

**Work Plan**

The updated Independent Advisory Group Work Plan reflects already agreed actions, what is complete or in place, and planned for future delivery. It is intended to stimulate ongoing discussion about the work required to ensure delivery against the terms of reference. This is an iterative programme, reflecting changes in priorities over time, while leaving sufficient flexibility to address matters urgently when this is required.

The agreed areas of focus are:

- i. The data and evidence required to support the work of the IAG as laid out in the terms of reference, and understanding what the data and evidence is telling us. Data and evidence will: be collated and reviewed; inform recommendations on an ongoing basis; and be reflected in public reporting.
- ii. Delivering and promoting access routes into the group via professional and community networks as well as open access via a public portal, to enable the public and impacted groups to share perspectives and give evidence to the IAG on their experiences. Findings are reviewed; inform recommendations on an ongoing basis; and are reflected in public reporting. Particular attention is paid to ensuring any disadvantaged or impacted groups are able to participate.
- iii. Maximising the use of the professional input and expertise from within and outside the group, to access and review supporting evidence, offer advice, and inform associated recommendations.
- iv. Focus on the human rights implications of the use of the temporary powers.
- v. Set up processes which allow the group to access data and public perspectives to offer advice on a “live” basis, to support the policing response to any changes in lock down and public health guidance.

Work Stream	Actions	Status Update	Current Priorities
<p>Communications – raising awareness of the work of the Advisory Group, establishing access routes into the group for public and stakeholders</p>	<p>Email address for the group to receive communications from members of the public and stakeholders.</p> <p>Citizen Space portal set up for public feedback</p> <p>Website presence and public updates</p>	<p><a href="mailto:COVID19IndependentAdvisoryGroup@spa.pnn.police.uk">COVID19IndependentAdvisoryGroup@spa.pnn.police.uk</a> Circulated by IAG members to contacts and stakeholders, and details are available on the IAG website.</p> <p>Launched 1 June 2020, the portal remains open in response to changing circumstances, to allow for ongoing public feedback, and as the work of the group continues.</p> <p>Web updates on the work of the group remain aligned to reports to the SPA. The latest meeting notes are made available online following each report to the SPA Board.</p>	<p>February/March 2021: CYPCS will provide further advice on gathering views from children and young people.</p>
<p>Engagement</p>	<p>IAG members routinely reach out across their own networks to facilitate evidence gathering and support participation.</p> <p>Engagement and information sharing with the National</p>	<p>Members continue to promote participation, via professional and community networks.</p> <p>Alternative access channels are available to help combat digital exclusion.</p> <p>IAG Chair has undertaken engagement and liaison with senior office bearers in the Scottish Police Federation and the Association of Scottish Police Superintendents.</p> <p>IAG Chair attended the June 2020 NISAG meeting, and the IAG is building closer links with NISAG, sharing information where appropriate and strengthening the</p>	<p>Ongoing promotion to continue to gather public and stakeholder perspectives. Continuing review of public feedback, and follow up action to address any gaps in participation.</p>

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Engagement	Independent Advisory Group (NISAG)	<p>Advisory Group’s access to NISAG members’ expertise on equality, diversity and community well-being impacts.</p> <p>5 August 2020 – Article by IAG Chair for Policing professional community, published in Policing Insight. “Policing the pandemic: How Scotland’s IAG led the way on human rights under emergency coronavirus powers”.</p> <p>2 September 2020 - The work of the IAG, including the contribution of the academic community to the work of the group, features in <a href="#">SIPR Annual Report</a></p> <p>11 September - an invitation to contribute to IAG was extended to COSLA.</p> <p>COSLA, Scottish Community Safety Network, Scottish Government Police Division and the academic community contributed questions for the IAG/ SPA webinars, 30 July 2020 and 5 October 2020.</p> <p>30 October 2020 - Mike Callaghan COSLA Policy Manager attended and contributed to IAG discussions.</p> <p>6 November 2020 – Cllr Kelly Parry, COSLA Community Well Being Spokesperson, and Mike Callaghan COSLA Policy Manager. The perspective from COSLA members is that there has been a good, robust policing response, and that Police Scotland’s approach has their members’ full support.</p> <p>11 December 2020 - Denis Hamill, Chief Data Officer and Calum Dundas, Interim Data Governance Lead from</p>	<p>The IAG will continue to engage with COSLA, to understand ongoing challenges, partnership approaches, and wider local impact of police use of the temporary powers.</p>

