



Policing Performance Committee

6 December 2023

Minutes of the Policing Performance Committee held on 6 December 2023 via Live Stream

Board Members present:	Alasdair Hay, CBE, QFSM (Chair) Tom Halpin, QPM Michelle Miller Mary Pitcaithly, OBE
Board Member apologies:	Katherina Kasper
In attendance:	<u>Scottish Police Authority (SPA)</u> Amanda Coulthard, Head of Strategy and Performance Sam Curran, Operational Policing Policy Lead Scott Ross, Head of Change and Operational Scrutiny Kirsty Scott, Independent Custody Visiting National Manager Barry Sillers, Director of Strategy and Performance Karen Morgan, Governance Support Officer <u>Police Scotland (PS)</u> Kirsty-Louise Campbell, Head of Strategy, and Innovation Gillian Cherry, Head of Demand and Productivity Unit (DPU) Assistant Chief Constable David Duncan, Policing Together Detective Chief Superintendent Dave Ferry

	<p>Assistant Chief Constable Andy Freeburn, Organised Crime Counter Terrorism and Intelligence Christina MacLucas, Principal Analyst Assistant Chief Constable Tim Mairs, Local Policing East Tom McMahon, Director of Strategy and Analysis Assistant Chief Constable Wendy Middleton, Criminal Justice Assistant Chief Constable Gary Ritchie Chief Supt Nicola Russell Assistant Chief Constable Bex Smith, Major Crime, Public Protection & Local Crime T/Deputy Chief Constable Alan Speirs, Professionalism, Strategy and Engagement</p> <p><u>HMICS</u> Brian McNulty, Lead Inspector HMICS Craig Naylor, HM Chief Inspector of Constabulary in Scotland</p> <p><u>COSLA</u> Cllr Maureen Chamlers</p> <p><u>Scottish Institute for Policing Research (SIPR)</u> Professor Liz Aston, SIPR Director</p> <p><u>National Crime Agency</u> Gerry McLean, NCA Regional Head of Investigations for Scotland</p>
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1. WELCOME AND STANDING ITEMS

The Chair welcomed everyone to the meeting being held via MS Teams. Apologies were noted from Authority member Katharina Kasper.

1.2 DECLARATIONS OF INTEREST AND CONNECTIONS

There were no declarations of interest or connections.

1.3 MINUTE FROM MEETING OF POLICING PERFORMANCE COMMITTEE FOR 12 SEPTEMBER 2023 - FOR APPROVAL

Members **APPROVED** the Minute of the Policing Performance Committee held on 12 September 2023 as accurate record of the meeting.

1.4 ACTION LOG AND MATTERS ARISING

Members noted the updates provided and agreed with the proposed recommendations for closure.

The Committee **APPROVED** the action log and noted the updates provided.

2.1 SIPR ANNUAL REPORT - PROFESSOR LIZ ASTON

Members noted the SIPR Annual Report and Accounts 2022/23 for the academic year ending 31 August 2023. Prof Aston presented slides which gave an overview of the Annual Report and summarised the planned next steps for SIPR in the coming year. In addition to the submitted paper and during discussion the following points were raised.

- Members welcomed the report acknowledging the good engagement between SPA, Police Scotland and SIPR. The breadth and depth of research and the recent conference were commended by the Committee.
- Members sought clarity on how impacts of actions are measured and Prof Aston confirmed that the academic research is assessed via the Research Excellence Framework, and whilst SIPR is world-leading in knowledge exchange and collaboration with partners, there remains work to be done to improve the demonstration of impact. Members heard this will be progressed via the Joint Research and Evidence Forum (JREF) in the coming year.
- Recognising the value that research can bring to policing, a question was asked about the extent to which research informs the shaping of evidence-based policing. Prof Aston explained she would, in the future like to see more evidence of the research undertaken to be included in, for strategy documents and business cases.
- Police Scotland agreed to engage with academia going forward where appropriate and the committee noted Police Scotland is committed to undertake this engagement through the Joint Research and Evidence Forum (JREF).

Members noted the report.

