



Agenda Item 3

<b>Meeting</b>	<b>Authority Meeting</b>
<b>Date</b>	<b>30 November 2023</b>
<b>Location</b>	<b>COSLA, Edinburgh</b>
<b>Title of Paper</b>	<b>SPA Chair's Report</b>
<b>Presented By</b>	<b>Martyn Evans</b>
<b>Recommendation to Members</b>	<b>For Discussion</b>
<b>Appendix Attached</b>	<b>No</b>

**PURPOSE**

To update Authority Members on activities carried out by the Chair since September's Authority meeting.

## **1 2024/25 Financial Planning**

- 1.1 The Scottish Government is expected to outline its draft budget for 2024/25 before the end of the year. It will then be subject to the parliamentary process. Significant effort and engagement have taken place internally with Police Scotland over the last few months to understand and detail the financial requirements for policing in 2024/25.
- 1.2 The results of this work have been considered in detail by our Resources Committee and are tabled today in public session for discussion and wider visibility.
- 1.3 I want to thank all those involved in these discussions, including Police Scotland and the Authority's leadership teams, Police Scotland's finance function and Board members. Significant time and effort have gone in to reaching a detailed and informed financial ask of the Scottish Government for policing next year.

## **2 Opening of new Forensic Toxicology Laboratory**

- 2.1 Paul Edie and I attended the opening of Forensic Services' new state-of-the-art laboratory 'Moorepark' in Glasgow on 22 November. The laboratory was formally opened by Cabinet Secretary for Justice and Home Affairs Angela Constance and Drugs and Alcohol Policy Minister Elena Whitham. The Solicitor General Ruth Charteris KC was also in attendance. The facility provides world-leading testing capabilities for drug services, as well as police and prosecutors.
- 2.2 The Moorepark laboratory has been funded through additional investment from the Scottish Government, enabling the transfer of post-mortem toxicology services from the University of Glasgow to Forensic Services. The formal opening marks the culmination of many months of planning and hard work. I want thank Fiona Douglas, Director of Forensic Service, DCO David Page and their dedicated teams who were central in getting the laboratory up and running.

## **3 DCC Recruitment**

- 3.1 On 9 November, DCCD Fiona Taylor informed the Authority that she intends to retire in February 2024. DCCD Taylor has been an exemplary and effective member of Police Scotland's leadership team for the last 5-years, and I particularly want to acknowledge her contribution as Deputy Chief Constable Designate this year. On

behalf of the Authority, I want to put on record our sincere gratitude for her commitment and remarkable service.

- 3.2 In light of DCCD Taylor's retirement, we will launch a recruitment process to fill this vacancy on Friday 1 December 2023 with view to interviewing and announcing a successful candidate in early March 2024.

#### **4 Digital Justice and Policing Conference**

- 4.1 On 7 November I attended the Digital Justice and Policing conference in Edinburgh which brought together stakeholders from across the justice landscape to consider the next steps for a justice system that is remaking itself in the digital age.
- 4.2 There was significant discussion around investment in technology and how it is helping the police and courts to modernise frontline service delivery, from data-driven innovation and smart devices to cloud-based platforms. This is an area of particular interest for the Authority, and I welcomed the opportunity to hear from other parts of the justice system about how this is happening and the impact it has had on service delivery.
- 4.3 Police Scotland reported recently to the Policing Performance Committee on the recent introduction of Child Abuse Image Database Facial Matching, Digital Forensics' Vans and the introduction of specialist Digital Evidence Detection Dogs to further improve the detection of crime.

#### **5 Beyond Black History Month**

- 5.1 I was delighted to represent the Authority on 31 October at an event hosted by Police Scotland in Tulliallan to mark the end of Beyond Black History Month.
- 5.2 The event focused on the importance of celebrating Black and Minority Ethnic contributions to policing and the communities that policing serve. The success of Black History Month 2023 and the wide range of events and learning opportunities made available to officers and staff have been very well received. I want to extend my congratulations to Police Scotland and SEMPER Scotland for their efforts over the month and for organising such an uplifting event.

