

<b>Meeting</b>	<b>SPA Authority Meeting</b>
<b>Date</b>	<b>24 November 2021</b>
<b>Location</b>	<b>MS Teams</b>
<b>Title of Paper</b>	<b>Chief Constable's Report</b>
<b>Presented By</b>	<b>Chief Constable Iain Livingstone QPM</b>
<b>Recommendation to Members</b>	<b>For Noting</b>
<b>Appendix Attached:</b>	<b>No</b>

**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 Sean McKay - North Ayrshire**

On Sunday 10 October 2021, Sean McKay, aged 23, tragically died after sustaining a puncture wound when he was attacked in the street in Dalry, North Ayrshire. Following an immediate policing response, and subsequent investigation by detective officers from Ayrshire Division, a 38 year old man was arrested and charged with murder. He appeared at Kilmarnock Sheriff Court where he was remanded in custody.

#### **Murder of Justin McLaughlin - Glasgow**

On Saturday 16 October, Justin McLaughlin, aged 14, tragically died after sustaining a puncture wound at High Street Railway Station, Glasgow. A significant policing response was initiated involving detective officers from Police Scotland's Major Incident Team, supported by colleagues from Greater Glasgow Division and British Transport Police. Following extensive investigation, a 16 year old male was arrested and charged with murder. He appeared at Glasgow Sheriff Court on Tuesday 19 October where he was remanded in custody.

Incidents of serious violence involving weapons cause significant distress in the local communities where they occur, and generate widespread concern across Scotland. Tackling serious violence is a priority for Police Scotland, and we continue to target those who carry weapons through intelligence led search activity and visible community policing, alongside ongoing preventative work in conjunction with a range of partners.

#### **Murder of Patricia Henry – South Ayrshire**

On Tuesday 9 November at the High Court in Edinburgh, George Metcalff, aged 72, was sentenced to life imprisonment with a minimum term of 22 years and four months, following his conviction for the murder of Patricia Henry in Girvan in 2017. A concurrent sentence of 18 years imprisonment was also imposed for a number of crimes of rape and assault, carried out between 1971 and 2004. The conviction and sentence followed

investigation by detective officers from the Police Scotland Major Investigation Team into the disappearance of Patricia Henry, who was last seen in November 2017, which led to the arrest of George Metcalff in 2019.

### **Murder of Esther Brown - Glasgow**

On Tuesday 1 June, Esther Brown, aged 67, was found dead in her home in the Woodlands area of Glasgow. Following investigation by Police Scotland detective officers, Jason Graham was arrested and charged with rape and murder. Having been convicted of both offences, on Wednesday 17 November at the High Court in Livingston, he was sentenced to life imprisonment, with a minimum term of 19 years.

As a Registered Sex Offender, Jason Graham was subject to Multi-Agency Public Protection Arrangements (MAPPA). Under MAPPA, Police Scotland officers work with partner agencies to enforce sex offender legislation and implement risk management plans. An independent significant case review into Jason Graham's re-offending is taking place.

### **Attempted Murder of Police Officer - Glasgow**

In July 2020 at Devonshire Gardens Lane, Glasgow, a vehicle was deliberately driven at Police Scotland officers who were carrying out investigations into organised drug crime. One of the officers was struck by the vehicle and thrown onto the road, sustaining serious head and leg injuries that required hospital treatment. On Thursday 18 November 2021 at the High Court in Paisley, a 49 year old man was convicted of attempted murder in respect of this incident, along with drug related offences. This was a deliberate attack on a police officer carrying out his duty, and I restate my commitment to continue to take action to reduce the impact on officers and staff of violence in all its forms.

## **COUNTER TERRORISM**

### **Significant Conviction - Terrorism**

On Wednesday 27 October 2021, Sam Imrie, aged 24, was convicted of terrorism and other offences at the High Court in Edinburgh, following threats to set fire to an Islamic Centre in Glenrothes in 2019. The conviction was the culmination of a complex investigation carried out by officers from the Police Scotland Counter Terrorism Unit and colleagues from the Metropolitan Police Service into online threats, an investigation which also led to the recovery of a number of weapons.

Police Scotland continues to work with partners to protect communities

across Scotland. While cases such as this are extremely rare, members of the public can contribute to community safety by contacting the police if they become aware of anyone displaying extremist views, are concerned about potential radicalisation, or are concerned about potential involvement in extremist or terrorist activity.

