

Meeting	Authority Meeting
Date	26 May 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

Homicide Investigations

Police Scotland recognises the impact that serious violence including homicide has on victims and families, and the wider impact such criminality can have on community safety and cohesion. As a single national service, Police Scotland has driven consistently high standards of homicide investigation, underpinned by empathy, compassion, professionalism and justice. Every death is unique, and every homicide investigation presents its own particular challenges.

Between Friday 6 and Sunday 8 May 2022, detective officers from our Major Investigation Team, with support from Local Policing Division colleagues and other specialist services, responded to four separate murders which took place at various locations across the country. This intensity of demand over a single weekend proved to be extremely challenging, however, following diligent and professional investigations, an individual was arrested and subsequently charged with murder in respect of each of the deaths.

Murder of Julius Czapla

In November 2020, emergency services were called to the family home of two year old Julius Czapla in Muirhouse Place, Edinburgh. Julius, who was found to be seriously injured, tragically died a short time later. Investigation into the circumstances was undertaken by detective officers from the Major Investigation Team, supported by officers from Edinburgh City Division and local partners. On Wednesday 4 May 2022, at the High Court in Edinburgh, 41 year old Lukasz Czapla was convicted of the murder of his son, Julius Czapla. He was sentenced to life imprisonment, with a minimum term of 23 years.

The thoughts of Police Scotland officers and staff remain with Julius Czapla's mother and wider family, as they continue to deal with the devastating impact of his death.

SERIOUS AND ORGANISED CRIME**Significant Convictions**

On Wednesday 30 March, at the High Court in Glasgow, 33 year old Christopher Hughes was convicted of murder and involvement in serious and organised crime, including the importation of controlled drugs, and the possession of firearms, prohibited weapons and ammunition. He was subsequently sentenced to life imprisonment with a minimum term of 25 years. The murder conviction related to the death of Martin Kok, who was shot in the Netherlands in 2016, and was the culmination of a multi-agency investigation involving Police Scotland and international law enforcement partners over a number of years.

On Thursday 14 April 2022, at the High Court in Edinburgh, 35 year old Shaun McKinnon was sentenced to more than nine years imprisonment and issued with a Serious Crime Prevention Order, following his conviction in respect of the supply of controlled drugs and involvement in serious and organised crime. The conviction and sentencing followed investigation by detective officers from Edinburgh City Division, which resulted in the recovery of heroin and cocaine with an estimated street value of around £50,000 from properties in the south of Edinburgh. The investigation was enabled by the bravery of those who stepped forward to provide information despite an environment of fear and intimidation.

Serious Organised Crime causes significant harm in our communities, and together with partners in the Serious Organised Crime Taskforce, Police Scotland will continue to tackle those involved in this type of criminality through our intelligence led disruption and enforcement activities.

VIOLENCE AGAINST WOMEN AND GIRLS**Significant Convictions**

On Tuesday 29 March, at the High Court in Glasgow, 22 year old Matthew Connelly was sentenced to over nine years imprisonment, following his conviction in respect of serious sexual offences. The conviction and sentence followed an investigation by detective officers from Lanarkshire Division, supported by the National Public Protection Unit, into sustained offending against a number of women and girls, aged between 14 and 18, over a three year period.

On Friday 13 May, at the High Court in Edinburgh, 23 year old Kyle McKenzie was sentenced to 11 years imprisonment, following his conviction for the rape of an 83 year old woman. The conviction and sentence followed investigation by detective officers from the Public

Protection Unit into the harrowing attack on the woman, which took place at her home in Glenrothes in November 2021.

3. DELIVERING ON OUR PRIORITIES

ANNUAL POLICE PLAN 2022-23

Following on from discussion at the last meeting of the Scottish Police Authority Board, Police Scotland's Annual Police Plan for 2022-23 (APP) was laid in the Scottish Parliament at the end of March. The APP is framed around strategic outcomes that describe the impact and difference Police Scotland aims to make to the lives of people across Scotland, as set out in the Joint Strategy for Policing – 'Policing for a Safe, Protected and Resilient Scotland'. The APP describes how we will prioritise resources towards the issues that cause the most harm, in order to have the greatest impact in our communities. Our Policing Priorities for 2022-23 continue to be protecting vulnerable people; tackling crime in the digital age; working with communities; and providing support for operational policing.