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		<p>Police Scotland attended to discuss the Police Scotland Data Strategy.</p> <p>12 February 2021 - Chief Superintendent Eddie Wylie, Scotland Commander, British Transport Police, briefed members on BTP's use of the 4E's approach. He reported extremely high levels of adherence to regulations, and reduced demand due to low levels of transport network use during the pandemic.</p> <p>He highlighted potential challenges around the impact of quarantine regulations; and will liaise further with CYPCS on the work of the BTP Vulnerability Team in safeguarding young people.</p>	
Data and Evidence Gathering	Options, key questions and sources of evidence are identified and aligned with terms of reference. Data gaps are noted where they cannot yet be addressed.	<p>Professor McVie has undertaken additional analytical work, aligning Police Scotland data with SCTS information; and developing work on nominal data, for inclusion in the report to the SPA Board February/March 2021.</p> <p>The IAG receives weekly data updates from Police Scotland OpTICAL Group, providing data on use of the temporary powers, ahead of publication. As new legislation has been enacted and the pandemic response has developed, these updates have been enhanced to include data on quarantine referrals, house parties, travel regulation contraventions, the use of online reporting, and additional context.</p> <p>Interim data report on Police Use of Fixed Penalty Notices under the Coronavirus Regulations in Scotland prepared</p>	<p>February 2021: A second data report is included in the report to the SPA Board February 2021. This will be supplemented by a webinar Spring 2021 (date tbc), to look in more detail at the data and work of the group.</p> <p>Members have re-engaged with community and sectoral partners to provide ongoing</p>

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Data and Evidence Gathering	<p>Engagement with staff and officers in different areas of Scotland to understand staff and officer perspectives.</p> <p>OPTICAL group</p> <p>SWAN Scotland survey</p> <p>Police Scotland "Your Police" and User Experience Surveys</p>	<p>by Professor Susan McVie, reported to SPA Board 19<sup>th</sup> August 2020.</p> <p>An interim report on data for the Independent Advisory Group was prepared by Professor Susan McVie with assistance from Dr Fernando Pantoja and Dr Ana Morales (20 June 20)</p> <p>Her Majesty's Inspectorate of Constabulary in Scotland ("HMICS"): Independent Advisory Group Report on Interviews with Police Scotland Officers and Staff (June 2020)</p> <p>John Scott, Ephraim Borowski and Susan McVie are members of OpTICAL.</p> <p>Evidence and outcomes considered by the IAG, and reported publicly to SPA board 19<sup>th</sup> August 2020.</p> <p>Members considered evidence from Police Scotland Strategy and Insight on findings from the "Your Police" and User Experience surveys including Covid-19 response and public confidence measures 7<sup>th</sup> August 2020.</p>	<p>insight and context, to enhance understanding of policing's use of the temporary powers.</p> <p>February 2021: Any requirement and scheduling of follow up officer and staff interviews, conducted by HMICS, remain under active consideration by the group.</p> <p>The IAG will further consider "Your Police" survey findings, user experience surveys, and public confidence, 16 April 2021.</p>

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	SPA Public Opinion Survey	<p>Members considered evidence from the SPA Public Opinion Survey 31<sup>st</sup> July 2020, focusing on levels of public confidence in policing, and levels of support for the Police Scotland approach.</p> <p>4 December 2020 – SPA Strategy &amp; Research Lead Martin Smith attended to brief members on the findings of the SPA Public Opinion Survey 3rd Wave.</p> <p><a href="#">SPA Public Opinion Survey 3rd Wave</a></p>	
Assessment of Human Rights Impacts	<p>D Quiroz (SHRC) guidance note for the IAG, incorporating relevant human rights provisions, for example, UN Guidance on the use of force by law-enforcement personnel in time of COVID-19 emergency</p> <p>Maria Galli (CYPCS) guidance note for IAG on human rights implications of regulations for children and young people</p>	<p>Scottish Human Rights Commission ("<i>SHRC</i>") Paper to Independent Advisory Group Considering Police Scotland Use of Temporary Emergency Powers: Human Rights Guide to Examining New Police Powers in Response to COVID-19 (Diego Quiroz, June 2020)</p> <p>SHRC paper on Article 11 of EHCR, considered at the IAG webinar 5 October 2020.</p> <p>Children and Young People's Commissioner Scotland ("<i>CYPCS</i>") Briefing: The impact of emergency police powers on the human rights of children and young people in Scotland during the Covid-19 pandemic (Maria Galli, June 2020)</p>	February 2021: The IAG continues to look at the policing of protests in a pandemic with a view to offering further reflections in its final report.

