



Meeting	Authority Meeting
Date	24 August 2023
Location	COSLA, Edinburgh
Title of Paper	Deputy Chief Constable Designate Report
Presented By	Fiona Taylor QPM Deputy Chief Constable Designate
Recommendation to Members	For Noting
Appendix Attached	No

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

Between Wednesday 21 June and Thursday 24 August, Police Scotland led investigations into nine murders committed across Scotland. Every murder is a tragedy, impacting on individuals, families and wider communities.

Our professional investigative response ensured that an accused person for each murder has been identified in every case. This highlights the value of the national Service, with resources from Specialist Crime Division Major Investigation Teams, in combination with officers and staff from Local Policing Divisions, deploying swiftly on each occasion to conduct thorough investigations, offer support to the families of victims, and provide reassurance to affected local communities.

Murder of Amber Gibson

On Sunday 28 November 2021, 16 year old Amber Gibson, who had previously been reported missing, was found dead within Cadzow Park, Hamilton. As has been reported to the Authority previously, following investigation by detective officers from Police Scotland's Major Investigation Team, supported by a range of specialist officers working in partnership with forensic services, two men were arrested and charged in connection with her death.

Following separate court appearances in July, Connor Gibson, aged 20, was convicted of Amber's murder and Stephen Corrigan, aged 45, found guilty of attempting to defeat the ends of justice and breach of the peace.

Our thoughts remain with Amber's family and friends. I thank the range of specialist officers from Police Scotland, partners in forensic services, and members of the public for their help during our enquiries.

Murder of Jane Fitzpatrick

On Monday 9 August 2021, the body of Jane Fitzpatrick was found in car in the Cable Road area in Glenrothes. An extensive investigation was

undertaken that led to the arrest of Mark Campbell, aged 37. He was subsequently charged with her murder.

On Thursday 20 July 2023, at the High Court in Edinburgh, Campbell was found guilty of her murder, and also found guilty in respect of other charges of assaults and sexual offences committed against women in the Fife area between 2003 and 2021.

Campbell was sentenced to life imprisonment and ordered to serve a minimum of 27 years.

Violence like this has no place in our society and Police Scotland will continue to work with the public and our partners to bring perpetrators to justice.

SERIOUS AND ORGANISED CRIME

Operation Escalade

Operation Escalade is one of Police Scotland's most significant investigations into serious and organised crime groups that operate internationally. This operation has been ongoing for nearly a decade and has resulted in circa 50 people being convicted and imprisoned for their involvement in crimes which cause significant harm to communities.

On Friday 11 August, James White, age 46, was sentenced to nine years and 10 months imprisonment. White had been arrested in Brazil in June 2020 and following extensive collaborative work between the Crown Office and Procurator Fiscal service and Brazilian federal police, was extradited back to Scotland to face the consequences of his criminal actions.

On Thursday 17 August 2023 Paul Fleming, aged 38, appeared at Stirling High Court and was sentenced to nine years imprisonment. He and his wife had previously fled to Spain after being arrested in October 2018.

Police Scotland is committed to disrupting organised crime groups and continued international partnership activity to keep our communities safe.

County Lines

County Lines is a term used to describe criminality where illegal drugs are transported from one area to another, often by children and vulnerable adults, who have been targeted and coerced by gangs to act as runners and to store cash and drugs. This activity targets vulnerable people and brings harm to our communities. It remains a priority for law enforcement partnership activity in the UK.

Since the last Authority meeting, officers and staff across Scotland have contributed to County Lines disruption and enforcement resulting in the arrest of 45 people, and recovery of 2.5kg class A drugs and seizure of numerous weapons.

VIOLENCE AGAINST WOMEN AND GIRLS

Police Scotland is committed to ensuring perpetrators of sexual and physical crimes are brought to account for their actions. A thorough investigation will always be conducted, no matter how long ago the incidents occurred.

We recognise the bravery and courage of women reporting these despicable and debilitating crimes and we will continue to work with our partners in justice and third sector organisations to support victims.