2.2 COSLA UPDATE – COUNCILLOR MAUREEN CHALMERS

Members considered the paper which provided an update on key areas of COSLA's work of interest to the Committee. The update focused on strategic developments and cross-COSLA activity that links to policing. During discussion and in addition to the paper the following points were raised.

- Councillor Chalmers provided a brief overview of the report.

- Members welcomed the creation of a national independent working group on anti-social behaviour and it was confirmed that the group would have representation from COSLA, the Scottish Police Authority and Police Scotland. Authority member Tom Halpin confirmed his involvement as a member of this group.
- Members recognised the budgetary challenges for all public sector organisations involved in supporting and responding to the needs of vulnerable people and communities and the benefit that will be seen in adopting whole-system approach.
- The criticality of partnership working and the importance of the work of local community planning partnerships groups, national bodies, and the Police Scrutiny Convenor Forums was agreed by Members are important.
- The Partnership Development Plan and progress against its commitments will be considered by this committee at its meeting in March 2024.

Members noted the report.

2.3 HMICS THEMATIC REVIEW – POLICING MENTAL HEALTH IN SCOTLAND – CRAIG NAYLOR/ BRIAN MCINULTY

Members considered the paper which had been submitted to provide an overview of the report published by His Majesty's Inspectorate of Constabulary in Scotland (HMICS) in October 2023. During discussion and in addition to the paper the following points were raised.

- Members acknowledged the complexity, challenges and interdependencies that can present during mental health crisis points and endorsed the importance of this report and the recommendations.
- Clarity was sought about what obligation existed for officers to remain with an individual who is in mental health crisis. Craig Naylor explained that there is no requirement in law which requires an officer to stay with an individual however officers have concerns that that by leaving someone without a proper handover, this would put the individual at further risk or put the officers in a position where they might be subject to a PIRC investigation if something untoward happened to the individual.
- The HMICS view is the Police Scotland strategy for Policing Mental Health should seek to set out expectations for the frontline officers and for this to include what would be the acceptable minimum level of service and how officers will be supported to leave that individual in a safe setting in a much shorter timescale than is currently the case. The fundamental operational issue is the handover process and HMICS confirmed this had been found to be a consistent

concern for officers who were unable to respond to active incidents whilst waiting to handover an individual.

- Police Scotland welcome this review and a multi-agency workshop has now taken place with all partners keen to work together to seek workable, pragmatic solutions.
- In response to Cllr Chalmers' question about how learning from Distress Brief Intervention (DBI) would be taken forward by Police Scotland, Brian McInulty advised that this service has provided good value and positive feedback from officers who have been trained in this and recommended that more awareness of DBI would be helpful across the organisation and there would be value in including this in probationary training programmes. Police Scotland confirmed that DBI is a core element and will play a part in the future improvement plan.
- Members agreed that a whole system approach will be required to effectively deal with this matter, and welcomed the commitment from the Chief Constable that this would be a priority.

Members noted the report, and the following action was agreed:

PPC 20231206-001: Members to consider an update from Police Scotland which includes details of the improvement plan and work in progress in this area.

2.4 SCOTTISH POLICING APPROACH TO SAFER DRUG CONSUMPTION FACILITIES – ACC DAVID DUNCAN

Members considered the report which sought to provide an update on Police Scotland's approach and partnership working regarding Safer Drugs Consumption Facilities. During discussion and in addition to the paper the following points were raised.

- Members noted the report and acknowledged the severity of the problem of drugs deaths in Scotland.
- ACC Duncan explained that learning from other countries experiences will help inform the approach to be taken by Police Scotland in what is an important area of policing. Members also noted the ongoing work with the Glasgow City Integrated Joint Board (IJB) and local communities, particularly in agreeing an area that will be suitable for a facility like this.

Members noted the report.

2.5 BIOMETRICS COMMISSIONER REVIEW OF CYP AND VULNERABLE ADULTS (3/23) – POLICE SCOTLAND IMPROVEMENT PLAN UPDATE – ACC BEX SMITH

Members considered the report which provided an update on the progress of recommendations from the Scottish Biometrics Commissioner's (SBC) Thematic Review of Children and the Thematic Review of Vulnerable Persons. During discussion and in addition to the paper the following points were raised.