### **National Threat Level**

On Monday 15 November, the Home Secretary announced an increase in the United Kingdom's Threat Level from SUBSTANTIAL to SEVERE, meaning an attack is deemed to be highly likely. Our advice remains consistent – be alert but not alarmed, remain vigilant, and report any suspicious activity to the police.

## **SERIOUS ORGANISED CRIME**

### **Significant Convictions – Organised Crime**

On Wednesday 20 October 2021, 35 year old John Robertson was sentenced to three years and eight months imprisonment, following conviction in respect of the supply of controlled drugs with a serious and organised crime aggravation. The conviction and sentence followed an intelligence led operation by Police Scotland officers and the National Crime Agency, which resulted in the seizure of around £400,000 in cash, along with a quantity of cocaine and associated drugs paraphernalia, during the search of a house in Blantyre in May 2020.

On Friday 5 November, 41 year old Gary Morris was sentenced to nine years and four months imprisonment, following conviction in respect of the supply of controlled drugs with a serious and organised crime aggravation. The conviction and sentence was the culmination of an investigation led by detective officers from Police Scotland Specialist Crime Division, between September 2018 and March 2020, across the central belt of Scotland. The investigation resulted in the recovery of cocaine with an estimated street value in excess of £4.5 million, along with the seizure of around £240,000 in cash.

Police Scotland will continue to work diligently with communities and partners to target organised crime, and ensure that Scotland remains a hostile environment for those who cause the most significant harm.

## **DOMESTIC ABUSE**

### **Significant Conviction – Domestic Abuse**

On Friday 5 November 2021, 32 year old Derek Duncan was sentenced to

ten years imprisonment, with a further three years suspended. This followed his conviction in respect of a series of offences, including rape, assault and stalking, carried out against six ex-partners in the Dundee area between 2008 and 2020. The conviction and sentence was the culmination of a protracted and complex investigation carried out by officers from the Police Scotland Domestic Abuse Task Force, in conjunction with a number of partner agencies. The investigation was initiated in April 2020 when the level and scale of the violent behaviour became apparent, and was enabled by those who came forward to report the abuse.

Domestic abuse in all its forms has no place in our society. Police Scotland will continue to target those who commit acts of domestic abuse, and work with partner agencies across Scotland to support those who experience abuse.

## **PUBLIC SAFETY**

### **Violence Against Women and Girls**

Recent events, including the horrific murder of Sarah Everard in London, underlined that while significant work has been undertaken by policing in Scotland, in conjunction with partner agencies, to develop our response to violence against women and girls in all its forms, there is further work to do to reinforce and enhance our policing response. Following the conviction of Wayne Couzens, and as an immediate response to widely held public concern about being approached by a lone police officer, Police Scotland introduced a revised officer verification process. This process is designed to provide reassurance to any member of the public who may be concerned about whether or not they are being spoken to by a genuine police officer. Although police officers normally work in pairs in Scotland, on the rare occasions when on-duty officers are deployed on their own and a member of the public appears to be concerned for their safety, the officer will proactively offer to conduct a verification check. Members of the public may also request that a verification check be carried out.

On Thursday 14 October 2021, Police Scotland launched the sexual crime prevention campaign 'That Guy', which emphasises that men must take responsibility for ending sexual violence by changing their attitudes and behaviours towards women, as well as challenging those of their peers. The campaign has been shared extensively across multiple social media platforms, with the original video retweeted over 2.5 million times.

## **Drink and Drug Spiking**

From Monday 18 October, there was increased public concern relating to reported instances of spiking by injection and drink spiking throughout the United Kingdom. Police Scotland takes such reports extremely seriously, and we are investigating a number of reports across the country. Investigative and preventative activity is being co-ordinated through a specific Gold Command structure, overseen at Assistant Chief Constable level. This co-ordinated approach is designed to ensure that we provide a consistent, high quality, and victim focused professional response to every report.

On Thursday 4 November, Police Scotland participated in a Scottish Government Roundtable in respect of spiking, chaired by the Cabinet Secretary for Justice and Veterans. Participants included representatives from the health and wider justice sectors, support agencies, night time economies, and higher education establishments, and focused on collective efforts to ensure that public places are safe for all.