Significant convictions

On Thursday 25 May, Thomas McCartney, aged 34, was found guilty of 21 violent and sexual offences against two women committed over a 10 year period between 2009 and 2019. On 29 June 2023, at Paisley High Court, he was sentenced to 14 years (12 custodial, two extended sentence).

On Monday 12 June, Logan Doig aged 23 was found guilty of 12 violent and sexual offences against women in Tayside and Edinburgh between 2015 and 2020. On Monday 10 July 2023, at Glasgow High Court, Doig was sentenced to 12 and a half years (nine and a half years custodial, three years extended sentence).

On Friday 23 June, at Edinburgh High Court, Kieron Beck aged 25, was sentenced to seven years imprisonment with an extended three years sentence on licence having been found guilty of 14 violent and sexual offences against three women in the Scottish Borders.

CHILD SEXUAL ABUSE

Significant Conviction - Rape

On Thursday 12 January, Jarrid Duff, aged 26, violently attacked and raped a 14 year old female child at an address in Dumfries.

An extensive police investigation involving specially trained officers led to his arrest. On Tuesday 8 August, at the High Court in Glasgow, he was convicted of rape and sentenced to 10 years imprisonment.

Significant Conviction – Online Abuse

On 13 July, Kevin Flaherty, aged 47, was convicted of four charges in relation to Online Child Sexual Abuse and Exploitation and received a 46 month custodial sentence.

This complex investigation involved the National Child Abuse Investigation Unit, and Regional Organised Crime Units working together, and has identified 23 children, aged between 12 and 17 years, for safeguarding across the UK.

This collaborative working is vital in identifying offenders and protecting vulnerable persons.

999 CALL HANDLING

On Sunday 25 June 2023 for a period of around 80 minutes, callers to the 999 telephony system were unable to be connected due to a software issue experienced by BT. This resulted in calls being automatically disconnected, and represented a potential risk to public safety. We advised the public of the situation and asked them to contact 101.

Police Scotland undertook a full review of the circumstances, following which 344 of those disconnected calls were recorded by our Contact Command and Control (C3) colleagues and subject to a Threat, Harm, Risk, Investigation or Engagement assessment and enhanced review by C3 Division Quality Assurance Unit. This provided assurance that every call had been appropriately resolved, mitigating any further risk to the public.

The early identification of the service outage and quick escalation and implementation of contingency processes minimised any detrimental impact on our service to the public.

BT has provided assurance that the underlying issue has been identified and resolved and additional system contingencies are being introduced to prevent any recurrence.

3. DELIVERING ON OUR PRIORITIES

POLICING OUR COMMUNITIES

As consistently stated, the funding allocation provided by the Scottish Government represents a real terms reduction and does not allow policing in Scotland to maintain our workforce at the levels of previous years and at the same time make a fair pay award in 2023-24.

Hard choices are being taken to maintain effective policing within the funding available and action is being taken to achieve savings. Areas which encounter the greatest demand and which carry the greatest risk in keeping people safe, are being prioritised for resources, to ensure policing continues to address harm and protect the vulnerable.

As part of this urgent action, as of Wednesday 9 August we have paused police staff recruitment other than for reform or externally funded posts; roles based in our Contact, Command and Control (C3) Division or Resource Deployment Unit; Police Custody and Security Officers; and Public Enquiry and Support Assistants. Recruitment of Probationary Constables will continue and our commitment to no compulsory redundancies for police staff remains.

Police Scotland's budgeted officer establishment has reduced from 17,234 to 16,600 and we are building a service model which reflects that number. At the same time, we will reduce police staff costs in proportion to the reduction in officer numbers and reduce overtime spending.

Work is being co-ordinated under the Policing Our Communities programme led by Deputy Chief Constable Malcolm Graham KPM and Deputy Chief Officer David Page. This work will shape our Service and define core policing, seek to reduce demand and increase capacity, and accelerate change which provides benefits to operational policing, including the ongoing transformation of our estate. We will also review support services and command structures.