WORKING WITH COMMUNITIES

National Campaign – Hate Crime

On Monday 28 March, Police Scotland launched its National Hate Crime Campaign, designed to raise awareness and encourage reporting of hate crime in all its forms. Hate crime has no place in society and will not be tolerated. Police Scotland recognises that it can leave people feeling isolated, and that the impact can spread to family and support networks, as well as into the wider community. We continue to support those who experience any type of hate crime or incident, in conjunction with focused activity to bring those responsible for hate crime to justice.

PROTECTING VULNERABLE PEOPLE

Keep Safe Awareness Day

The 'Keep Safe' initiative was established in 2014. It is designed to encourage communities to build a network of safe spaces which can be used by people who may be vulnerable or living with a disability, enabling them to seek assistance if required. On Wednesday 23 March 2022, in partnership with 'I Am Me Scotland', Police Scotland supported Keep Safe Awareness Day, highlighting the community benefits of Keep Safe which now has a network of over 800 safe spaces throughout Scotland. As part of the initiative, Keep Safe also provides Police Scotland officers and staff

with tools and resources which can be used to educate people and communities about hate crime, including the development of a better understanding of disabilities.

National Campaign - Shut Out Scammers

Police Scotland recognises that bogus workers and other forms of doorstep crime can have a devastating financial impact on victims, and may affect wider emotional wellbeing and health. On Monday 25 April, in conjunction with Trading Standards, Police Scotland launched the 'Shut Out Scammers' campaign, designed to raise awareness and promote prevention advice in respect of doorstep crime, while also focusing on enforcement activity.

TACKLING CRIME IN THE DIGITAL AGE

Policing in a Digital World Programme

Cybercrime poses a real and substantial threat to the communities and business of Scotland, and it is vital that Police Scotland continues to adapt and evolve our policing response to tackle this type of offending and protect people from digital harm. From May, our cyber strategy implementation and cyber capability programmes have been merged into the Policing in a Digital World Programme (PDWP). The PDWP supports our mission to bring about the comprehensive changes necessary to become a centre of excellence in digital and cyber policing, and will help to ensure that all officers and staff have the appropriate skills, equipment, technology and support, to prevent, respond to, and investigate cybercrime. As part of the PDWP, on Friday 13 May, a First Responder Guide was published to assist officers and staff in dealing with cyber-related incidents. The Guide provides advice and practical steps in a number of areas including searching for and seizing digital devices, and cybercrime harm prevention.

Digital Webinar

On Thursday 28 April, Assistant Chief Constable Andy Freeburn participated in a Digital Forensics in Policing Webinar, hosted by Sir Craig Mackey, former Deputy Commissioner of the Metropolitan Police Service. Part of the Cityforum Digital Forensics Series, the programme is designed to consider the digital forensics work that is essential to policing in a highly digitised world. The webinar included reflections on the Scottish experience of policing transformation, and consideration of how best to respond to the growing threat of cyber enabled crime.

4. STRATEGIC ENGAGEMENT

OPERATION KENOVA

In March and April, I participated in meetings of the Operation KENOVA Independent Steering Group, and the Operation KENOVA Professional Reference Group, in Dublin. As previously reported, Operation KENOVA is a complex and wide ranging independent investigation into murders and other serious criminality arising from the Troubles in Northern Ireland.

SERVICE OF THANKSGIVING

On Tuesday 29 March, I attended a Service of Thanksgiving for HRH The Prince Philip, Duke of Edinburgh, at Westminster Abbey. The Duke of Edinburgh spent significant amounts of time in Scotland over many years, and it was a privilege to represent Police Scotland at the Service of Thanksgiving, and along with those in attendance, pay tribute to his life and public service.

HARVARD PUBLIC SAFETY SUMMIT

Between Friday 22 and Sunday 24 April, I was invited to address the Public Safety Summit at Harvard University, Cambridge, Massachusetts. Under the theme of 'Leading into the Emerging Future', the Summit focused on a recognition that rapidly evolving public demands, powerful social and digital technologies, and new methods of engaging with communities, are changing policing practices and opening up new models of community safety. I greatly valued this opportunity to join with public safety and justice leaders, as well as academics and industry experts, and share ideas, learning and best practice from Scotland.