## **DRUGS SUPPLY AND HARM**

### **Drug Seizures**

On Friday 1 October, during an intelligence led operation, officers from Lanarkshire Division, with support from Specialist Crime Division, recovered a drug production site in commercial premises in Salsburgh. During the operation, it was established that the site was being utilised for the large scale production of etizolam, and had the capacity to produce around 180,000 pills per hour. On Wednesday 27 October, linked searches were carried out at various locations in Glasgow, leading to the recovery of controlled drugs including cocaine, cannabis and etizolam, as well as cash to the value of around £140,000. The recovery of this large scale drug production site will undoubtedly disrupt the illicit manufacture of benzodiazepines in Scotland, and investigations continue to identify those involved.

On Wednesday 13 October, two men aged 27 and 39 were arrested in respect of drug supply offences, following the recovery of a cannabis cultivation with an estimated street value in excess of £450,000 at an address in Townhead, Kirkcaldy. The men subsequently appeared at Kirkcaldy Sheriff Court where they were remanded in custody.

On Sunday 24 October, during a routine vehicle stop near to Lockerbie, officers from Police Scotland's Road Policing Division recovered a quantity of herbal cannabis with an estimated street value of around £170,000. Four men aged 20, 26, 31 and 45 were arrested and appeared at

Dumfries Sheriff Court, where they were remanded in custody.

### **County Lines**

As previously reported, County Lines is the practice of drug dealers from larger cities expanding their activities into smaller towns and rural areas, exploiting young and vulnerable people to sell controlled drugs, often using violence and coercion. On Wednesday 6 October, as part of an intelligence led operation into County Lines, officers from Edinburgh Division recovered heroin and cocaine with an estimated street value in excess of £445,000. During the operation, three men from the London area aged 19, 24 and 26 were arrested. They subsequently appeared at Edinburgh Sheriff Court where they were remanded in custody.

On Tuesday 2 November, a 26 year old man was arrested under warrant in Alicante, Spain, in connection with County Line activities in Aberdeen. The man will be returned to Scotland for appearance at court following extradition proceedings. The arrest followed a protracted investigation by North East Division and the Police Scotland Fugitive Active Search Team.

Police Scotland's targeted enforcement activity demonstrates our ongoing commitment, in collaboration with national and international partners, to relentlessly pursue those involved in the supply of controlled drugs in Scotland, including those who target the most vulnerable in our communities through County Lines.

## **ROAD SAFETY**

### **Motorcycle Safety Campaign**

The national Motorcycle Safety Campaign for 2021 concluded on 30 September, having run since April. Over the six month period of the campaign, officers from Road Policing Division carried out 148 periods of activity, which led to 582 motorcycle offences being detected, including speeding and the use of illegal or defective parts and accessories. During campaign deployments, over 2,000 offences committed by other motorists were also detected. In addition to enforcement activity, the campaign focused on engagement with all road users, highlighting the connection between driver behaviour and attitudes on motorcycle safety as well as road safety in general.

### **New Driver Scheme – Highland and Islands Division**

On Monday 25 and Tuesday 26 October, over 100 young drivers in Caithness participated in seminars delivered by Road Policing Division officers, as part of the New Driver Early Intervention Scheme. The

scheme, which is designed to increase road safety awareness and influence road user behaviour, is aimed at new and young drivers, aged between 17 and 25 years, who are statistically more likely to be involved in road traffic collisions. During the seminars, officers shared their first hand experiences of dealing with serious and fatal road traffic collisions, reinforcing the responsibility that drivers have for the safety of all road users.

### 3. DELIVERING ON OUR PRIORITIES

#### PROTECTING VULNERABLE PEOPLE

##### Operation FASTHOLD - Human Trafficking Investigation

Operation FASTHOLD relates to a joint investigation between officers from Greater Glasgow Division and the Home Office, into the activities of a Chinese Serious and Organised Crime Group involved in the human trafficking and sexual exploitation of women. On Thursday 30 September, coordinated executive action was carried out at addresses in Glasgow, London and Cambridge. As a result of this enforcement activity, four Chinese nationals were arrested in respect of human trafficking and other offences. Further investigations continue, and the four accused were released on bail pending future court appearance, with special conditions imposed. During the operation, seven women were referred to appropriate safeguarding services and support.

##### Mental Health Pathway

As previously reported, the Mental Health Pathway is a joint initiative involving Police Scotland, NHS24 and the Scottish Ambulance Service. The Pathway improves services for those in need of urgent mental health assistance, with callers to Police Scotland and Scottish Ambulance Service who are experiencing some form of mental health issue assessed and referred for appropriate support and treatment.