The safety and welfare of our officers and staff is a key consideration and it would not be right to ask fewer people to deliver the same level of service. What we do may take longer or may need to be done differently, and the levels of service we provide to the public relating to some issues will inevitably reduce.

Police Scotland will continue to respond to the public by prioritising issues which present the greatest threat, harm and risk.

This work is supported by ongoing internal and external communications and engagement and a series of briefings were held across the organisation in early August to share information with officers and staff.

ROAD SAFETY

The summer Drink and Drug Driving Campaign took place between Monday 26 June and Sunday 16 July. The nationwide campaign focused on reducing road casualties by highlighting the risks associated with drink and drug driving, combined with targeted enforcement activity. During the campaign, officers carried out 878 roadside breath tests and 272 roadside drug screening tests, leading to the detection of 408 offences.

Pro-active campaigns, operations and patrols on the roads network to deter and detect offending, and positively influence driver behaviour are ongoing. This activity has included engagement with foreign drivers around the requirement to drive on the left; motorcycle safety activity; the New Driver Early Intervention Scheme aimed at young drivers aged between 17-25; and Operation Tramline involving the deployment of an unmarked HGV with camera recording equipment.

Despite a decrease in overall fatalities compared to the same period last year, between 1 April and 15 August there were 57 fatalities on the roads, 16 of which were motorcyclists, 17 pedestrians and four cyclists.

These incidents are tragedies for families and effect wider communities, and the thoughts of Police Scotland are with all those affected. We are committed to working with partners to making our roads safer for all users.

4. STRATEGIC ENGAGEMENT

NATIONAL POLICE CHIEFS' COUNCIL

In July, Sir Iain Livingstone QPM, Deputy Chief Constable Jane Connors LVO QPM, and Assistant Chief Constable Mark Williams attended the National Police Chief's Council (NPCC) meeting in London.

Policing and communities in Scotland benefit from our participation in, and collaboration with NPCC. Similarly, Police Scotland has a valuable contribution to offer colleagues in the NPCC, which will continue to support and enhance the provision of policing across the United Kingdom.

POLICING TOGETHER

Policing Together is Police Scotland's programme to drive improvements in how policing in Scotland reflects, represents and serves all our communities, including our officers and staff, with a relentless focus on our values and standards.

Assistant Chief Constable David Duncan continues to provide dedicated leadership to prioritise the Policing Together implementation plan and develop associated performance measures to embed our values and eradicate discrimination.

On 24 June Police Scotland officers and staff, including ACCs Duncan and Mairs, participated in Pride Edinburgh, having been invited to attend by colleagues from the Scottish LGBTI Police Association. The event was an enjoyable and valuable opportunity to engage with our communities and demonstrate our commitment to improving the experiences of everyone who interacts with Police Scotland.

On 6 July 2023 I met Mr Syed Zahid Raza, Consul General, Consulate of Pakistan, Glasgow at The Police Scotland Headquarters, Tulliallan. Mr Raza was given further insight into the Policing Together programme.

On 26 July, ACC Duncan, Dr Victor Olisa QPM and I provided a briefing on Policing Together to the Cabinet Secretary for Justice, Ms Angela Constance. This included an overview of institutional discrimination and the programme of work ongoing to transform culture across the service.

NATIONAL MEMORIAL ARBORETUM

On Sunday 30 July I attended the Care of Police Survivors (COPS) annual Service of Remembrance at the National Memorial Arboretum in Staffordshire, England. I was honoured to represent Police Scotland at this event and attend along with colleagues from the Association of Scottish Police Superintendents and the Scottish Police Federation.

COPS is a charity that supports the families of police officers and staff who have lost their lives on duty, and founded in 2003, the charity is celebrating their 20th anniversary year.