PUBLIC INQUIRY – DEATH OF SHEKU BAYOH

Police Scotland continues to engage with and fully support the Public Inquiry into the death of Sheku Bayoh, at which, as Chief Constable, I am a Core Participant. Policing in Scotland draws its legitimacy from the consent and bond of trust we have with our fellow citizens, and the work of the Inquiry is essential to understand what happened on Sunday 3 May 2015.

Between Tuesday 10 and Thursday 12 May 2022, along with Deputy Chief Constable Fiona Taylor, I attended the first Oral Hearing of the Inquiry, where opening statements were made in front of Lord Bracadale. In my opening statement, I reiterated my clear and strong message that those who hold racist, misogynistic or discriminatory views are not welcome in policing, and that I will continue to implement necessary change to build

our bond of trust with all communities, and provide everyone with fair, just and effective policing. I also confirmed my position that it is not enough for Police Scotland to be alert to racism and deal with it on a case by case basis, but rather, we must become an actively anti-racist service.

INTERNATIONAL ENGAGEMENT

Between Thursday 5 and Thursday 12 May, Police Scotland hosted a number of international colleagues from the United Kingdom, Australia, New Zealand, Canada, and the United States of America, as part of the Leadership in Counter Terrorism Programme.

On Wednesday 11 and Thursday 12 May, Deputy Chief Constable Will Kerr hosted the INTERPOL Executive Committee (IEC) at Police Scotland Headquarters, Tulliallan. This meeting preceded the INTERPOL European Regional Conference in Lyon, which Deputy Chief Constable Kerr attended in his role as one of the IEC's Delegates for Europe.

Between Tuesday 17 and Sunday 22 May, Police Scotland's International Academy welcomed a delegation of the International Collaboration on Policing to Police Scotland Headquarters, Tulliallan. Delegates participated in a number of sessions and operational visits, including reflections on the journey of Police Scotland; policing in major cities; building public confidence; de-escalation tactics; and the policing of football matches.

Between Tuesday 17 and Thursday 19 May, I contributed to the International Conference of the Santa Marta Group in the Vatican City, Rome, presenting on Police Scotland's approach to human trafficking. The Santa Marta Group is an alliance of international police chiefs, working together with civil society in an effort to eradicate human trafficking and modern day slavery.

These international engagements demonstrate the continuing international interest in the policing approach in Scotland, and the shared value derived from integrated global co-operation.

PARLIAMENTARY ENGAGEMENT

On Wednesday 18 May, Assistant Chief Constable John Hawkins and Superintendent Mairi MacIness provided evidence to the Scottish Parliament's Criminal Justice Committee. During the round table session, participants including the Chair of the Scottish Police Authority, the Scottish Police Federation, and others with an interest in mental health in the criminal justice system, discussed various aspects of mental health relating to policing, including the implications for service demand, custody provision, and the impact on officers and staff.

On the same day, Assistant Chief Constable Bex Smith provided evidence to the Committee's round table session in respect of tackling online child abuse, grooming and exploitation. Other participants included representatives from Stop It Now! Scotland, the National Crime Agency, NSPCC Scotland, Social Work Scotland, and the Children and Young People's Commissioner.

5. SIGNIFICANT OPERATIONAL EVENTS

CONFERENCE OF THE PARTIES (COP26)

On Thursday 31 March, Police Scotland officially stood down the policing operation for COP26 – Operation URRAM. As one of the largest policing operations in UK policing history, members of the Operation URRAM planning team had remained in place post event to conclude the operation and carry out a comprehensive debrief process. This process was essential to enable organisational learning and the capture of best practice, which will undoubtedly inform future events planning in Scotland, and elsewhere in the United Kingdom.

The delivery of a safe and secure COP26, while continuing to provide high levels of service to meet the needs of Scotland's communities, required dedication, commitment and professionalism from Police Scotland's officers and staff, and I once again commend all involved for rising to that considerable challenge.