On Thursday 4 November, the Mental Health Pathway was recognised at the Scottish Health Awards as a finalist for the Innovation Prize for Mental Health Collaboration. The introduction of the Pathway has improved the mental health support available to the public, while reducing the demand on policing resources who are often not best placed to provide the appropriate support. The nomination of the Pathway for this award is testament to the joint approach of emergency services to improve mental health wellness for the citizens of Scotland.

**TACKLING CRIME IN THE DIGITAL AGE****Cyber Awards**

On Tuesday 28 September at the National Cyber Awards UK ceremony, Police Scotland's Cyber Capabilities Programme and Cybercrime Unit were finalists in the category of 'Cyber Policing Team of the Year'. This recognised the ground-breaking and collaborative approach taken to enhance awareness and understanding of cybercrime, and the development of robust investigation and response mechanisms for significant cyber incidents. On Thursday 18 November, Police Scotland received further individual and team recognition at the Scottish Cyber Awards ceremony, with officers and staff winning awards relating to 'Outstanding Leadership', 'Outstanding Woman in Cyber', and 'Outstanding Cyber Team'.

Through our Cyber Strategy, Police Scotland is committed to keeping people safe in the digital world, and this recognition underlines the hard work and dedication of all those involved in our response to cybercrime.

**National Cyber Exercise**

Between Wednesday 6 and Friday 8 October, Police Scotland participated in a Scottish Government National Cyber Exercise, which was held as part of the Scottish Cyber Incident Management Plan and Framework for a Cyber Resilient Scotland. The multi-agency cyber exercise was designed to test national cyber incident co-ordination arrangements to ensure that a significant cyber-attack, or series of attacks, is managed effectively. Police Scotland were one of the key agencies involved in the exercise, involved in the investigative response, intelligence gathering and information sharing and escalation processes. Feedback from the exercise was positive, and learning will be shared with participants to inform any future response.

**WORKING WITH COMMUNITIES****Rural Crime Partnership**

Police Scotland continues to work with partners to tackle rural and wildlife crime, and on Wednesday 20 October, the Loch Lomond and Trossachs National Park Partnership Against Rural Crime was officially launched. The partnership aims to prevent and address rural crime in and around the National Park, and was established as part of a Scotland wide multi-agency approach. Police Scotland is part of the partnership along with a range of organisations and societies, including The Loch Lomond and The Trossachs National Park Authority.

As part of our wider response to wildlife crime, following extensive investigation throughout 2021 into reports of persecution of protected birds of prey and wildlife near to Castle Douglas, in October, four men aged between 31 and 59 were arrested and charged with a number of wildlife crime offences in the Stewartry area of Dumfries & Galloway.

### **Community Reassurance – COP26**

From Monday 25 October, officers and staff from Police Scotland's Partnerships, Prevention and Community Wellbeing Division were deployed to support and enhance community reassurance and engagement as part of the wider policing response for COP26. Links were established with strategic partners to monitor and respond to potential community tensions and in addition, daily briefings were provided to members of the Cross Sector Safety and Communications Group, a partnership group drawn from business communities across Scotland.

## **SUPPORT FOR OPERATIONAL POLICING**

### **Bodyworn Video**

On Monday 4 October, following extensive public engagement, Police Scotland's Armed Policing officers began operational deployments equipped with bodyworn video (BWV). The use of BWV technology provides an additional level of transparency and accountability at incidents, ensures the gathering of best evidence, and will support the maintenance of public trust and confidence in policing. There have been a number of operational incidents where BWV has already been used, with footage being provided to support criminal investigations or referrals to the Police Investigations and Review Commissioner.

Public consultation on the wider use of BWV by Police Scotland concluded in August. Over 9,000 responses were received, and the consultation demonstrated strong public support for the use of BWV by Police Scotland.

### **Call Handling**

As reported and discussed at recent Scottish Police Authority Board and Committee Meetings, in line with other emergency and public services, Police Scotland has experienced challenges in respect of call handling during the unprecedented coronavirus public health emergency. The challenges associated with the pandemic continue, and may continue throughout the winter months.

To respond to these challenges, a Short Life Working Group (SLWG) was

established to provide strategic oversight and consider appropriate mitigation measures. Under the direction of the SLWG, a number of measures have been implemented including enhanced options for 101 callers; improved call routing; enhanced website information; additional public communications; reduction in physical distancing in line with government guidance; continued pro-active management of absence; and the introduction of temporary workforce agreements. In combination, these measures continue to support the maintenance of effective Police Scotland call handling arrangements.