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	<p>Review of Police Scotland Impact Assessment processes</p> <p>Independent Children’s Rights Impact Assessment</p>	<p>Police Scotland processes to progress Community Impact Assessments, Equality and Human Rights Impact Assessment, and Child Rights and Wellbeing Impact Assessment were considered by the IAG 6 July 2020, as outlined in the report to the SPA Board 19 August 2020. Members were briefed by CYPSC and considered implications of the <a href="#">CYPSC Independent Children's Rights Impact Assessment</a></p>	
<p>Drawing in additional expertise</p>	<p>The IAG invites input from a range of academic experts in the field, to inform the group’s deliberations. These discussions are more fully reflected in the meeting notes available on the IAG website – <a href="#">IAG public reports</a></p>	<p>Contributions from –</p> <p>1 May 2020: Professor Steve Reicher</p> <p>4 May 2020: Professor Ben Bradford</p> <p>15 May 2020: Dr Peter Neyroud</p> <p>22 May 2020: Dr Megan O’Neill, SIPR and University of Dundee</p> <p>29 May 2020: Fran Warren and Francesca Gualco, Scottish Government Justice Analytical Services</p> <p>1 June 2020: Professor Roger Halliday, Chief Statistician, Scottish Government</p> <p>15 June 2020: Dr Liz Aston, Director of the Scottish Institute for Policing Research (SIPR)</p> <p>10 July 2020: Cliff Stott, Professor of Social Psychology, Keele University, Policing of Protests and the Pandemic</p> <p>21 August 2020: Dr. Michael Rosie, Senior Lecturer in Sociology, Programme Co Director Nationalism Studies, University of Edinburgh, Policing of Protests and the Pandemic</p> <p>2 October 2020: Professor Steve Reicher, Professor of Social Psychology at the University of St Andrews, Policing and the Pandemic.</p>	

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Drawing in additional expertise		<p>9 October 2020: Professor Ben Bradford, Professor of Global City Policing at the Department of Security and Crime Science, UCL, Policing and the Pandemic</p> <p>30 October 2020 – Joe Griffin, Director of Safer Communities, Scottish Government</p> <p>8 January 2021 – Professor David Mead, University of East Anglia, attended to discuss Policing Protest in a Pandemic.</p> <p><b>5 February 2021</b> – Dr Liz Aston, Napier University and Director of SIPR, attended to advise on a potential IAG self-evaluation exercise to consider -</p> <ul style="list-style-type: none"> <li>• The value of group members’ participation from the perspective of their own organization.</li> <li>• What works well and less well from the group’s perspective, and any potential improvements</li> <li>• Any learning from the working of the group with relation to the accountability of policing, stakeholder and public engagement, and the potential for knowledge exchange.</li> </ul>	Members will consider further the scope for a small scale self-evaluation exercise, complementary to any broader external assessment.
“Sounding board” for Police Scotland forward planning and communications	Ongoing role for group members, as representatives of civic Scotland, offering personal and professional expertise, and insight from	<p>Group members had early sight of and offered feedback on refreshed guidance for officers, reviewed to take account of changing legislation and easing of lockdown.</p> <p>The group met with Gold Commander, DCC Malcolm Graham, for an overview of Operation Talla and related discussion.</p>	Ongoing challenges of transition period and understanding the impact of easing and tightening lock down, including local and national restrictions.



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	<p>across their professional and community networks.</p>	<p>1 May IAG meeting – ACC Bernard Higgins (leads Police Scotland strategy and operations on service transition from lock down) attended to support IAG discussions to assist in informing strategy, including Communications.</p>	
<p>“Real time” advice and guidance – to Police Scotland; and to wider stakeholders via professional and community networks</p>		<p>Real time contact with Divisional Commanders was established early in the work of the group, offering a “two-way street” for real time updates to members, and live input to Police Scotland to inform planning and response, and facilitate immediate discussion as required.</p> <p>Regular dialogue has been established between group members and Police Scotland at Executive and Divisional Command level on local policing and public impacts and perspectives, policing local lockdown, and the impact of transition through the Scottish Government’s phased approach out of lockdown.</p> <p>Completed – submission of open letter to Police Scotland from SWAN Scotland.</p> <p>Experience of autistic people of COVID-19 legislation and guidelines Survey May-June 2020 (Dr Catriona Stewart, July 2020). Included as an Appendix to the report to the SPA Board 30 September 2020, with related discussion at the IAG webinar 30 July.</p> <p>Glasgow Disability Alliance. Advice on interactions with disabled people (Temporary Police Powers under</p>	<p>Managing the ongoing challenge of offering advice and support for policing’s response in a developing and “live” situation, and when there may be a time-lag in the availability of supporting evidence.</p>

