



Agenda Item
5.2

Meeting	SPA People Committee
Date	27 November 2023
Location	Video Conference
Title of Paper	Bi-Annual Your Safety Matters Update
Presented By	DCC Alan Speirs
Recommendation to Members	For Discussion
Appendix Attached	No

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.

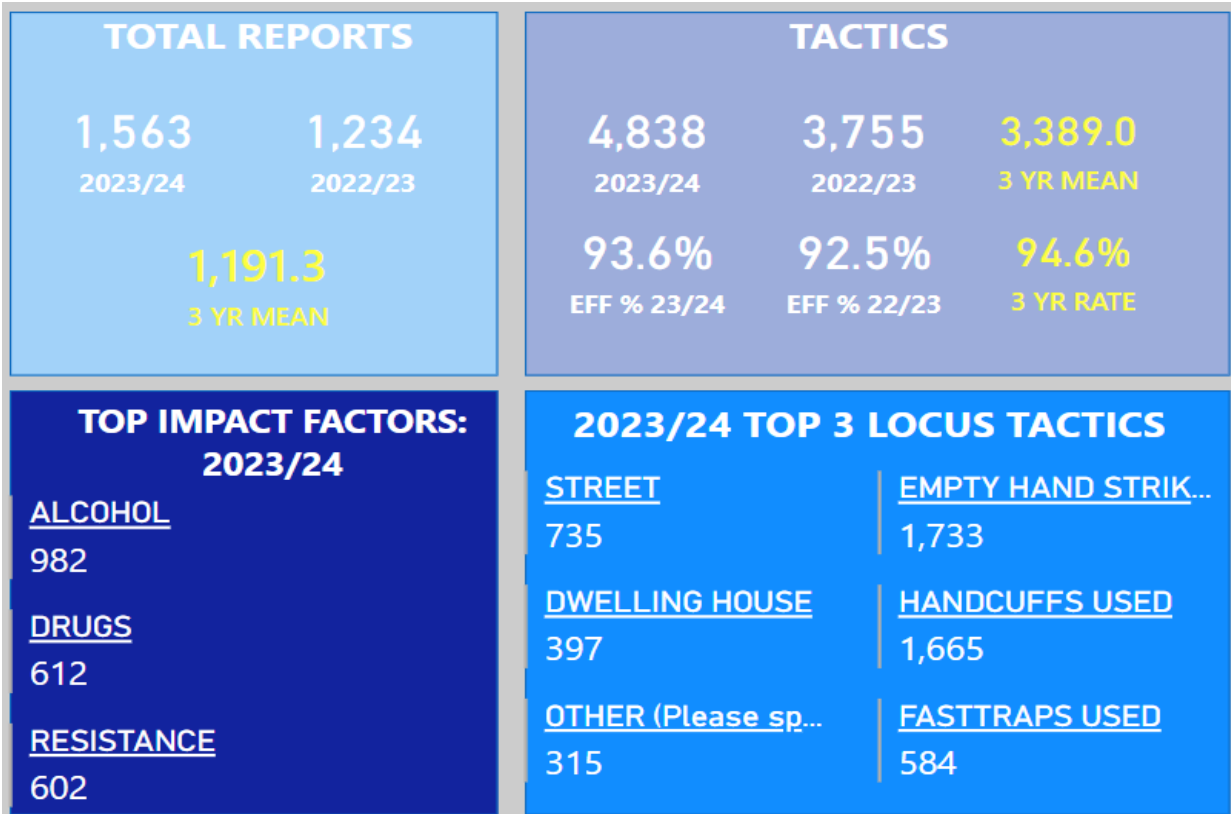
Members are invited to discuss the content of this report.

1 BACKGROUND

- 1.1. The Your Safety Matters (YSM) Diamond Group, chaired by T/DCC Speirs, continues to develop and drive a number of work streams 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 and deliver YSM across the organisation.
- 1.2. APU strategic analysts have provided the YSM Diamond Group with products which deliver an up-to-date view of assaults on police officers and staff. These analyses provide insights on, but not limited to, locations of assaults, the types of injuries sustained and a focus on repeat offenders and victims. This work has been important in establishing the national picture of assaults on police officers and staff across Scotland and has been used to underpin officer safety training and reviews of current processes.

