



Authority Meeting

21 June 2023

Minutes of the Authority Meeting held on Thursday 25 May 2023 at the Crowne Plaza Hotel, Glasgow

Board Members present:	Martyn Evans (Chair) Jane Ryder (Vice Chair) Paul Edie Tom Halpin Alasdair Hay Katharina Kasper Fiona McQueen Grant Macrae Michelle Miller Mary Pitcaithly Catriona Stewart Caroline Stuart
Board Member apologies:	None
In attendance:	<u>Police Scotland</u> Chief Constable Sir Iain Livingstone Deputy Chief Constable Fiona Taylor Deputy Chief Constable Malcolm Graham Deputy Chief Officer David Page Assistant Chief Constable David Duncan <u>Scottish Police Authority (SPA)</u> Lynn Brown, Chief Executive <u>Equality, Diversity and Inclusion Independent Review Group</u> Chris Creegan, Vice Chair (Items 6+7)

	SPA Secretariat Karen Vallance, Governance Support Officer
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1. WELCOME AND STANDING ITEMS

The Chair opened the meeting and welcomed all Authority Members and representatives from Police Scotland’s senior leadership team.

The Authority **RESOLVED** to:

- **NOTE** no apologies;
- **NOTE** no declarations of interest or connections;
- **NOTE** no other business;
- **AGREE** that, in accordance with paragraph 20 of the SPA Standing Orders, the Board would consider items 10 to 12 in private for the reasons set out on the agenda.
 - Item 10.1 – 23 March 2023 Minute;
 - Item 10.2 – Action Log;
 - Item 11 – Reform Collaboration Group Update;
 - Item 12 – Pay and Reward Update 2023/24.

2. MINUTES AND ACTIONS FROM PREVIOUS MEETING

The Authority **RESOLVED** to:

- **ADOPT** the minute of the 23 March 2023;
- **AGREE** the action log. Paul Edie (PEdie) sought an update in respect of closed action 20230223-BM-001, and Lynn Brown (LBrown) advised that British Transport Police would be attending an Authority Meeting later in the calendar year.
- **NOTE** no decisions were taken via correspondence since the last Authority meeting in March 2023.

3. SPA CHAIR’S REPORT

The Chair referred to his written report, specifically drawing attention to sections on the HMICS Assurance Review of Forensic Toxicology Provision; Strategic Partnership Agreement (COSLA/SPA/Police Scotland); and Board objectives for 2023/24.

The Board **RESOLVED** to:

- **NOTE** the report.

4. COMMITTEE CHAIRS' REPORT

Members considered the report which provided an update on business progressed since the last Authority meeting through the:

- Audit, Risk and Assurance Committee
- Forensic Services Committee
- Resources Committee

In addition to the reports, PEdie advised that the HMICS Assurance Report on Forensic Toxicology was not discussed at the Forensic Services Committee to allow first formal governance reporting to be at the Authority Meeting in June 2023.

The Board **RESOLVED** to:

- **NOTE** the report

5. CHIEF CONSTABLE'S REPORT

Chief Constable Sir Iain Livingstone (CCLivingstone) provided a detailed introduction to his report, specifically drawing attention to the following areas:

- Serious violence including homicide
- Violence against women and girls
- National Child Abuse Investigation Unit
- Motorcycle Safety Campaign 2023
- Tackling drug crime

In addition to the written report, CCLivingstone provided comment on a number of other areas:

- CCLivingstone confirmed his last working day will be 10 August 2023.
- CCLivingstone advised consultations are ongoing with officers, staff and staff associations on a proposed policy around FFP3 masks and the requirement to be clean shaven to realise their full protection. CCLivingstone said legitimate exemptions will exist and he has yet to make a final decision on the best approach and policy.
- CCLivingstone highlighted the progress in establishing a single national crime system, confirming it has been embedded in the East of the country following successful roll out in the North.

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- CCLivingstone highlighted the co-relevance of operational independence of the Chief Constable with high levels of policing accountability and scrutiny. CCLivingstone stated he resisted any attempt to bring political pressure to his decision making or any police operation, emphasising that decisions are based on public safety and the rule of law.
- CCLivingstone confirmed inquiries continue on the funding and finances of the Scottish National Party and urged civil society commentators to act responsibly to ensure the rule of law was not undermined.
- CCLivingstone spoke at length about the existence of institutional racism, sexism, misogyny and discrimination within Police Scotland. CCLivingstone said the term 'institutional' is often misinterpreted or misrepresented as unfair and personal critical assessments of police officers and police staff as individuals. CCLivingstone said he had great confidence in the character and values of the officers and staff working across policing. CCLivingstone acknowledged that people from different backgrounds or with different requirements don't always get the service that is their right and Police Scotland's own officers and staff don't always have the experiences they deserve. When an organisation doesn't have all the necessary policies, processes, practices and systems in place to ensure that doesn't happen, it's an institutional matter. CCLivingstone detailed how it will be addressed, citing the establishment of the Policing Together programme, as well as partnership working, leadership investment, preventative work and community engagement.

