

<b>Meeting</b>	<b>People Committee</b>
<b>Date</b>	<b>31 August 2022</b>
<b>Location</b>	<b>Video Conference</b>
<b>Title of Paper</b>	<b>Bi-Annual Your Safety Matters Update</b>
<b>Presented By</b>	<b>Inspector Lorna Watson, Your Safety Matters Secretariat</b>
<b>Recommendation to Members</b>	<b>For Discussion</b>
<b>Appendix Attached</b>	<b>No</b>

### **PURPOSE**

The purpose of this report is to provide a bi-annual update outlining activity undertaken under the Your Safety Matters end-to-end strategic review of all issues related to the prevention of violence and abusive behaviour against police officers and police/SPA staff, to ensure they are effectively trained, equipped and supported while carrying out their duties.

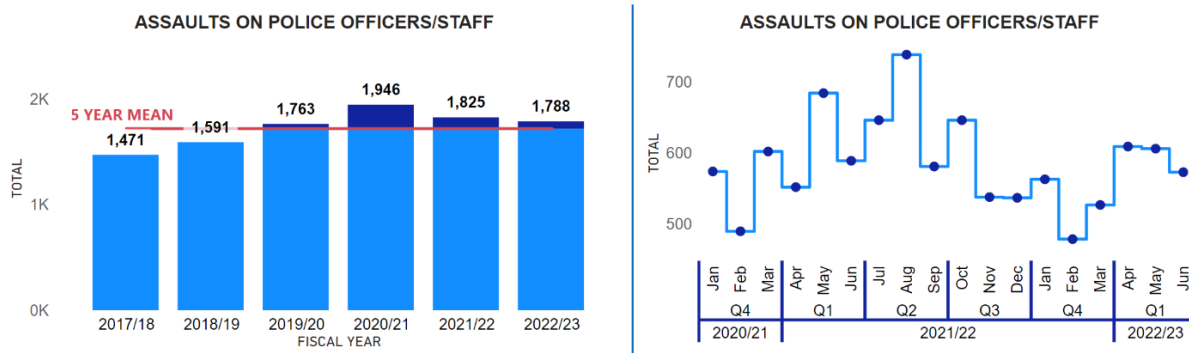
Members are invited to discuss the contents of this report.

## **1. BACKGROUND**

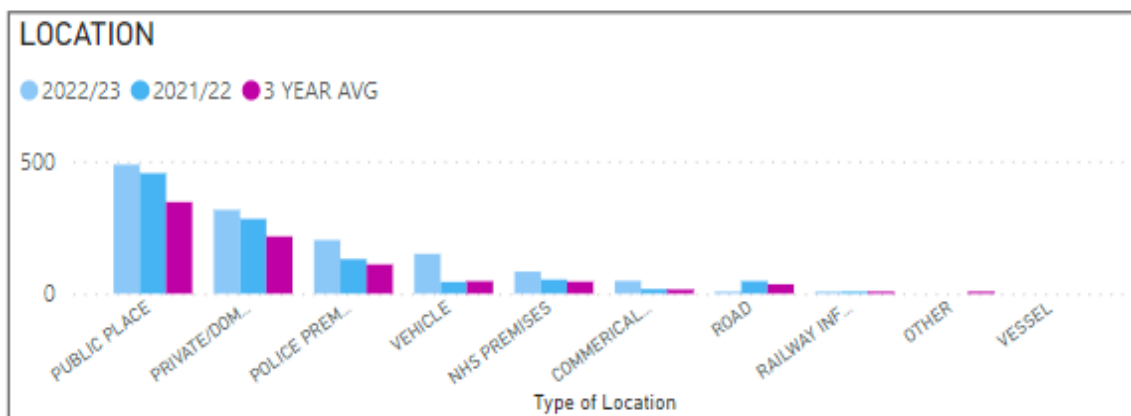
- 1.1 The Your Safety Matters (YSM) Diamond Group, chaired by DCC Taylor, continues to develop and drive a number of work streams which are supportive of the Chief Constable's assault pledge in relation to assaults on police officers and staff. The Group continues to have representation from Local Policing, Specialist Crime Division (SCD), Operational Support Division (OSD), Health & Safety, Corporate Communications, People & Development, Wellbeing, Corporate Services, SPA Forensic Services, staff associations, diversity staff associations and trade unions to support deliver YSM across the organisation.