2 FURTHER DETAIL ON THE REPORT TOPIC

- 2.1. The YSM dashboards continue to be a key analytical tool for informing the Diamond Group and YSM Champions Network.
- 2.2. A Use of Force dashboard has now been added to the YSM analytical tools along with crime, health & safety data and reporting trends in relation to assaults on officers and staff.
- 2.3. The Use of Force dashboard provides the functionality to analyse the most utilised tactics, impact factors, locations and hotspot days and times.



- 2.4 The YSM Use of Force dashboard has been shared with colleagues within Learning, Training and Development (LTD) who utilise the dashboard to assess current Operational Safety Training techniques, ensuring the syllabus is current and addresses any identified trends through scenario-based training.
- 2.5 The YSM Health and Safety dashboard for police premises has been upgraded and now has the functionality to drill down further into areas within the custody environment. Although no comparative analysis can be carried out at this time, the data now allows Criminal Justice Service Department (CJSD), Health & Safety and YSM to identify emerging trends and/or training needs required for a safer working environment.
- 2.6 The current police officer and staff assault data shows an increase of 2.3% (85). Despite this noted increase assaults against officers and staff remain below the 5-year mean by 1.6%.
- 2.7 Assaults leading to injury have decreased by 2.4 percentage points compared to the previous year resulting in a further reduction of the 3-year mean by 5.9 percentage points.

OFFICIAL

Assaults of emergency workers (police officer / police staff)	2022/23 YTD	2023/24 YTD	% Change from Previous Year	5 Year Mean	% Change from 5 Year Mean
Assault of emergency workers (police officer/police staff) - number of offences	3,705	3,790	+2.3%	3,853.2	-1.6%
Percentage of assaults leading to injury	28.2%	25.8%	-2.4 % Points	31.7%*	-5.9 % Points
Number of assault RIDDORS	17	12	-5	21.3*	-9.3
Number of assault RIDDORS per 1k employment	0.9	0.7	-0.2	N/A	N/A

Note: The figures for crime incidents and injuries to officers / staff are obtained from two separate systems / databases and do not directly correlate, but that are representative of the issue. *Figures marked with an asterisk relate to the 3 year mean rather than 5 year.

Note: Prior to 21 March 2021 Highland and Islands Division data only includes detected assaults.

Physiological Impact of assaults

- 2.8 Police Scotland is committed to ensuring officers and staff are supported and as part of YSM, APU analysts explored the psychological impact of assaults on officers and staff through a literature review of trauma and police, support that is in place through TRiM and the Employee Assistance Programme as well as benchmarking opportunities against other forces.
- 2.9 The literature review highlighted that PTSD is usually caused by a single traumatic event whilst complex PTSD involves several traumatising events on a long-term basis. It was said that during a police officer's career they are likely to experience 400-600 traumatic events whilst the general population will experience 3-4 traumatic events.
- 2.10 Recommendations were contained within the report to ensure Police Scotland are in the best position to provide support to officers and staff who have experienced traumatic events.
- 2.11 The recommendations are being driven through the YSM Champions Network and LTD.

Recommendations

Recommendation 1: Instruction of correct data entry to officers and staff ensuring the utilisation the MO Victim Type field, enabling the accurate collection of data for all crimes committed to officers and staff in the execution of their duties.

Recommendation 2: Currently when creating a crime report for a crime that is committed against a police officer or member of staff the victim field is not filled out correctly with the victim's details. It is recommended that this is rectified to provide accurate records, particularly for the purpose of identifying repeat victims.

Recommendation 3: Further qualitative research to be conducted to enhance our understanding of the psychological impact of assaults on officers and staff, in particular repeat victims of assault.

Recommendation 4: Incorporating trauma management into the Operational Safety Training and First Aid Review process by delivering specialised training to OST trainers would be beneficial for officers and staff who have experienced an assault or any of the other referral incidents.

Recommendation 5: Formalising the referral process to the Operational Safety Training and First Aid Review following an incident involving an assault on a police officer or member of staff would support the victim and their line management.

Recommendation 6: Review the process for monitoring and supporting officers and staff who are repeat victims of assault and victims of serious assault.

- 2.12 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.
- 2.13 The Op Hampshire Network is currently running a pilot where forces have been split into regions with Police Scotland placed in the North region alongside Northumbria, Durham and Cleveland constabulary.
- 2.14 The pilot is aiming for more bespoke meetings within regional areas with the aim of a more collaborative approach and sharing best practice.
- 2.15 Police Scotland is the chair for the North Region. Information gained from the regional meetings are relayed into the national quarterly meeting and the wider YSM network.

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 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.