

Meeting	Authority Meeting
Date	24 March 2021
Location	Video Conference
Title of Paper	SPA Chief Executive's Report
Presented By	Lynn Brown, Chief Executive
Recommendation to Members	For Discussion
Appendix Attached:	YES

PURPOSE

To update Authority Members on activities carried out by the Chief Executive since the previous Authority Meeting.

1. Background

- 1.1 This report provides Members with an update on key SPA activity which is not already covered elsewhere on the agenda.

2. Engagement with Scottish Parliament

- 2.1 The Authority's engagement with the Scottish Parliament has continued on a number of issues since the February Authority meeting. Correspondence has been provided to the Justice Sub-Committee on Policing in relation to the Policing of the UK's Exit from the European Union¹; and to the Public Audit and Post-Legislative Scrutiny Committee providing further information in relation to the cost of investigations following our evidence session on Tuesday 11 February 2021^{2/3}.
- 2.2 In addition, the Chair Martyn Evans and I gave evidence to the Justice Sub-Committee on Policing on Monday 15 March 2021 on the Authority's focus and priorities for the period ahead⁴.

3. Scottish Railways Policing Committee

- 3.1 A meeting of the Scottish Railways Policing Committee (SRPC) took place on Wednesday 17 February 2021 via tele and video conference. The SPA was represented by Lynn Brown, Tom Halpin and Bob Hayes.
- 3.2 A full report from the February 2021 meeting is included in Appendix A. The next meeting is due to take place on Tuesday 25 May 2021.

¹ <https://www.spa.police.uk/spa-media/vithv03a/sub-20210223-spa-submission-to-jscop-re-brexit-and-policing-docx.pdf>

² <https://www.spa.police.uk/spa-media/kyqn3dvd/let-202010304-ce-034-2020-letter-to-papls-re-costs-of-investigations-docx.pdf>

³ <https://www.spa.police.uk/spa-media/g1cbelzr/let-202010315-ce-048-2020-follow-up-to-papls-re-crown-office-investigations-docx.pdf>

⁴ <https://www.parliament.scot/parliamentarybusiness/report.aspx?r=13203&mode=pdf>

4. Equality, Diversity and Human Rights

- 4.1 Supporting equality and diversity in the workplace within policing has been a topic of significant discussion. The Authority has an important role to play in strengthening our understanding of the issues faced by diversity associations both in terms of our own staff team and our governance role.
- 4.2 The Scottish LGBTI Police Association has been working with the Authority in recent months to enhance our understanding of the work of the Association and the issues facing the LGBTI community. The Association sponsored a Stonewall Leadership Course attended by a member of the Authority's leadership team, along with Police Scotland representatives in February which focused on the role senior leaders play in creating inclusive environments. In addition, Louise Beale, the General Secretary and John McNellis, Deputy Chair of the Scottish LGBTI Police Association were able to attend a recent staff session with the SPA's corporate team to give an insight into the work of the association and their own personal experiences. This has been well received by the staff team and I am grateful to the Association for the support and time that have invested in this regard.

5. SPA Organisational Change

- 5.1 This will be my final report to the Board on the SPA 2020 Organisational Change work which has reached its conclusion. Going forward into 2021-22 organisational change will be absorbed into the business as usual activity of SPA Corporate, with a focus on continuous improvement in line with the SPA's wider duty to deliver best value.
- 5.2 As members are aware, much has been achieved over the last year including the publication of a SPA's first three-year Corporate Plan, an Annual Business Plan, and the design and delivery of a new corporate structure.

5.3 All of our key roles will be filled by the start of April 2021. Transition will continue for some months to bed in new people and ways of working, but I am very pleased to report that both existing and new staff are settling well into their roles in the new structure. I look forward to using our new capacity and capabilities to support members to work across policing and the wider public sector to deliver our commitment to policing in the public interest.

RECOMMENDATIONS

Members are invited to discuss the content of this report.

Summary report from the Scottish Railway Policing Committee

17 February 2021

SPA Members – Tom Halpin and Bob Hayes

Main items of business

Performance and Delivery of BTP in Scotland

The Scottish Railway Policing Committee (SRPC) was provided an update on the performance and delivery of BTP in Scotland. Key points included:-

- The effects of COVID continue to be seen in both the level and nature of crime on the rail network in Scotland. Overall, crime down 30% on last year. Very low levels of serious violence, robbery and sexual crime.
- Throughout Q3 BTP in Scotland continued to work with partners to achieve national and local objectives in reducing crime and disruption plus protecting staff and the travelling public.
- Increased anti-social behaviour – in particular youths in large groups travelling by train often without masks and not adhering to social distancing. Initiatives, including joint working with Police Scotland, and increased targeted patrols deployed to address.

Future reporting to the SRPC to include interoperability between BTP and Police Scotland

COVID-19 Update

The SRPC was provided an update on the policing response and tactics employed by BTP in response to COVID-19. Key points included:-

- Officer following the 4 E's (Engage, Explain, Encourage, Enforce) when dealing with the public
- Despite COVID related absence (mainly due to self-isolation) BTP in Scotland has continued to provide a full service to the rail industry.
- BTP will shortly be in a position to publish Scottish statistics on COVID fixed penalties (at time of committee only force wide statistics available)
- BTP Scotland have provided input to the Independent Advisory Group on Police Use of Temporary Powers related to the Coronavirus Crisis
- Planning for post lockdown challenges is ongoing

BTP Scottish Policing Plan

A further update on the development of the 2021-22 Policing Plan was provided outlining the engagement and consultation completed to inform the plan. The update also included proposed priorities and measures – force wide and for Scotland. The inclusion of a measure for joint working between BTP and Police Scotland was proposed.

Inspection and Audit Findings

A verbal update on potential upcoming inspections for BTP was provided. Future meetings of the SRPC will include a paper on inspection and audit findings.

Diversity and Inclusion Strategy

Addressing a request made at the previous meeting of the SRPC, a presentation on the BTP Diversity and Inclusion Strategy was given to the committee. The main commitments of the strategy are:-

- To be one of the most inclusive police forces in the U.K.
- To better reflect the local regional working age populations in our workforce, with a particular focus at Sergeant ranks and above which is where the gaps are the greatest.
- To make sure that everyone working or volunteering for BTP understands the importance of inclusion and diversity and how we all play a part in it.
- To have significantly reduced or eliminated incidents of bullying or harassment

Members welcomed the presentation and sought assurance on a number of matters relating to the strategy including the diversity of the BTP workforce in Scotland.

SPA Representation on the SRPC

Bob Hayes tenure as a SPA Member is coming to an end shortly. This was his last SRPC. Bill Matthews, Chair of the SRPC, thanked Bob for his contribution supporting the SRPC and wished him well for the future.

The formal minute of the meeting will be available at the next meeting which is scheduled for 25 May 2021. This will also be published on the BTPA's website.