- ACC Smith provided Members with an update on the work to address the recommendations which, it is anticipated will be complete by the end of January 2024. Police Scotland have shared details of the work with the Biometrics Commissioner who is satisfied with the actions being carried out to complete the recommendations.
- Members sought and received an assurance that children and young people and/or representative groups would be engaged and involved in the programme. ACC Smith advised that as well as seeking advice and guidance from other UK Forces and there was significant involvement from 3rd sector agencies.

Members noted the report.

2.6 SPA CORPORATE PARENTING PROGRESS UPDATE – SAM CURRAN

Members considered the report which provided a final progress update on the delivery of the Authority's Corporate Parenting Plan 2021-24. The paper also outlines a high-level plan for the development of the Authority's 2024-27 Corporate Parenting Plan. During discussion and in addition to the paper the following points were raised.

- Since the paper had been written, the outstanding action had been approved and the recruitment of a Modern Apprentice is underway.
- Members welcomed the news that Who Cares? Scotland and the Scottish Police Authority had been shortlisted for the 2023 Public Sector Awards.
- Care experienced individuals have been actively involved on stakeholder recruitment panels for Police Scotland chief officer posts.

Members noted the report.

2.7 POLICE SCOTLAND CORPORATE PARENTING AND UNITED NATIONS CONVENTION ON RIGHTS OF CHILD (UNCRC) PROGRESS UPDATE – ACC DAVID DUNCAN

Members considered the report which had been submitted to provide an update on the Police Scotland Corporate Parenting Plan and United Nations Convention on Rights of Child (UNCRC). During discussion and in addition to the paper the following points were raised.

- ACC Duncan confirmed that The United Nations Convention on Rights of the Child (Incorporation) (Scotland) Bill should be implemented in Scots Law by mid-June 2024.
- Cllr Chalmers advised that local government fully supports the development of the UNCRC but had expressed concerns around the scope, compatibility and practical workability of this legislation and asked if Police Scotland expect to face similar challenges. ACC Duncan agreed that Police Scotland are likely to face these challenges and would be keen to work with COSLA on a joint approach to tackling these challenges.

Members noted the report.

2.8 POLICING DEMAND AND IMPACT OF CHANGES TO THE COURTS AND CRIMINAL JUSTICE SYSTEM – ACC WENDY MIDDLETON/ CHIEF SUPT NICOLA RUSSEL

Members consider the report which had been submitted to inform the committee of the impact of changes to the Courts and Criminal Justice System with respect to implementation of the Sheriff Principal's Orders on Tuesday 19th September 2023. During discussion and in addition to the paper the following points were raised.

- Members asked what consultation had taken place with them in respect of the proposed changes. It was explained that Police Scotland were fully aware of the situation and whilst the Sheriff Principles decided the course of action, all partner agencies have been engaged in conversations around the ongoing issues and there was a collective agreement to support the actions implemented.
- Members were assured by the strong engagement with partner agencies and by the collective agreement being reported.
- Confirmation that initial concerns had not materialised was welcomed by the Committee and it was noted that these are interim measures to support criminal justice until the ongoing issues with Geo Amey are resolved.

Members noted the report.

3.1 QUARTERLY POLICING PERFORMANCE REPORT – Q2 2023/24 – DCC ALAN SPEIRS/ TOM MCMAHON

Members considered the report and appendix which provided the Committee with an update in relation to Police Scotland's Performance at the end of Quarter 2 2023/24. During discussion and in addition to the paper the following points were raised.