In discussion the following matters were raised:

- Members recognised that discrimination exists in all forms across society, and questioned who else needed to help address the problem. CCLivingstone agreed policing was not alone in dealing with prejudices but because of policing's unique role, Police Scotland needs to be at forefront of addressing issues and it was not enough to wait for others across society to change. CCLivingstone added broader support across public life was required but it was hoped that by recognising institutionalised discrimination, progress will be driven forward. DCC Fiona Taylor (DCCTaylor) added it was important to firstly look internally and concentrate on how Police Scotland can improve and support officers and staff. Once Police

Scotland can ascertain how this work is measured, other partners can be supported.

- Members sought comment on how to prioritise the actions that need to happen now to make progress. CCLivingstone responded saying that multiple things needed to happen at once and there are a host of actions across the organisation that will be co-ordinated, including changes to training, policies, procedures and equipment. CCLivingstone emphasised that some pieces of work have already started such as the violence against women and girls strategy and it is the action already taken that has helped reach the conclusions made. CCLivingstone noted he would expect the experience of those Police Scotland serve to be improved, but highlighted it will be a long term change.
- Members asked what the Authority or Police Scotland could have asked or identified to help reach this point sooner. CCLivingstone highlighted how the Authority have held discussions and provided challenge on specific issues within the equality, diversity and inclusion area. Members sought comment on how CCLivingstone will manage internal messaging to the workforce and heard whilst it has been a focus, the primarily focus was doing the right thing. CCLivingstone commented that the development of policing in Scotland was something to be proud of, but officers and staff are people with their own vulnerabilities, insecurities and personal responsibilities. They have to act in good faith knowing they will be scrutinised, which was right given their unique powers and status, but they need to feel valued and know the work they do is not taken for granted. CCLivingstone reiterated that institutional discrimination is a reality within Police Scotland but is not an indictment on individuals. CCLivingstone confirmed he had sent a personal message to every member of the service prior to reporting to the Authority and the organisation would provide support to anyone who calls out discrimination and inappropriate behaviours.
- Members questioned why it has taken so long to reach this stage, and what evidence has been drawn to make this assessment. CCLivingstone responded that policing is an ancient institution that carries historical cultural norms and whilst Police Scotland is new, it is made up of historical forces. CCLivingstone acknowledged that some may have reservations about such a statement and he himself had considered whether it was helpful to comment as it may

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unfairly condemn colleagues, however it was the right thing to do and there was no right time to do it.

- Members sought clarity on whether the statement extends to hidden disabilities and intersectionality. CCLivingstone confirmed that it did, acknowledging that every individual is distinct therefore the organisation needs to improve education and awareness.
- Members asked if the commitment is sufficiently reflected in the Joint Strategy for Policing and heard it will be an enabler to deliver objectives.
- Members sought further comment on the impact of service delivery and heard it was hoped the statement will give a level of confidence to people who haven't had the experience they should.
- The Chair noted that CCLivingstone's statement was a watershed moment, highlighting that CCLivingstone had discussed the issue with Members prior to the meeting. He noted Police Scotland have put work in to strategies and process to drive a positive and anti-discriminatory culture and the Authority was confident the focus will now move to what will change. The Chair challenged other public and private bodies to look at where their organisation stands on the issue. He said the CC statement had the full and unequivocal support of the Board.
- Members sought comment on relations with statutory staff associations, trade unions and diversity associations. Deputy Chief Officer David Page (DCOPage) confirmed Police Scotland were actively engaging and advised that there were a lot of processes in place with unions which need a refresh. Therefore, the Director of People and Development would be reviewing these and addressing some issues. It was recognised that it was a financially challenging time for colleagues but also a timely moment to reflect on relationships in the context of Police Scotland being a single team of officers and staff.
- In relation to the wider matters raised in CCLivingstone's report, members sought assurance that support was made available to the officers involved in the Park Inn Hotel Incident in June 2020. CCLivingstone confirmed the post incident process included wellbeing support of officers' involved, and further ongoing support was available if required. CCLivingstone added he spent some informal time with the officers involved and their families at the one year anniversary.