We will continue to report on this matter through the SPA Policing Performance Committee.

### **Estate Strategy**

On Friday 15 October, along with the Provost of Aberdeenshire, I officially opened the new Peterhead Police Station at Buchan House, Aberdeen, a purpose built extension, co-located with Aberdeenshire Council staff. Co-location with other agencies is an integral part of the Police Scotland Estate Strategy, and enables us all to meet the changing needs and requirements of our communities and deliver value to the public. Since approval of our Estate Strategy in May 2019, we have delivered 10 co-locations with Local Authority and public sector partners, as we continue to transform the ageing estate inherited by Police Scotland.

## **4. STRATEGIC ENGAGEMENT**

### **CHIEF CONSTABLES' COUNCIL**

On Thursday 30 September 2021, I attended the Chief Constables' Council meeting in London. Although the Council has continued to meet on a virtual basis throughout the COVID-19 pandemic, this was the first in person meeting since early 2020. During the meeting, I updated Chief Constable colleagues on final preparations for the policing operation in respect of COP26, recognising the importance of mutual aid support being provided from Forces across the United Kingdom.

### **PARLIAMENTARY ENGAGEMENT**

On Wednesday 6 October 2021, Deputy Chief Officer David Page and Chief Financial Officer James Gray provided evidence to the Scottish Parliament's Criminal Justice Committee, along with representatives from the Scottish Police Authority and Scottish Legal Aid Board. This was the first in a series of evidence sessions to consider spending priorities in the justice sector for 2022-23, and provided a valuable opportunity to restate

the revenue and capital funding requirements of Police Scotland, which will enable the continued delivery of effective policing to support the communities of Scotland.

### **CONFERENCE OF THE PARTIES (COP26) ENGAGEMENT**

Throughout October and November, extensive engagement in respect of preparations for the United Nations COP26 Climate Change Conference continued. I chaired regular meetings of the Police Scotland COP26 Strategic Oversight Board, and represented Police Scotland on the UK Government's COP26 Delivery Board.

On Wednesday 13 October, I hosted the Home Secretary, Priti Patel MP, who was in Glasgow to carry out a COP26 site visit, and on Thursday 28 October, along with senior colleagues, briefed the First Minister and members of the Scottish Government Cabinet on security arrangements for the Conference. The following day, I joined the First Minister at Atlantic Quay, Glasgow, to participate in a public briefing in advance of COP26. During the briefing, I offered assurance to the people of Scotland that we were ready to support a safe and secure COP26, while continuing to ensure that a high quality policing service was maintained across the whole of Scotland during the Conference period. I also reaffirmed our clear commitment that the policing response would be consistent with human rights, underpinned by our ethics and values, and based on the principles of necessity, proportionality and lawfulness.

During the period of the Conference, on Thursday 4 November I hosted the Chair of the Scottish Police Authority who visited the Police Operations Co-ordination Centre and Multi-Agency Co-ordination Centre. On Monday 8 November, I also met with Mr. John Apter, Chair of the Police Federation of England and Wales at Police Scotland Headquarters, Tulliallan, where we discussed the policing operation for COP26, as well as wider UK policing considerations.

### **ELECTED REPRESENTATIVES ENGAGEMENT**

Following the fatal stabbing of Sir David Amess MP on Friday 15 October, and the widespread shock and distress that his tragic death caused across the United Kingdom, I wrote to all MSPs, MPs and Local Authority Councillors in Scotland, offering full support from Police Scotland as they carry out their vital public service roles in our democracy. The correspondence included an invitation to attend one of a series of Safety and Security Briefings led by specialist officers, designed to offer advice and reassurance, and supplement National Counter Terrorism Security Office guidance which had been provided.

On Thursday 21 and Friday 22 October, over 300 elected representatives attended one of four virtual briefings, which included an overview of the UK and Scottish Threat Level, and practical security considerations including protective personal and physical security, public surgeries, online issues, and reporting processes.

#### **INTERNATIONAL ENGAGEMENT**

On Tuesday 2 November, I welcomed Director James M. Murray of the United States' Secret Service to Police Scotland Headquarters, Tulliallan. During the visit, we held a poignant remembrance ceremony at the Scottish Police Memorial for Special Agent Nole Remagen, who tragically died while on protection duties during a presidential visit to Scotland in 2018.