## **6 Engagement with Staff and Diversity Associations**

- 6.1 Since our last Board meeting in September, I have met with the Association of Scottish Police Superintendents, which was also attended by Katharina Kasper and our Chief Executive Lynn Brown. We had extensive and constructive discussions about the financial position and the work under the Policing Together programme to eradicate discrimination of any kind in policing.
- 6.2 I, along with Tom Halpin and our Chief Executive, met with the Scottish Police Federation. This was also an extensive and constructive discussion, which covered a range of issues important to the SPF and in particular the impact of mental health demand on policing. The Federation has agreed to come and speak to members at a future seminar about this in the New Year.
- 6.3 I also met with the Scottish LGBTI Association, which was attended by Fiona McQueen. We discussed Policing Together, and the support provided by the Association to Police Scotland officers and staff to build awareness and promote inclusion across the service. I am grateful to the staff and diversity associations for their continued and constructive dialogue.

## **7 Staff Pay Award**

- 7.1 On 3 October 2023, I was pleased to announce that a minimum 7% increase to pay for staff working across policing in Scotland had been agreed. This will be backdated to 1 April 2023.
- 7.2 The agreement is consistent with the pay deal agreed for police officers in September 2023 and ensures a cumulative 12.35% increase in staff pay since 1 April 2022 - mirroring wage growth for police officers, the fire service and teachers.
- 7.3 I am grateful to the trade unions for their constructive dialogue in reaching this agreement.

## **8 Scottish Women's Development Forum – Unstoppable Awards**

- 8.1 On 26 October I attended the #Unstoppable Awards hosted by the Scottish Women's Development Forum at Tulliallan. The awards recognised and celebrated the achievements of officers and staff working across policing. Individuals and teams were recognised for their contribution in areas such as community service, leadership,

excellence and volunteering. It was a humbling and celebratory event which showed just how #Unstoppable our colleagues are.

## **9 COSLA / Local Scrutiny Engagement**

- 9.2 On 17 November I attended the national COSLA Police Scrutiny Conveners' Forum, alongside DCC Malcolm Graham. The forum provides an opportunity to update conveners on the range of partnership activity underway across policing and local government, as well as seeking input to developing areas of work. Councillor Chalmers, COSLA Community Wellbeing spokesperson, chairs the forum and will update on that and other COSLA specific feedback during her standing agenda item at the December meeting of Policing Performance Committee.
- 9.3 The most recent round of regional local policing scrutiny meetings took place earlier this month, supported by myself and DCC Malcolm Graham. These provide an opportunity to discuss issues of local, regional, and national importance with Elected Members, and provide further detail on the national and specialist provision which supports delivery of policing in every local community. I am grateful to COSLA and local police scrutiny representatives for their continued and positive engagement.

## **10 Joint Research and Evidence Forum (JREF)**

- 10.1 Following a recent membership refresh and update to terms of reference, the JREF, co-chaired by Tom Halpin, has been focused on development and delivery of a longer term workplan. Developing a partnership horizon scanning product which will inform future research and evidence priorities for the group is a key focus of its workplan. In addition, the group will be leading work on a pilot project on data sharing and linkage, with support from colleagues in Scottish Government and Professor Susan McVie.

## **11 Police Leadership Programme (PLP)**

- 11.1 I spoke at the Police Leadership Programme (PLP) on 20 November about police scrutiny and oversight. The PLP is UK policing's most senior leadership development course. Senior police officers from across the UK make up most participants. Cohorts run three times a year, with 76 delegates on the programme during this intake. Delegates attended from UK forces, National Crime Agency, HM Prison and Probation Service, National Police Air Service, the Home Office and from Police Scotland.

**RECOMMENDATIONS**

Members are invited to discuss the contents of this report.