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<p>“Real time” advice and guidance – to Police Scotland; and to wider stakeholders via professional and community networks</p>	<p>IAG Chair correspondence to SPA Interim Chair</p>	<p>Coronavirus Act); included as Appendix to the report to the SPA Board 19 August 2020. The work of GDA on the impact of COVID-19 on disabled people featured in IAG Webinar discussions 5 October 2020 <a href="#">GDA Supercharged Covid-19 Report</a></p> <p>14 August 2020- Chief Superintendent George Macdonald, Divisional Commander of the North East (Aberdeen City, Aberdeenshire and Moray) attended the IAG, following the Aberdeen City local lockdown. 11 September 2020- Divisional Commanders, Chief Superintendent Alan Murray, Renfrew and Inverclyde, Chief Superintendent Faroque Hussain, Ayrshire and Chief Superintendent Mark Sutherland, Greater Glasgow attended the IAG to update and discuss with group members the latest issues for local policing teams, and the impact of localised restrictions.</p> <p>18 December 2020 – Police Scotland Divisional Commanders Chief Superintendent Sean Scott, Chief Superintendent Alan Murray and Chief Superintendent Alan Gibson attended to discuss local policing matters and consider the upcoming festive and Hogmanay period.</p> <p>Update February 2021 - Feedback from the IAG public email informs IAG advice to and discussions with Police Scotland on issues of public concern, on an ongoing basis.</p> <p>Sent 13<sup>th</sup> July 2020 <a href="#">Correspondence IAG Chair to SPA Interim Chair 13 July 2020</a></p>	

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	<p>on the use of face coverings, and wider application of lessons learnt from policing the pandemic which may have wider application across retail and public services.</p>		
<p>Identify any additional work priorities to deliver against TOR</p>		<p>An initial review by the IAG Chair was undertaken, and reflected in forward planning for the IAG and the Chair's report to the SPA Board 30 June 2020. At the time, areas identified for future focus included Gaps in Powers, and Impact Assessments: Community Impact Assessment, Equality and Human Rights Impact Assessments.</p> <p>Police Scotland processes to progress Community Impact Assessments, Equality and Human Rights Impact Assessment, and Child Rights and Wellbeing Impact Assessment considered by the IAG 6 July 2020, as outlined in the report to the SPA Board 19 August 2020.</p> <p>Consideration of absence of power of entry for smaller gatherings – power now available.</p> <p>It appears that no new powers are being given in relation to travel restrictions introduced in regulations in November 2020.</p>	

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Identify any additional work priorities to deliver against TOR		<p>No further evidence has been identified at this point relating to potential gaps in powers.</p> <p>8 January 2021, the Chief Constable, requested that the Group review circumstances and Police Scotland's approach, further to an instance of forced entry to a household in Aberdeen.</p> <p>Specific cases in which the police have taken action under the regulations will be considered independently in the normal way by other organisations, should there be a prosecution or complaint against the police.</p>	<p>The Group will further consider the general implications for policing during the pandemic and make appropriate recommendations to the SPA Board. Specific cases are noted to the extent that they can be considered and discussed, having regard to the other processes involved.</p>
Public reporting on progress	<p>Verbal report to SPA from IAG Chair 30 April.</p> <p>Written report to SPA board 20 May. Oral evidence to SPA from IAG Chair 20 May</p> <p>Oral evidence from the IAG Chair to the Justice Sub-</p>	<p><a href="#">SPA Livestream April 2020</a></p> <p><a href="#">IAG Report to SPA May 2020</a> <a href="#">SPA Livestream May 2020</a></p> <p><a href="#">Justice Sub Committee on Policing Official Report 9 June 2020</a></p>	<p>Progressing the work programme, gathering and additional evidence and further analysis, to deliver against the Terms of Reference. A report on data analysis is scheduled for report to the SPA Board February 2021, and a further</p>

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	<p>Committee on Policing 9<sup>th</sup> June 2020.</p> <p>Written report and / or oral evidence to SPA 30 June 2020, 19 August 2020, 30 September 2020, 25 November 2020, 22 January 2021</p> <p>Webinar - public events with the SPA Board 30 July 2020 and 5 October 2020.</p> <p>Oral evidence from the IAG Chair and Professor McVie to the Justice Sub-Committee on Policing, 23 November 2020.</p>	<p><a href="#">Authority Livestream 30 June 2020</a>  <a href="#">Authority Meeting 19 August 2020 Livestream</a>  <a href="#">Authority Livestream 30 September 2020</a>  <a href="#">Letter IAG Chair to SPA Interim Chair 19 11 2020</a>  <a href="#">IAG Workplan 18 November 2020</a>  <a href="#">Authority Meeting 22 January 2021 Livestream</a></p> <p><a href="#">IAG July Webinar</a>  <a href="#">IAG October Webinar</a></p> <p><a href="#">Justice Sub Committee on Policing Official Report 23 November 2020</a></p>	<p>IAG report to the SPA March 2021.</p> <p>A further IAG webinar will be scheduled spring 2021.</p>