### **5. SIGNIFICANT OPERATIONAL EVENTS**

#### **CONFERENCE OF THE PARTIES (COP26)**

Following months and years of intensive planning, the policing operation in respect of COP26 moved to the delivery stage between Monday 18 October and Wednesday 17 November 2021. The strategic aim of the policing operation, which was the biggest in UK history, was to work with partners to deliver a safe and secure COP26, while minimising the impact on the wider community.

Over the course of the Conference, Police Scotland officers, supported by mutual aid colleagues from across the United Kingdom, enjoyed positive engagement and constructive relationships with the vast majority of people who came to Scotland to have their voices heard and engage in peaceful protest. We policed numerous events and protests, both official and unofficial, throughout Glasgow and across Scotland, including two significant marches in the city attended by tens of thousands of participants. With the exception of a tiny minority of protesters intent on creating conflict and compromising public safety, the events were peaceful. I extend my thanks to participants, police officers, and stewards, for maintaining the safety and security of all involved, which ensured that the global Conference was able to conduct its critical business, with rights upheld, voices heard, and peaceful protest facilitated.

The policing operation in respect of COP26 is scheduled to be discussed as a substantive agenda item during the Authority Meeting.

**GORSE PARK EXPLOSION – AYR**

In the evening of Monday 18 October, Police Scotland officers and staff, along with colleagues from Scottish Fire and Rescue Service and Scottish Ambulance Service, responded to reports of an explosion at Gorse Park, Ayr. On attendance, they encountered a devastating scene, with one of the residential properties reduced to rubble, and a number of other properties affected. A Major Incident was declared and during the specialist response, four people from one family were conveyed to hospital for treatment, with a number of other households evacuated. A multi-agency investigation into the incident, involving Police Scotland, the Health and Safety Executive and other agencies is ongoing.

This was an extremely challenging and distressing incident for the families involved and the wider community, as well as those who responded swiftly and professionally to provide emergency and ongoing assistance. In the weeks following the incident, officers from Ayrshire Division have continued to provide support within the local community.

**FLOODING - HAWICK**

On Thursday 28 October, as a result of flooding from the River Teviot, a Major Incident was declared in Hawick due to an assessed risk to public safety and the potential for significant damage to property. Officers from the Lothians and Scottish Borders Division, supported by colleagues from neighbouring and national divisions, formed part of the multi-agency response in conjunction with resilience partners, which included precautionary evacuation of a number of residents.

**OPERATION MOONBEAM**

In recent years, Bonfire Night has been associated with an increase in anti-social behaviour and criminality across the country. Operation MOONBEAM was introduced following significant incidents in November 2017, where Police Scotland, Scottish Fire and Rescue Service, and Scottish Ambulance Service personnel were deliberately targeted. Operation MOONBEAM is a national operation to provide additional support within Local Policing Divisions should anti-social behaviour or violence occur.

In advance of bonfire night, officers carried out significant community engagement, and focused on prevention measures, including the introduction of a number of dispersal zones in the East of the country. Between Thursday 4 and Friday 5 November 2021, Police Scotland received 649 calls relating to fireworks, and a further 105 calls relating to fires. This represented a 20% reduction in calls and reported incidents

from the previous year, and it was encouraging that the vast majority of those who participated in bonfire night activities heeded advice to enjoy themselves in a safe and responsible manner. However, during the operation, a number of police officers and colleagues from other emergency services were targeted by a minority of people intent on causing disorder. No-one should face violence or attack as they carry out their duties in the service of the communities of Scotland, and I utterly condemn such behaviour. Investigations into these incidents continue in an effort to identify those involved.

## 6. OUR PEOPLE

### **PROUD SCOTLAND AWARDS**

On Saturday 2 October, the Scottish LGBTI Police Association was named LGBTQI+ Network of the Year at the Proud Scotland Awards, in recognition of the work and support they have provided to Police Scotland. The Proud Scotland awards are designed to celebrate the LGBTQI+ community, by recognising the outstanding work and commitment of individuals and organisations within and supportive of the LGBTQI+ community in Scotland.

Police Scotland understands that we must constantly strive to respect and celebrate our differences. The award is fitting recognition for the work that the association does in advancing LGBTI equality, inclusion and support throughout policing in Scotland.