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

- 2.1 The YSM dashboards are a key analytical tool for informing the Diamond Group and YSM Champions Network comprising of senior divisional and departmental representatives from across Police Scotland. The dashboards provide current crime, health & safety data and reporting trends in relation to assaults on officers and staff. Work is currently underway to upgrade the SCoPE Violence \ Accident Reporting facility, which will be more user friendly whilst also continuing to capture relevant data required under health & safety legislation. Additional functionality to identify repeat victims of assault has also been included into the design of the upgraded reporting facility. This will further assist line managers to ensure welfare considerations are fully met for all officers and staff who are repeat victims of assault.
- 2.2 The National Unifi crime system was successfully rolled out in D and N Divisions during September 2021 and February 2022 respectively. A Division went live during August 2022 and it is anticipated that all divisions will be live on National Unifi by the end of 2023.
- 2.3 The National Unifi crime system provides enhanced granularity in relation to police assault data, identifying the number of repeat offenders versus crimes committed. For the first quarter of 2022/23, the data has identified an increase in repeat offenders compared to this time last year within D and N Divisions, providing the opportunity for local action where required.
- 2.4 Assaults against officers and staff have continued to decrease in quarter one for the second consecutive year, with assaults in 2022/23 falling by -2.0% (37) from the previous year. However, assaults against officers and staff have increased from the five year mean by +4.0% (68.8).



2.5 Public places remain the most common area for officers to be assaulted, closely followed by private dwellings and police premises. As part of the enhanced Operational Safety Training (OST) programme, training staff have been gathering information from incidents utilising the recently established Tactical Review process and adding similar scenarios into the OST programme to enhance officer’s skill level and tactical communication.



- 2.6 The Tactical Review process was launched in March 2022 to provide additional training, supportive discussion or general advice after an incident and provide an opportunity for OST staff to engage with officers and staff who have:
- been injured at work
  - have used OST techniques in a particularly serious or significant incident
  - struggled with an OST technique or used a technique that was ineffective
  - administered first aid at a serious or traumatic incident
  - experienced OST or first aid equipment that has failed to work correctly
  - or wish to engage instructors privately for guidance.

- 2.7 Initial feedback suggest officers have found the process beneficial, with additional guidance being provided on various OST concepts, techniques and tactical report writing. YSM continues to promote this new approach to officer and staff through various channels.
- 2.8 The overall injury rate for officer and staff assaults YTD is 26.6%, which represents a decrease on the same period the previous year (37.3%, a reduction of 10.7 percentage points). When compared to the three year average (40.1%), the overall injury rate for the current YTD represents a reduction of 13.5 percentage points. It is suggested that the increased OST focus on effective de-escalation techniques has contributed to the decrease in both the number of assaults and in injuries from being assaulted.

PERSON INVOLVED	22/23 INJURY RATE	21/22 INJURY RATE	PP DIFF INJURY RATE
OFFICER	26.3%	37.1%	-10.8
POLICE STAFF	38.7%	45.0%	-6.3
SPECIAL CONSTABLE	0.0%	0.0%	0.0
<b>Total</b>	<b>26.6%</b>	<b>37.3%</b>	<b>-10.7</b>

INJURY		
344	383	327.7
2022/23	2021/22	3 YR AVG
26.6%	37.3%	40.1%
2022/23 IR	2021/22 IR	3 YEAR IR

- 2.9 In November 2020, Police Scotland introduced revised annual 2 day OST recertification programme for officers and certain police staff. However, OST training was subsequently impacted by the postponement of training as a result of COVID-19 restrictions, with a temporary extension to the OST certification period being approved to ensure officers remained operationally deployable. Following the resumption of OST training, the force continues to address the resulting OST backlog. To date, 56.7% of eligible officers are within a 12 month certification window. Work is ongoing to address the remaining OST training backlog to ensure all officers and staff who require to undertake recertification do so, with a return thereafter to routine annual certification across the organisation.
- 2.10 In addition to the OST programme, a one day Conflict Resolution course has been designed predominately, but not exclusively, for police staff who do not undertake OST or carry full PPE in the course of their duties. The course provides staff with training on de-escalation techniques, managing conflict and focusing on the constructive and peaceful resolution of highly emotive situations. Delivery of the new course will commence shortly, with the initial 6 courses being largely populated by police staff working in Criminal Justice Services Division.

