

Meeting	Authority Meeting
Date	23 February 2022
Location	Video Conference
Title of Paper	Chief Constable's Report
Presented By	Chief Constable Iain Livingstone QPM
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

Murder of Kenny Reilly - Glasgow

On Monday 16 April 2018, 29 year old Kenny Reilly was shot while he was sitting in the passenger seat of a car on Bilsland Drive, Glasgow. He was taken to Glasgow Royal Infirmary where he died a few days later. Following the targeted attack, detective officers from Police Scotland's Major Investigation Team carried out a complex and challenging investigation, leading to a number of arrests. On Wednesday 9 February 2022, at the High Court in Edinburgh, four men aged between 30 and 55 were convicted of murder and attempt to defeat the ends of justice, aggravated by a connection with serious and organised crime. All four were sentenced to life imprisonment, with minimum sentences ranging from 22 to 26 years.

The use of firearms to commit acts of violence is completely unacceptable. Police Scotland will continue to carry out disruption and enforcement activity to prevent the criminal use of firearms, and bring those responsible to justice.

COUNTER TERRORISM

Significant Conviction

As previously reported, in January 2018 a suspicious package, which was found to be an improvised explosive device, was destroyed by controlled detonation following its discovery in Princes Street Gardens, Edinburgh. Following a challenging and protracted investigation by officers from the Police Scotland Counter Terrorism Unit, working closely with the UK Counter Terrorism Network and international partners, a 35 year old man was arrested.

On Wednesday 16 February 2022 at the High Court in Edinburgh, Nikolaos Karvounakis was sentenced to over eight years imprisonment, having earlier pled guilty to being in possession of items for a terrorist

purpose. The placing of an improvised explosive device in Princes Street Gardens posed significant risk to the public, and the conviction and sentence underline that acts of terrorism will not be tolerated in Scotland.

National Threat Level

On Wednesday 9 February, the Home Secretary announced a decrease in the United Kingdom's threat level from SEVERE to SUBSTANTIAL, meaning an attack is deemed to be likely. At this time, there is nothing to suggest any specific threat to Scotland, however our continuing advice is to remain vigilant and report any suspicious activity to the police.

VIOLENCE AGAINST WOMEN AND GIRLS

Significant Conviction

On Tuesday 25 January at the High Court in Edinburgh, 31 year old Brian McLintock was sentenced to a minimum of six years imprisonment and given an Order for Lifelong Restriction, following his conviction for a number of serious offences including rape, sexual assault and assault. These offences were carried out against a number of women over a period of twelve years.

The conviction and sentence followed investigation by officers from Police Scotland's Public Protection Unit based in Edinburgh City Division, and this conclusion is testament to the courage of the women who came forward to report the offending.

SERIOUS ORGANISED CRIME

International Arrests

On Friday 4 February two men, aged 56 and 28, who were wanted in Scotland were arrested in the Netherlands, by Dutch National Police. The joint operation and arrests were the culmination of an investigation involving officers from Police Scotland's Fugitive Active Search Team, the National Crime Agency, and international partners, into serious and organised crime, wilful fire-raising and drug offences that took place in Scotland.

Both men will now be subject to extradition proceedings, and the arrests demonstrate our continuing commitment to pursue fugitives from justice wherever they may be located.

Significant Convictions

On Tuesday 15 February at the High Court in Edinburgh, four men aged

between 39 and 58 were sentenced to a total of 22 years imprisonment, following conviction in respect of the supply of controlled drugs linked to serious and organised crime. The convictions followed an intelligence led operation by Police Scotland officers in June 2019, involving the search of two vehicles in Glasgow, which resulted in the seizure of cocaine with an estimated street value of around £10 million.

DRUGS SUPPLY AND HARM

Drug Seizures

Police Scotland continues to tackle the threat posed to communities by those involved in the supply of controlled drugs, including those who target vulnerable people through the operation of County Lines.

On Tuesday 1 February 2022, as part of an ongoing investigation into a County Lines drug operation in Aberdeen and Edinburgh, three men aged 52, 39 and 33 were arrested in respect of drug supply offences. The arrests followed the search of a property in Aberdeen which resulted in the recovery of heroin and cocaine with an estimated street value of around £30,000. In a linked operation in Edinburgh a fourth man, aged 33, was also arrested.