5. SIGNIFICANT OPERATIONAL EVENTS

SAFETY ON THE HILLS

On Saturday 5 August 2023 concerns were raised when three hillwalkers failed to return from a walk along Aonach Eagach ridge on the north side of Glen Coe. A multi-agency search was instigated involving the Coastguard, the RAF and Police Scotland Mountain Rescue Team (MRT), along with nine volunteer members of Glen Coe MRT. Tragically, the bodies of the three walkers were recovered on the hillside and our thoughts remain with their families and all those affected.

Scotland's mountains are world renowned for their beauty and draw visitors from home and abroad throughout the year. The Mountain Summer Safety Campaign contains information and guidance around sensible steps when venturing into the outdoors and is being supported by partners such as Scottish Mountain Rescue and Mountaineering Scotland.

POLICING OF EVENTS

Police Scotland has a strong track record of successfully policing major events, ensuring they are held safely, while enabling people to make their voices heard and minimising disruption to wider communities.

Royal Week – Operation Sceptre

A number of royal events took place across in Scotland between Monday 3 and Thursday 6 July 2023 in connection with Royal Week. In addition to the traditional events held at the Palace of Holyrood House, members of the Royal Family held engagements and events across the country including Edinburgh, the Borders, Bo'ness and Fife.

A significant element included the People's Procession and Service of Thanksgiving at St. Giles Cathedral. This event, last held in 1953, celebrated the King's Coronation and included movement of the Honours of Scotland and Stone of Destiny from Edinburgh Castle to St Giles.

The policing operation, involving conventional and specialist resources, ensured the safety of several thousand spectators lining Edinburgh's Royal Mile. The operation facilitated peaceful protest and resulted in four arrests and four recorded police warnings.

Cycling World Championships - Operation Lewintrick

Between Thursday 3 August and Sunday 13 August, Scotland hosted the UCI Cycling World Championships, the first event to bring together 13 world championships of cycling, into one overall event.

This event was significant, involving over 8,000 elite and amateur cyclists from more than 120 countries who competed on our roads and at venues across nine Local Policing divisions. Over 300,000 spectators lined the 271km route for the Elite Men's Road Race alone. The event attracted attention from across the world, with a global broadcast audience of millions.

Officers and staff engaged with hundreds of thousands of spectators, local residents, athletes, and protestors in towns and cities across Scotland. There were a total of nine arrests.

Operation Sceptre and Operation Lewintrick were complex and logistically challenging and I thank all officers and staff for their professionalism and dedication throughout the planning and operational delivery phases.

CLIMATE PROTESTS

A "Climate Camp" took place in Grangemouth from 12 to 17 July. A significant and multi-discipline policing operation was put in place in connection with the event.

A total of 65 arrests were made in connection with the camp and related protests and demonstrations across the country.

6. OUR PEOPLE

YOUR LEADERSHIP MATTERS (YLM)

As previously reported to the Authority, the Your Leadership Matters Core Programme (YLM) is being delivered to officers and staff to enhance leadership behaviors across Police Scotland, the Scottish Police Authority (SPA) and Forensics.

In September, Phase 2 of YLM will commence delivery to Sergeants, Inspectors and Staff Grades 4-7, a group of circa 4000 colleagues with line management responsibilities.

YLM is delivered through a blend of summits on the Microsoft Teams virtual platform, combined with internal guest speakers and elements of digital learning, including a learning journal. It will equip our leaders with the capability

and skills needed to lead successfully in a modern and complex policing organisation. The YLM First Level Leader programme will include face to face sessions for delegates within divisions.

Your Leadership Matters will provide our leaders with the skills, tools and confidence necessary to lead teams to deliver values based policing. A full update on YLM will be provided to SPA People Committee on 29 August.

ULTRA LOW EMISSION VEHICLE (ULEV) BLUE LIGHT FLEET

Police Scotland remain committed to becoming the UK's first fully Ultra Low Emission blue light fleet by 2030 and we are well on our way to achieving this with 981 ULEVs in active service.

We are installing EV charging infrastructure at all of our sites and this transformation of fleet will allow us to meet the requirements of a 21st century policing service and will bring significant savings and increased sustainability.