- Members welcomed the inclusion of disaggregated data in the reporting which has provided valuable insights and the committee looks forward to further development of this.
- The increase in acquisitive crime was noted and the media attention given to the increase in shoplifting was highlighted. In response to a question about the Police Scotland operational response to this increase, it was explained that acquisitive crime has increased by 36.5% and it is believed the cost-of-living crisis is responsible for this increase. It was explained that the National Police Chiefs' Council (NPSS) have adopted an approach to tackling shoplifting, which Police Scotland will be monitoring learning from this approach but there are no plans to adopt this approach.
- ACC Mairs, Police Scotland's lead for acquisitive crime, has met recently with the Scottish Retail Consortium and has monthly meetings with Retailers Against Crime. Police Scotland is engaging with retailers to look at shoplifting and violent crime against shop staff. ACC Mairs noted that Police Scotland will not attend every single incident of shoplifting, and this is not something that retailers expect however, an approach is being developed to work with retail partners which will focus on volume, vulnerability, and violence. Members heard that Serious and Organised Crime Groups also play a part in the increase of shoplifting, and through this, children are exploited to carry out these crimes.
- The success of Police Scotland in tackling shoplifting in some specific areas was recognised by the Committee and Members were interested in understanding how the work in these areas could inform effort in other areas to drive a consistency of approach and delivery across the country.
- In response to a question, asking if it was believed there are links between these crimes and anti-social behaviour, ACC Mairs advised that this is a concern for the Scottish Retail Consortium along with concerns about violence against shop workers and persistent shoplifters. Members were assured that Local Policing Teams will be working with Local Authorities and businesses to develop an approach to tackling this.
- Cllr Chalmers noted that common assault accounts for 91.5% of violent crime and asked for more detail on the potential drivers behind this. Tom McMahon advised that over four thousand of the

common assaults were against emergency workers and over 1200 common assaults were against retail workers.

- Cllr Chalmers noted the Local Police Plans covering all local authorities had been developed using public feedback and asked how this had been gathered and what changes had been made to the plans based on this feedback. It was explained that a localised version of the Your Police Survey was implemented across all the Local Authority areas and Police Scotland received a good level of responses. The insights from the surveys were shared with each Divisional Commander and the findings were used alongside evidence-based research to develop each of the individual local plans.
- Members asked for more details in respect of levels of serious assaults against officers and staff in quarter two. It was confirmed there had been an overall downward trend in these types of assaults however, recent assaults in relation to Operation Moonbeam will mean the figures will increase in quarter three. DCC Speirs referenced the importance of the Your Safety Matters Oversight Group which were attended by Staff Associations. The DCC explained this Oversight Group scrutinises specific incidents including the causal factors, and locations and the Group will then consider any learning and share current best practice across divisions to reduce these unfortunate instances. Other insights were provided with seasonality likely to have played a part in the increase in assaults during quarter two, due to better weather, more events post-covid and the increase in nighttime economy.
- Noting the increase in online fraud and the decrease in detections, the Committee asked for further detail on the work being done to tackle this. ACC Freeburn advised Members that 95% of fraud crime is committed online and the majority of this is not based in Scotland. The ACC went on to explain that Police Scotland must report on all crimes including those that do not originate from Scotland and this has an impact on the number of crimes reported. Furthermore, due to the nature of online fraud, extortion, and sextortion, these can be difficult to detect. ACC Freeburn provided Members with an overview of the six building blocks that he hopes to implement and will present in detail to a future committee; To join the UK Fraud Strategy, to join the replacement for Action Fraud, change the Target Operating Model, continue to engage with the Cyber and Fraud Centre, proactively attacking serious and organised crime groups and to work with City of London Police and adopt an international approach.
- Members supported this approach and will look forward to a report to a future meeting of this committee. Members acknowledged the challenges in the changing nature, volume of demand and the complexity in detecting these crimes and welcomed the assurance

from Police Scotland colleagues that work was underway to fully understand and deal with these such crimes.

Members noted the report.

3.2 ANNUAL POLICE PLAN – BI-ANNUAL PROGRESS REPORT – TOM MCMAHON

Members consider the report and appendix which had been submitted to update the committee on the bi-annual progress towards our 2023/24 Annual Police Plan, reporting on the activities we have committed to report on in either Quarter 1 or Quarter 2 of 2023/24. During discussion and in addition to the paper the following points were raised.

