as improving our gender balance in recruitment, we know that there is much work to be done. This requires persistent focus and leadership to ensure policing in Scotland fully reflects, represents and serves our diverse communities. We continue to drive and implement numerous improvements in this area, and have established an Equality, Diversity, Inclusion and Human Rights Independent Review Group, and introduced working groups in respect of Violence Against Women and Girls, and Sex Equality and Tackling Misogyny.

On Tuesday 9 March, Baroness Helena Kennedy QC published her report, 'Misogyny – A Human Right Issue', which was the result of consideration by an independent Working Group into how the criminal law deals with misogynistic harassment. Police Scotland will consider implications from the report, and engage with Scottish Government, as well as relevant partners and stakeholders, in respect of next steps.

RECOMMENDATIONS

Members are invited to note the information contained in this report.