ROMANIAN POLICE OFFICER SECONDMENT

In July 2023, Police Scotland entered into an agreement with the Home Office, Foreign Commonwealth and Development Office (FCDO), and Romanian Government to secure funding for two Romanian Police Officers to be seconded to the National Human Trafficking Unit (NHTU) for a period of six months, beginning on 1 February 2024.

The secondment aims to identify and provide information to Romanian nationals at risk of trafficking and exploitation and will build on established relationships fostered through Joint Investigation Teams (JIT) with Romanian Law Enforcement authorities.

ESTATES TRANSFORMATION

Police Scotland remains committed to ensuring police officers and staff are equipped with fit for purpose facilities.

Ayr Police Station

The new Ayr Police Station was officially opened on Friday 14 July at South Ayrshire's Council's Newton House, Ayr.

This facility is our operational template for future estate transformation projects across Scotland, consisting of functional operational workspaces as well as a range of specialist crime, welfare and wellbeing facilities to better support our officers and staff in their often-challenging roles.

Armed Policing – Training Facility

The Estates Transformation Team, in partnership with Armed Police Training, have completed development and fit-out of a new training facility at Coatbridge.

This will enable enhanced provision of armed police training previously only available from our partner forces in England and Wales or through buildings made available to us on a short term basis.

This state of the art venue provides modern training and welfare facilities, in addition to a dedicated and bespoke search training arena. This facility is a major enhancement to Police Scotland’s training estate.

Mounted Policing – Training Facility Refurbishment

In July, Sir Iain Livingstone QPM opened the Mounted Unit's refurbished and upgraded indoor arena at Stewarton, Ayrshire.

This was a particularly poignant event as the upgraded arena was named after a much loved and remembered colleague, Mr Greig Steven, who tragically died in service in 2015, aged 25. Sir Iain was honoured to welcome Greig’s parents to the opening.

LONG SERVICE AND GOOD CONDUCT AWARDS

Since the last Authority Meeting there have been two Long Service and Good Conduct awards ceremonies at Police Scotland Headquarters, Tulliallan.

Sir Iain attended both celebrations on 13 July and August 8 and took the opportunity to personally thank the 73 recipients and their families for the significant contribution they continue to make to public service.

PASS OUT PARADE

On Friday 18 August, I thanked and congratulated 191 probationary officers who had successfully completed their initial training course at Police Scotland Headquarters, Tulliallan. The officers have now been deployed to communities across Scotland. I wish every one of these recruits success as they embark on their fulfilling and rewarding careers in public service.

SENIOR LEADERSHIP

Sir Iain Livingstone QPM retired from policing on 10 August, having served as a police officer for 31 years, including six as Scotland's Chief Constable, as interim Chief from 2017 before being formally appointed in 2018.

Civic society paid tribute to Sir Iain and thanked him for his outstanding leadership and commitment to public service. On behalf of Police Scotland, I thanked Sir Iain for leading the organisation through a period of change and challenge with integrity, determination and distinction.

As confirmed by the Authority, Durham Constabulary Chief Constable Jo Farrell will take up the position of Chief Constable of Police Scotland from 9 October. As Deputy Chief Constable Designate I will carry out the functions of Chief Constable in the interim. My focus will be on ensuring effective policing is maintained for the communities of Scotland and I will support an effective handover to Chief Constable Farrell.

ACC Alan Speirs has been appointed Temporary DCC for Professionalism, Strategy and Engagement and Detective Chief Superintendent Stuart Houston has taken on the role of Temporary ACC for Professionalism and Assurance.

Mark Williams, ACC for Operational Support, leaves Police Scotland on a temporary basis in September to take up a secondment at the UK National Police Co-ordination Centre (NPoCC).

ACC Gary Ritchie has moved from Partnerships, Prevention and Community Wellbeing (PPCW) to the Operational Support portfolio and, Chief Superintendent Faroque Hussain has become Temporary ACC for PPCW.

RECOMMENDATIONS

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