- Members welcomed the description of the activity in progress and sought further clarification on the extent to which the actions would be complete by the end of the year, how targets can be better set out to achieve these within an annual timeline and whether a new iteration of the plan would reflect the above.
- Tom McMahon informed the Committee that he and colleagues share similar concerns with regards to the current iteration of this plan and acknowledged that many of the actions were ongoing and classed as business as usual which is not specific to an annual plan.
- With the new Chief Constable providing her top three priorities, Police Scotland will work with SPA officials to improve the next iteration of this plan which will include the Chief Constable's priorities and will improve the tracking of milestones and achievements, seeking to provide a far tighter document in terms of actions and outcomes.
- Members were clear that any new plan is required to be specific in its reporting of what the organisation aims to achieve, what it has achieved, and can report when actions have not been achieved within the year.
- Tom McMahon added that the new Chief Constable is keen to reshape and resize the organisation, which will be determined by the budget outcome in December and the next iteration of the Annual Police Plan will focus on that reshaping and resizing and putting in place the necessary planning to ensure success in the subsequent years to come.

Members noted the report.

3.3 RECENT TRENDS AND PATTERNS IN CRIME ACROSS SCOTLAND – AMANDA COULTHARD

Members considered the paper which sought to provide the Committee with details of a study into the varying and changing levels of crime reported across communities in Scotland over recent years. This supports

the ongoing discussion on policing in Scotland, being a national service, delivered locally and how Police Scotland take this complexity into account, when designing services and allocating resources to deliver a sustainable policing model. During discussion and in addition to the paper the following points were raised.

- Tom McMahon reflected that this report supplies proof of concept of what disaggregated data should look like and Police Scotland and the SPA will work together on the methodology, insights and variations across Scotland and this will be a feature of reporting going forward. Members expressed appreciation for the provision of a richer picture of this data and acknowledged the variation across communities, considering that some areas do persistently experience higher levels of crime. Members asked how this work will tie in with the policing review.
- ACC Mairs confirmed that in respect of demand the Local Policing Service Delivery review will look at crime and detection rates and intends to use qualitative and quantitative insights to inform activity in this area and Police Scotland looks forward to working with SPA on this in the future.
- Gillian Cherry advise that the Demand and Productivity Unit has been building on its demand profiling tools, understanding the gaps between rurality and resilience and have recently created a product to address this, along with officer safety, and how to overlay that with current data sets. Members acknowledged how well developed this is within Police Scotland and the challenge will be how these insights will be translated into the reporting to this committee and how the benefits from these insights will help the organisation understand differences and commonality across Scotland.
- ACC Mairs commented that this is a timely report as Police Scotland now has a single crime reporting system which will greatly assist in the gathering of data thus allowing for more analysis and comparisons across the organisation. Members welcomed this work to develop the planning and agreed that it will add value to the oversight and scrutiny whilst supporting decisions making in respect of allocation of resources and policing priorities in Scotland.

Members noted the report.

3.4 HMICS ASSURANCE REVIEW OF PS DEMAND ANALYSIS AND MANAGEMENT (6/21) – POLICE SCOTLAND IMPROVEMENT PLAN UPDATE - GILLIAN CHERRY

Members considered the paper which sought to provide the Committee with a summary of Police Scotland's progress on delivery against recommendations from the HMICS Assurance Review of Demand Analysis

and Management 2021. During discussion and in addition to the paper the following points were raised.

- In addition to Gillian Cherry's overview of the report, Tom McMahon added that the Demand and Productivity Unit (DPU) has shown the value that it adds, and the DPU will now look at how the organisation achieves maximum productivity from the resources available within Police Scotland.
- ACC Mairs expressed thanks for the support given by the DPU and confirmed that this work has been key in the planning of the service delivery review and the key challenge now is how the organisation will make effective decisions around resource levels in local policing.

Members noted the report.

3.5 ICVS QUARTERLY PERFORMANCE REPORT – Q2 2023/24 – SCOTT ROSS

Members considered the report which provided information on the Independent Custody Visiting Scheme for the period July – September 2023. During discussion and in addition to the paper the following points were raised.