Between Friday 4 and Sunday 6 February, three men aged 37, 25 and 18 were arrested in respect of drug supply offences, following a number of intelligence led operations in the west of Scotland. The operations, which involved the search of two vehicles in Wallace Street, Glasgow, and further searches at various addresses in Glasgow and Wishaw, led to the recovery of heroin, cocaine, MDMA, and cannabis, with an estimated street value of around £120,000, as well as a quantity of cash.

On Saturday 12 February, four men aged 52, 47, 41 and 40 were arrested in respect of drug supply offences following a search of industrial premises in Aberdeen. During the search, cannabis with an estimated street value of around £450,000 was recovered, along with a five figure sum of cash.

ROAD SAFETY

National Speeding Campaign

Travelling at excessive speed poses a significant risk to road users, and is a factor in many serious injury and fatal road crashes. In conjunction with road safety partners, Police Scotland continues to tackle excessive speed through awareness raising, prevention and enforcement across the road network.

Between Monday 17 and Sunday 30 January, a National Speeding Campaign took place, designed to influence driver behaviour through a combination of education and enforcement activity. Following a communication phase involving online and media messaging, Road Policing Division officers, supported by colleagues from Local Policing Divisions and Safety Camera Unit partners, provided a high profile presence on the roads, leading to the detection of over 2,600 speeding offences and engagement with a number of drivers.

3. DELIVERING ON OUR PRIORITIES

WORKING WITH COMMUNITIES

Community Engagement

Police Scotland recognises that understanding the views and priorities of Scotland's diverse communities plays a vital role in shaping our services. Our 'Your Police' survey for 2021-22 was launched in April 2021, and will continue to run until the end of March 2022. The accessible online survey is one of a number of ways citizens throughout Scotland can provide direct feedback on their experience of policing.

We conduct independent User Experience Surveys with people who have had direct contact with the police, and wider work is being undertaken in respect of user experience in police custody settings, and with witnesses of serious crime. Research and engagement activity to better understand public experiences in relation to the policing of protests and events began ahead of COP26, with insights now being used to inform training and development. Effective engagement with community and advocacy groups and individuals is also an important element when introducing new technology, such as Body Worn Video. In addition, Police Scotland continues to engage with seldom-heard groups including domestic abuse survivors, care experienced young people, and refugees, as part of our wider approach to engage and involve the public in shaping their police service.

Nearly 60,000 people have participated in our public engagement activities in 2021-22. Meaningful engagement remains a priority to ensure Police Scotland maintains public confidence, trust and legitimacy, and we will continue to use these valuable insights to inform our approach to service delivery, local police planning, scrutiny, and decision making.

PROTECTING VULNERABLE PEOPLE**Naloxone – National Roll Out**

As previously reported, in 2021 Police Scotland commenced a Test of Change for the carriage and use of Naloxone intra-nasal spray by officers. This was in response to year on year increases in drug-related deaths in Scotland, with statistics indicating that opioids are a potential contributory factor in a high percentage of such deaths. Naloxone is an emergency antidote which counters the effects of overdose from opioids such as heroin.

During the voluntary Test of Change, over 800 officers in three areas received training in the use of Naloxone intra-nasal spray, with 81% of those trained electing to carry the life-saving spray. Between March and October 2021, Naloxone was used by officers to provide first aid on 51 occasions.

Earlier this month, at a meeting of the Police Scotland Strategic Leadership Board (SLB), members fully considered learning from the Test of Change, feedback from the Naloxone Delivery Steering Group, and the findings of an independent academic review co-ordinated by the Scottish Institute for Policing Research. Following extended discussion at SLB, I decided that all operational officers in Police Scotland will be trained and equipped with Naloxone intra-nasal spray. Formal announcement of this decision was made on Thursday 17 February 2022.

Preservation of life and keeping people safe lies at the heart of policing. We have a purpose and remit which goes beyond law enforcement, extending to a positive legal duty to improve the lives of our communities. I consider that training and equipping officers with Naloxone intra-nasal spray will contribute to that mission.