- Members sought comment on the support Police Scotland get from the UK Government's Fraud Strategy. CCLivingstone commented that bilateral discussions have taken place on funding issues, but none has been made available in respect of the national strategy. DCC Malcolm Graham summarised the increase of detected cybercrime and the differences in devolved matters and those held by Westminster.
- In closing, the Chair emphasised the importance to reset and build relationships with unions, and congratulated DCC Jane Connors on receiving the Royal Victorian Order.

The Authority **RESOLVED** to:

- **NOTE** the report.

6. EQUALITY, DIVERSITY AND INCLUSION INDEPENDENT REVIEW GROUP – INTERIM REPORT

Members considered the report which detailed the progress to date of the Equality, Diversity and Human Rights Independent Review Group. Chris Creegan (CCreegan) passed on apologies on behalf of the Chair of the Review Group and highlighted a number of key points as detailed in the paper.

In discussion the following matters were raised:

- Members asked whether CCreegan agreed with CCLivingstone's assessment that Police Scotland is institutionally discriminatory. CCreegan noted the group would need to discuss CCLivingstone's remarks but he did welcome the statement. CCreegan added that CCLivingstone's statement changes the context in how the group conduct their review, as it is now not a judgement they have to make.
- Responding to a question on how the group will assess pace and progress, CCreegan acknowledged a critical challenge would be around operationalising strategy.
- Members sought further information on timelines for future reports and whether CCLivingstone's statement would expedite them. CCreegan assured Members no further delay was anticipated and the final report would be available at the beginning of 2024.
- Members sought the group's view on assurance standards and learning from other police forces or wider industries, and heard the group are in the process of developing reporting mechanisms and

have a number of themes where progress is measured. CCreegan confirmed the group will explore how explicit they will be with practice elsewhere.

- CCreegan acknowledged concern of the lack of comment on disability and intersectionality within the report, but assured Members that disabilities and protected characteristics will be addressed in the next interim report. Members heard the group have spoken with various diversity association representatives and the group were aware about the impact of disability within the service.
- The Chair highlighted how the Authority seeks assurance on three main issues; commitment, strategy and implementation. Noting that the report provides clear assurance on commitment and strategy, the Chair noted that the Authority would be keen for the focus of the next interim report to be on implementation.
- The Chair thanked DCCTaylor for her work within the area and welcomed the agreement with the Authority to put additional senior officer resource into the Policing Together Portfolio.

The Authority **RESOLVED** to:

- **NOTE** the report.

7. POLICING TOGETHER

Members considered the report which provided an update on the current work being undertaken under the Policing Together portfolio, specifically in relation to development of positive culture. ACC David Duncan (ACCDuncan) highlighted a number of key points as detailed in the paper.

In discussion the following matters were raised:

- Members were assured that work was ongoing to articulate how the ambition can be measured, by using the expected outcomes detailed from the four pillars.
- Members sought comment on how Police Scotland intend to balance taking action and supporting people who speak out. ACCDuncan provided examples of how voices are heard, such as the sex equality and misogyny survey and truth to power sessions, and highlighted that encouraging opinion and thought was a principle of the Your Leadership Matters programme. Members heard Police Scotland will continually look for new ways for voices to be heard,

and were assured support will be provided to those who raise concerns.

- Members were informed SQA provide quality assurance around training programmes, as well as equality and health impact assessments being carried out on each. Real time feedback is also sought to provide a dynamic response to improving programmes.
- Members questioned whether 360 degree appraisals will be introduced and heard there was no plans to introduce it throughout the organisation, although it was recognised it can be beneficial to some roles. ACCDuncan highlighted that the Your Career Matters process encourages people to engage with appraisals.

The Authority **RESOLVED** to:

- **NOTE** the report

8. SPA CHIEF EXECUTIVE'S REPORT

Members considered the report which detailed activities involving SPA corporate staff since the previous Authority Meeting. LBrown highlighted a number of key points as detailed in the paper.

The Authority **RESOLVED** to:

- **NOTE** the report

9. JOINT STRATEGY FOR POLICING 2023/26

Members considered the report which sought approval for the Joint Strategy for Policing 2023/26. CCLivingstone and LBrown both highlighted the high level of consultation and feedback taken therefrom. Thanks was given to SPA and Police Scotland teams for the work undertaken.

Policing Performance Chair, Alasdair Hay, confirmed the Committee supported the strategy and would be considering how implementation is progressed through the performance framework.

The Authority **RESOLVED** to:

- **APPROVE** the Joint Strategy for Policing 2023/26.

End.