- Scott Ross thanked volunteers and ICVS team for their hard work and dedication and highlighted that the team had won a Gold Accreditation Award from the Independent Custody Visiting Association. Members echoed the value that visitors provide and shared their appreciation of the time that visitors give to this important service.
- Members expressed frustration that access to washing and showering facilities remains to be an issue within some custody estates and asked Police Scotland to comment on this consistently reoccurring issue. Chief Supt Russell advised that she is committed to working with SPA colleagues to fully understanding of the current challenges and that it is a priority for Police Scotland to ensure detainees are not prevented from accessing basic human hygiene facilities.
- Members advised that they look forward to progress being made in this area.

Members noted the report.

3.6 HMICS LANARKSHIRE (4/23) AND TAYSIDE (7/23) CUSTODY INSPECTION REPORTS AND ACTION PLAN UPDATES - ACC WENDY MIDDLETON/CH SUPT NICOLA RUSSELL

Members noted the paper which provided an overview of Police Scotland's planned improvement activity in response to findings of the recent Custody Inspections of Lanarkshire and Tayside. During discussion and in addition to the paper the following points were raised.

- Chief Supt Russell advised Members that the learning from these inspections is not taken in isolation and will be taken forward to improve Police Scotland's other custody suites.
- Members recognised that as the organisation reshapes its estate, custody suites might be required in different locations, and this could have an impact on some communities and individuals. Members asked whether Police Scotland had started to consider standard operating procedures for this which will reassure communities that custody suites are in the right place. ACC Middleton confirmed that there is a requirement to reshape and resize the Criminal Justice Services Division. Members were advised that some of the estate is not sustainable or affordable and decisions will need to be made in close alignment with the Local Policing Service Delivery Review.
- ACC Middleton advised that these decisions would tie in with the ongoing Criminal Justice improvement activity, which includes the continuing of embedding the Criminal Justice Act and the Presumption of Liberty to ensure that the detaining of individuals is actioned in a thoughtful and measured manner.
- ACC Middleton advised that any changes would be evidence led and no decisions have been made to close any custody suites at the time of this meeting. Police Scotland's intent is to look after the estates that are suitable and sustainable and not to invest money into those suites that are beyond repair.
- ACC Mairs acknowledged the complexity of the arrest process, which in some rural areas could be a 36-hour process to transfer a detainee to a custody suite and recognised that Police Scotland provides custody across the most geographically diverse environment in the UK. He added that there is a challenge around the remoteness and inaccessibility of custody facilities in certain parts of the country.
- ACC Mairs advised that consideration needs to be given to the number of people arrested and detained and where these individuals will be detained, how long it would take to transport these individuals and to divert others via non-court disposals and conduct interviews by non-custodial means.
- Members recognised the importance of an evidence led, human rights-based approach to policing and as well as considering why an

individual is arrested and where individuals need to be taken after arrest. Members stated that Police Scotland should be explicit in the operating procedures that a human rights-based approach is in place. ACC Middleton added that equality impact assessments would also need to be undertaken to understand the risks and benefits of any potential closures of custody suites.

- ACC Middleton stated the need to be explicit on other options available and how to use these options regarding the arresting and detaining of individuals and work is in progress to enable this.
- Members concluded that steady progress is being made against the recommendations and Police Scotland has articulated the challenges and lessons learned and the intent to address these issues.

Members noted the report.

3.7 POLICE SCOTLAND/NCA COLLABORATIVE WORKING - 6 MONTHLY REPORT – ACC ANDY FREEBURN

Members considered the paper which provided an update on Police Scotland and NCA partnership working and major disruptions with a focus on Human Trafficking, Cyber and Fraud. During discussion and in addition to the paper the following points were raised.

- Members welcomed this continued collaboration and asked for further detail on the activity the NCA undertakes regarding crime activity which travels cross borders and internationally.
- Gerry McLean advised that the NCA can leverage the support of international partners and industry leads in key sectors and has over one hundred liaison advisors covering 130 countries to assist in crime detection and prevention and provided examples of other activities that the NCA undertake to prevent and detect online crime.
- Members asked whether an implementation plan would be linked to the new 5-year NCA strategy and where Scotland would fit in to this. Gerry McLean advised that there is a framework for how the NCA works with the devolved nations and would provide the committee with this document.

Members noted the report.