Public Protection Development Programme

Public protection is a core responsibility for policing, and an area of changing complexity and demand. Police Scotland's response to all aspects of public protection, including domestic abuse, sexual abuse, child sexual exploitation, human trafficking, and violence against women and girls, has evolved over a number of years. As part of that ongoing improvement activity, we have commenced the Public Protection Development Programme (PPDP). Under the strategic oversight of Deputy Chief Constables Malcolm Graham and Will Kerr, the PPDP will examine our current demand, systems, processes, capacity, capabilities, and response, and seek to identify opportunities to further develop and enhance a modern and innovative public protection model for the

communities of Scotland.

TACKLING CRIME IN THE DIGITAL AGE

Cyber Education Event

Police Scotland's Cyber Strategy is a key enabler to developing a cyber resilient and knowledgeable workforce. On Thursday 3 February, over 100 officers and staff participated in Cyber Education Day, a virtual event jointly hosted by Police Scotland and the Scottish Business Resilience Centre. The online event was designed to enhance awareness of online harms and behaviours, and included inputs on incident response, social media, and cybercrime. Following positive feedback, the training event will be repeated throughout the year.

4. STRATEGIC ENGAGEMENT

PUBLIC HEALTH SCOTLAND COLLABORATION

As previously reported, in July 2021, Police Scotland and Public Health Scotland (PHS) formalised a Collaboration Framework, designed to address public health and wellbeing in communities across Scotland. Mental health is one of the collaboration priorities, and on Friday 21 January 2022, Deputy Chief Constable Will Kerr and Angela Leitch, Chief Executive of PHS, hosted a second collaborative event, where members of Police Scotland and PHS executive teams discussed various aspects of mental health, including a focus on moving from strategy to delivery.

INTERNATIONAL ENGAGEMENT

On Wednesday 26 January, as part of the ongoing International Collaboration on Policing Masterclass (ICOP), a third virtual workshop was held with colleagues from the United States of America. Over two sessions, participants considered the policing approach adopted in respect of COP26, and the value derived from Independent Advisory Groups. The overall theme of the ICOP programme is legitimacy, public trust and confidence, and the sessions continue to provide a valuable forum to share learning from a Scottish perspective, and consider learning from other jurisdictions.

On Monday 7 and Tuesday 8 February, members of the Federal Bureau of Investigation National Executive Institute, the executive training programme of the FBI, participated in virtual sessions which enabled them to consider the policing approach adopted in Scotland. During two sessions, senior officers from Police Scotland delivered a number of

presentations and enabled facilitated discussions with attendees. We are scheduled to host members of the FBI National Executive Institute at Police Scotland Headquarters, Tulliallan, in the summer of 2022, the first time elements of the executive training programme will take place outside of the USA.

CHIEF CONSTABLES' COUNCIL

On Wednesday 2 and Thursday 3 February I attended a virtual meeting of the Chief Constables' Council, where constructive discussions were held with Chief Constable colleagues from across the United Kingdom on matters of strategic importance for policing including counter terrorism; crime; equality, diversity and inclusion; and finance.

ROUND TABLE EVENT

On Thursday 10 February, Police Scotland and the Scottish Police Authority co-hosted a virtual round table event titled 'New and Emerging Technologies in Policing'. This public event, which was attended by members of both senior leadership teams, included presentations on past and present technologies in policing; operational case studies to demonstrate innovation in practice; AI, machine learning and the public good; and building public confidence and trust.

COLLEGE OF POLICING

On Thursday 17 and Friday 18 February, along with senior colleagues, I hosted Chief Constable Andy Marsh QPM and Martin Tunstall from the College of Policing, during a visit to Police Scotland Headquarters, Tulliallan. This engagement, with the Chief Executive and Executive Policy Advisor, provided an opportunity to share learning and experience in a number of areas including police officer recruitment and selection; training; equality, diversity, inclusion and human rights; professional ethics and standards; international engagement; and preparation for senior leadership.

5. SIGNIFICANT OPERATIONAL EVENTS

ADVERSE WEATHER

Storms Malik and Corrie

Between Friday 28 and Monday 31 January, Storms Malik and Corrie had a significant impact in communities in the North of Scotland, resulting in road closures and a large number of properties being affected. At the peak of the storms, around 150,000 properties in Aberdeenshire, Moray,

Perthshire, Angus, and Highlands and Islands were left without power. Similar to the response to Storm Arwen in November 2021, in conjunction with resilience partners and utility companies, Police Scotland again formed an integral part of the multi-agency response to support local communities.