2.11 The Champions Network has continued to promote the YSM awareness campaign to encourage officers and staff to submit SCoPE Violence \ Accident reports in relation to recorded assaults and near miss incidents. In addition to supporting compliance with health & safety legislation, these reports also provide an enriched data set informing the development of YSM initiatives. YSM has supported a continued upward trend in health & safety reporting of assaults, with over 71% of all assaults currently the subject of a corresponding SCoPE Violence \ Accident reports.



2.12 Partnerships, Prevention and Community Wellbeing (PPCW) continues to develop and expand YSM partnership activity via internal and external partnership groups. The PPCW external stakeholders group include the NHS, Scottish Ambulance Service, Scottish Fire and Rescue Service, Scottish Prison Service and British Transport Police. Members of this group have signed a National Partnership Pledge and are developing a national campaign to promote the reporting of assaults and abusive behaviour towards blue light services staff and front line workers, whilst highlighting the joint messaging to the general public.

2.13 V Division has been working closely with local partners to produce a local assault pledge similar to the Ayrshire assault pledge, promoting the core message '#NotPartOfTheJob' across all media platforms. The local authority and community businesses have fully engaged with the pledge, ensuring the shared message is delivered via multiple partners. Learning from local assault pledges is being collated by PPCW to support the development of similar pledges in other areas.

- 2.14 YSM remain an active participant within the National Police Chiefs' Council (NPCC) Op Hampshire peer knowledge sharing group, which involves all forces within England and Wales, Civil Nuclear Constabulary, British Transport Police and the Police Service of Northern Ireland.
- 2.15 Engagement provides opportunities for organisational learning and the identification of best practice, ensuring Police Scotland remains in a strong position to identify potential areas of future policy development in support of YSM and the Chief Constable's assault pledge.
- 2.16 The NPCC National Police Assault Data Application has now been rolled out across forces in England and Wales via Microsoft 365. Police Scotland is not utilising the NPCC application as the rollout of the National Unifi crime system will capture all police officer and staff crimes in Scotland. Police Scotland continues to engage with Op Hampshire in relation to the emerging data collated by the new application, discussing data sets, emerging trends and various force initiative to support continued learning and performance benchmarking.
- 2.17 YSM recently participated in NPCC focus group activity relating to understanding the mind-set of officers and staff when assaulted or abused, how to challenge developed cultural norms among some officers and staff and re-emphasise the message that it is not acceptable or 'part of the job' to be assaulted whilst performing their daily duties. The key themes emerging from this work included the importance of including the views of front line operational officers through engagement and visual correspondence. NPCC forces have shared ways in which they have adopted this approach with an emphasised focus on engagement with probationary officers and those in the earlier years of service. This learning has been captured and will be disseminated via the Champions Network for further discussion and future developments within YSM locally and nationally.

### **3. FINANCIAL IMPLICATIONS**

- 3.1 There are no financial implications associated with this report.

#### **4. PERSONNEL IMPLICATIONS**

4.1 Your Safety Matters supports the prevention of violence and abusive behaviour against police officers and police/SPA staff, to ensure they are effectively trained, equipped and supported while carrying out their duties. Activities are designed to support the welfare of officers and staff and help the organisation in terms of reducing injuries and resource abstractions.

#### **5. LEGAL IMPLICATIONS**

5.1 There are no legal implications associated with this paper.

#### **6. REPUTATIONAL IMPLICATIONS**

6.1 There are no reputational implications associated with this paper.

#### **7. SOCIAL IMPLICATIONS**

7.1 There are no currently no social implications.

#### **8. COMMUNITY IMPACT**

8.1 There are no current implications for community impact.

#### **9. EQUALITIES IMPLICATIONS**

9.1 There are no current implications for equalities.

#### **10. ENVIRONMENT IMPLICATIONS**

10.1 There are no current implications for environmental impact.

### **RECOMMENDATIONS**

Members are invited to discuss the content of this report.