4.1 LOCAL POLICING SERVICE DELIVERY REVIEW UPDATE – ACC MAIRS

Members considered the paper which provided an update on the progress of the work being undertaken within the Local Policing Service Delivery Review. During discussion and in addition to the paper the following points were raised.

- Members welcomed the report including the methodology and pathways that have been adopted for this review and asked whether any potential political sensitivity in different communities had been considered in the construction of this model. ACC Mairs explained that this has been considered throughout the process and cited the two pilot divisions which were geographically diverse to avoid a 'central belt' view of the situation and has included engaging with communities, local authorities, and partner agencies.
- This pilot also provided an opportunity for the organisation to develop a person informed approach to the challenges faced in these communities and allowed the programme to be developed, monitored, and evaluated in two divisions before any nationwide rollout.
- Members asked Police Scotland to provide detail on the pace and coordination of the activity being undertaken as the organisation awaits the programme of reform due in Spring 2024. An indication of when benefits will be realised was sought and a question was asked about how much change the local policing review will contribute to reform in the next financial year.
- Members also asked whether the recently approved Strategic Workforce plan will provide a mechanism to aid the resizing and reshaping of the workforce and whether there are any interdependencies that will impact or enhance change.
- In response to Members questions, ACC Mairs advised that all the current activity supports the Chief Constables vision and none of the work in progress will be delayed and this will continue to move at pace whilst the programme of reform goes through the governance process. ACC Mairs stated that by the end of December he will be able to articulate internally, the activity and benefits that will be completed in the current year as well as the challenges and systemic changes that could be achieved over the next two to three years.
- Members were advised that the language, methodology and approach of the Strategic Workforce Plan is fully aligned to all activity in progress. Decision making on the movement of resource within the organisation will be taken by the Executive, led by the data, and this will be a collaborative approach with input provided from People and Development, DPU, the Resource Deployment Units and the Service Delivery Review team.
- Regarding any interdependencies, ACC Mairs confirmed that there are technical constraints which need to be addressed but there is much that can be done out with the technical dependencies. He added that the ability to bring service design and business knowledge alongside the technical capability to deliver a joined-up business benefit is a key aim for Police Scotland.

Members noted the report.

4.2 NATIONAL APPROACH TO MISSING PERSONS AND REDUCING DEMAND – ACC DAVID DUNCAN

Members considered the paper which provided an update on the national approach to missing persons investigations and demand. During discussion and in addition to the paper the following points were raised.

- Members commended the work being done by Police Scotland and asked whether there is engagement with Local Authorities regarding children in care who are reported missing and the proportionality of those children who may be criminalised. It was confirmed that there is work in progress both locally and nationally with Local Authorities and private providers on this and it was agreed an update could be brought to committee on the link between corporate parenting and activity undertaken regarding the proportionality of those children in care who are reported missing.
- Members recognised that the sharing of good practice would be beneficial in the delivery of this approach and ACC Duncan confirmed that Police Scotland will evaluate the approach, including the scalability of these schemes, considering that the approach maybe different in an urban area than it would be in a rural location. Police Scotland advised that Glasgow Caledonian University has provided research around risk factors which will help to influence the approach.

Members noted the report, and the following action was agreed.

PPC 20231206-002: Members to consider a report which analyses the link between corporate parenting activity undertaken by the organisation which and the proportionality of those children in care who are reported missing.

4.3 CRIMINAL JUSTICE SERVICES DIVISION (CJSD) VISION AND DIRECTION PROGRESS UPDATE – ACC WENDY MIDDLETON

Members considered the paper which provided an update on the Police Scotland Criminal Justice Services Division (CJSD) 5 Year Vision. During discussion and in addition to the paper the following points were raised.

- ACC Middleton explained current vision and direction will be reviewed in early 2024 to align with the work to reshape the Criminal Justice Service Division.
- Members noted the work in progress with Public Health Scotland regarding a custody dashboard and the potential to use data across public sectors and Police Scotland advised that currently the data for the dashboard is only provided internally but there is scope to widen this.