POLICING RESPONSE TO COVID-19

As reported to the Authority in January 2022, as a result of the prevalence of the Omicron variant of COVID-19 throughout the country, and the consequential increase in absence levels in Police Scotland, we re-established the support structures for Operation Talla to co-ordinate our organisational response and support officer and staff health and wellbeing. To maintain effective policing services in the face of significant challenge, we implemented a number of business continuity measures, including the redeployment of over 600 officers from non-front facing roles and from the Probationer Training Programme, to support the delivery of policing services in local communities.

On Friday 28 January, in line with changes to guidance announced by the Scottish Government, Police Scotland reduced physical distancing requirements in the workplace from two to one metre. This change enabled physical resourcing within C3 Division to return to full capacity.

Following review of the current operational and organisational environment, the intention is to return re-deployed officers, including probationary constables, to their core roles by the end of February. Non-essential training will also resume, and while the current homeworking arrangements remain in place at present, work is ongoing to finalise a longer term sustainable Smarter Working Policy. From the end of February, the Operation Talla support structures will also be stood down, with business as usual functions assuming ownership of residual COVID-19 arrangements. The senior command structure will remain in place over the coming months, retaining oversight of the organisational response, and associated health, safety and wellbeing requirements.

6. OUR PEOPLE

LEADERSHIP DEVELOPMENT

In line with one of my six personal commitments for 2021-22, Police Scotland continues to develop and introduce a number of new leadership products which are designed to develop effective leadership at all levels across the organisation, and support officers and staff to lead with integrity, fairness, respect and a commitment to upholding human rights.

From January, training in the Competency and Values Framework (CVF) is being rolled out across the Service. The CVF provides a framework of behaviours which are associated with effective and ethical performance across Police Scotland. Incorporating our existing values and Code of Ethics, the introduction of the CVF provides a consistent foundation for a range of local and national people processes, and through the application of the CVF in everyday practices, officers and staff will support a positive culture throughout the Service.

In addition, a number of revised leadership programmes commenced in recent months, including a new First Line Managers Programme, the Introduction to Leadership Programme, the Established Leaders Programme, and Your Leadership Matters.

POLICE OFFICER RECRUITMENT

Police Scotland recognises that people drive the success of Scottish policing. We are a Service that represents all of Scotland, and it is vital that we fully reflect the communities we serve. As we strive to increase diversity in our workforce, our Positive Action Team (PAT) continues to promote policing as an attractive career to people from under-represented groups. Throughout January, the PAT hosted a number of positive action events which attracted around 350 attendees from a number of diverse nationalities and backgrounds. As well as hosting recruitment events, the PAT team provides ongoing support to applicants throughout their recruitment journey.

In late 2021, Police Scotland launched an e-recruitment process for police officer applicants, which will enable our recruitment function to move from resource intensive manual processes, to a modern and streamlined system. As outlined previously, action to support the delivery of policing services in communities, and protect officers and staff, was taken in response to a period of high absence related to the Omicron variant of COVID-19. Measures to mitigate and manage the impact of coronavirus on training and recruitment will continue, in order to maintain officer numbers and enable effective policing throughout Scotland.

LGBT HISTORY MONTH 2022

LGBT History Month, which runs from 1-28 February, is an annual event focused on combatting prejudice and raising awareness of LGBT history and related civil rights movements.

Police Scotland is committed to ensuring that we are a welcoming and inclusive organisation, where people know they belong and can thrive, flourish and fully be their true and authentic selves. Alongside the

Scottish LGBTI Police Association we are proud to celebrate LGBT History Month. As part of our commitment, we have been working with the Association to raise officer and staff awareness of the benefits of joining the Association's Allies scheme.

SENIOR LEADERSHIP APPOINTMENTS

On Friday 21 January, following an intensive selection process, the appointment of three new Assistant Chief Constables was announced by the Scottish Police Authority. Emma Bond and Andy Freeburn, who are from the Police Service of Northern Ireland, and Bex Smith from the National Crime Agency, will bring significant and diverse experience to policing in Scotland. At the end of this month, I will welcome them to their senior leadership roles within Police Scotland, where they will join a stable team focused on public service and a shared mission to keep people safe.

RECOMMENDATIONS

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