### **BLACK HISTORY MONTH**

During October, Police Scotland marked Black History Month with a programme of events in partnership with Diversity Staff Association SEMPER (Supporting Ethnic Minority Police for Equality in Race) Scotland. Throughout the month, the achievements of Black and Minority Ethnic people were celebrated in a number of ways, including a virtual film night held on Monday 11 October which showed 'Black and Scottish', a film directed by BAFTA-nominated Stewart Kyasimire. Following the screening, along with colleagues from Police Scotland, I was delighted to participate in a question and answer panel discussion with Mr. Kyasimire, hosted by Enoch Adeyemi from Black Professionals Scotland.

Black History Month is an important opportunity to reflect on the accomplishments and experiences of Black and Minority Ethnic people, and enables Police Scotland to celebrate the enormous value and contribution that Black and Minority Ethnic people bring to Scotland. Policing in Scotland is based on our shared values of public service, and

treating people fairly to enable and support them to know they are valued is both an operational necessity, and a moral imperative.

### **WELLBEING AND ENGAGEMENT SURVEY**

On Tuesday 19 October, the results of the SPA and Police Scotland Wellbeing and Engagement Survey, 'Your Voice Matters', along with the full report from Durham University Business School, were published. This report was presented to the SPA People Committee on Monday 25 October.

As I set out in my Chief Constable's Commitments for this year, I will act on the findings of the survey to address the issues that are most important to our people. Police Scotland will continue to drive improvements across the Service, and an Implementation Plan has been developed by the Survey Steering Group, which includes representation from the Scottish Police Federation, Association of Scottish Police Superintendents, Trade Unions and the Scottish Police Authority, and involves active engagement with Diversity Network Chairs.

### **TRAINING AND DEVELOPMENT**

On Wednesday 20 October, Her Majesty's Inspectorate of Constabulary in Scotland (HMICS) published a report following its Phase 2 Thematic Inspection of Police Scotland Training and Development. We will consider the recommendations from the report, and work to develop a relevant improvement plan in response.

Police Scotland continues to develop a suite of leadership development activities, with three new leadership programmes being introduced from Monday 22 November. These programmes include 'Introduction to Leadership', which focuses on bridging the gap for those aspiring to be a leader; delivery of a revised First Line Manager's Course; and a pilot Established Leader's Course, which is designed to develop professional and accountable leaders who can drive and deliver effective change and organisational development.

### **OFFICER AND STAFF PAY**

On Friday 22 October, it was confirmed that a pay agreement for police officers in Scotland had been reached. In November, negotiations also successfully concluded in respect of a pay agreement for police staff. Both agreements, which will be backdated to April, aim to achieve an appropriate balance by recognising the important contribution that officers and staff make in keeping people and communities across Scotland safe, while also being affordable in the context of the policing

budget.

I am grateful for the extremely high level of commitment to public service shown by Police Scotland officers and staff on a daily basis, and it is important that our people are properly recognised and rewarded.

### **OFFICER AND STAFF RECRUITMENT AND RECOGNITION**

On Monday 22 November, 120 probationary officers began their careers with Police Scotland. During the Oath of Office Ceremony on Friday 26 November, I will welcome them into the Service, and reinforce the critical role they now have to serve and protect the citizens of Scotland.

I recently recognised 65 police officers, five special constables, and 10 members of police staff from the East and Tayside Command area, who qualified for a range of Long Service and Good Conduct awards. While the continuing impact of COVID-19 did not allow a formal ceremony to take place, I sent a personal message to each award recipient, together with a video thanking them and their families for their public service.

### **SENIOR LEADERSHIP TEAM**

On Monday 25 October, it was announced that I had accepted an offer from the Board of the Scottish Police Authority to extend my appointment term as Chief Constable by three years. Similar extensions were also announced for Deputy Chief Constables Fiona Taylor and Will Kerr. As Chief Constable, I am honoured and enthusiastic to continue to lead and develop Police Scotland. Our shared priority and mission is to improve the lives of our communities and to maintain and build the strong bond policing has with the public we serve.

When I undertook day to day responsibility for the duties of Chief Constable in September 2017, policing in Scotland had significant challenges and needed the stability that now exists. The last four years have underlined the relentless nature of policing, and I thank everyone in Police Scotland for their commitment and integrity as, collectively, we seek to make further improvements to our critical public service.

### **RECOMMENDATIONS**

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