- Police Scotland will provide an update to a future committee on the activity undertaken regarding diversion from prosecution.
- In response to a question, Police Scotland advised that conversations and engagement are underway regarding how Police Scotland can support neurodiversity and women in detention.

Members noted the report.

4.4 SCOTTISH VIOLENCE REDUCTION UNIT – VISION AND DIRECTION – ACC DAVID DUNCAN

Members noted the paper which provided an update on the emerging vision of the newly appointed Head of the Scottish Violence Reduction Unit (SVRU). During discussion and in addition to the paper the following points were raised.

- Members asked if the funding for the Unit is protected. Police Scotland confirmed that whilst the unit sits within Police Scotland, the funding is provided on an annual basis by the Scottish Government based on the delivery programme supplied by the unit.
- Members asked for more information on the evidence of progress and impacts that the unit is having in terms of reducing violence and ACC Duncan agreed this would be included in a future update to the committee.
- Members recalled that part of the original success of the unit had been the strong links with public health and asked whether these relationships have been maintained as people move on and retire. Police Scotland advised that some of the connections with public need to be re-established and new relationships made.
- Members asked what the role of the SPA Policing Performance Committee would be, and ACC Duncan advised that this committee has a key role in the direction of travel of this unit and Police Scotland would welcome the Committee's perspectives on the strategy as it progresses.

Members noted the report.

4.5 OPERATIONAL USE OF TASERS UPDATE – ACC GARY RITCHIE

Members noted the paper which had been submitted to provide an update on the progress of the extended roll out of Taser and uplift in Specially Trained Officers. During discussion and in addition to the paper the following points were raised.

- Members asked whether the pause in training will impact Police Scotland's capability to provide the required number of TASER trained officers and ACC Ritchie advised that some specialist

training has not being paused and the intention is still to have 2000 TASER trained officers by April 2024.

- Members asked where the findings of PIRC investigations on TASER usage on individuals under the age of eighteen can be read and ACC Ritchie confirmed these investigations are shared with Police Scotland and are also published on the PIRC website.
- Members asked whether there had been any learning from any PIRC investigations with regards to the use of TASER on those under the age of eighteen, and Police Scotland agreed to provide a briefing to members detailing any learning and/or actions.
- Members asked that the committee be kept informed of any changes or progress in this area.

Members noted the report, and the following action was agreed:

PPC 20231206-003: Members to consider a briefing which provides details of any learning from PIRC investigations on the use of TASER on those under the age of 18.

4.6.1 OPERATIONAL USE OF STOP AND SEARCH UPDATE: STOP AND SEARCH RELATED COMPLAINTS ABOUT THE POLICE – ACC DAVID DUNCAN

Members noted the paper which had been submitted to provide an update on revised Stop and Search Guidance introduced in 2022 outlining the criteria for identifying Stop and Search complaints from the Police Scotland Centurion database utilised by the Professional Standards Department (PSD) and the governance procedures around this. During discussion and in addition to the paper the following points were raised.

- Members asked how learning from these recorded complaints will be incorporated into training, protocol, and procedures for Police Scotland. It was explained that learning has been used in the delivery of corrective training and additional guidance for officers. Members will receive a briefing about the learning and actions taken from recorded complaints to provide assurance the require changes are being made by the organisation.
- ACC Duncan confirmed that the introduction of the new reporting dashboard will allow the organisation to break the data down to ethnicity, age, and other appropriate characteristics and this approach was welcomed by Members.

Members noted the report and agreed the following action.

PPC 20231206-004: Members to consider a briefing which provides details of the learning and actions taken from the recorded complaints about Police Scotland in respect of the use of Stop & Search.

4.7 OPERATIONAL USE OF STOP AND SEARCH UPDATE: STOP AND SEARCH PUBLIC FACING DASHBOARD – ACC DAVID DUNCAN

Members noted the paper which provided an update on the ongoing work of the Demand and Productivity Unit to produce a publicly reported dashboard which will contain stop and search data. During discussion and in addition to the paper the following points were raised.

- Members welcomed the introduction of the dashboard reporting which will improve public transparency and agreed that the committee was supportive of the approach.

Members noted the report.

End.