OPERATION ESCARPMENT

Through the previously established Gold Command Structure, Police Scotland continues to manage and co-ordinate the required policing response to address any issues from the Ukraine crisis which may affect communities in Scotland. In line with our clear responsibility to ensure the safety and wellbeing of people, places and communities, we are working with relevant stakeholders and partners to support people arriving in Scotland from Ukraine. As part of the national policing response, Police Scotland also has a responsibility to gather evidence for the International Criminal Court enquiry into potential war crimes in the affected region, and additional guidance has been provided to officers and staff when dealing with someone wishing to report potential war crimes.

POLICING RESPONSE TO COVID-19

Despite a gradual reduction in Police Scotland absence levels throughout April, absence attributed to COVID-19 remained an organisational and operational challenge. As a result, a number of mitigations to maximise

resource availability were implemented in order to support Local Policing Divisions and the policing of events.

From the beginning of May, in line with changes to the national regulatory framework in respect of COVID-19, Police Scotland has adopted an incremental approach to phase out remaining COVID-19 mitigations, as we transition towards a business as usual setting. This has included changes to mask wearing, distancing, and routine testing requirements for officers and staff, and the stand down of the Operation Talla Command Structure. In the coming weeks, we will continue to implement our hybrid and agile working model.

FOOTBALL FIXTURES

During April and May, a number of high profile football events took place within Greater Glasgow Division, including league matches between Rangers and Celtic, the conclusion of the league season, the Scottish Cup semi-finals and final, and significant European fixtures. Many of these attracted crowds of around 50,000 spectators, and required a co-ordinated and proportionate policing response before, during, and after matches. While the majority of supporters behaved responsibly, there were unacceptable incidents of violence, disorder and anti-social behaviour, including missiles being thrown, acts of vandalism, the use of pyrotechnics, and religiously aggravated offences. These incidents, which took place at stadiums and in the wider Glasgow area, led to a number of arrests. This included the arrest of a 32 year old man following investigation into an incident at Ibrox Stadium on Sunday 3 April, where a glass bottle was thrown and caused injury. The man subsequently appeared at Glasgow Sheriff Court where he was released on bail.

Police Scotland's policing plan in respect of high profile football fixtures involves the deployment of significant numbers of conventional, specialist and public order resources, and is designed to support public safety and minimise disruption to local communities. Disorder and criminality has no place in Scottish football, and we will continue to work with all relevant authorities and supporters groups to identify those who carry out acts of violence and disorder in and around sporting events.

ENVIRONMENTAL PROTESTS

As a rights-based organisation, Police Scotland puts our values of integrity, fairness, respect and a commitment to upholding human rights at the heart of everything we do. This means that we will protect the rights of people who wish to peacefully protest or counter-protest, balanced against the rights of the wider community.

Since the beginning of April, as part of a national campaign against the use of fossil fuels, 'Just Stop Oil' activists have engaged in protest activity around a number of oil refineries in the United Kingdom. As part of the policing response, a number of mutual aid requests for specialist resources were made of Forces throughout the country. Police Scotland has contributed to that support, and has stood up a Gold Command structure which will co-ordinate any policing response which may be required in Scotland.

On Tuesday 3 May, Just Stop Oil protest activity commenced at Rothesay Dock, Clydebank. The Police Scotland response facilitated peaceful protest, and took into consideration the impact in terms of health and safety within the site, the impact on the wider community, and a number of other factors. Following extensive engagement with those involved, the protest concluded on Friday 6 May. 31 people were arrested and charged with a variety of offences.

LOCAL GOVERNMENT ELECTIONS

On Thursday 5 May, to support local arrangements and ensure that voting could take place in a safe and secure manner, Police Scotland delivered a nationally co-ordinated policing operation in respect of Local Government elections. This was enabled by the significant planning and preparation undertaken with local stakeholders across the country in advance of the elections.

MUTUAL AID PROVISION – COMMONWEALTH GAMES

As has been previously reported, Police Scotland derives benefit from close co-operation with policing across the United Kingdom, which was particularly demonstrated during the policing operation for COP26. In this regard, as Chief Constable I have agreed to provide mutual aid support to West Midlands Police in respect of the Commonwealth Games, which will take place in Birmingham between Thursday 28 July and Monday 8 August. The support to be provided will primarily consist of a range of specialist officers.

6. OUR PEOPLE

EQUALITY, DIVERSITY AND INCLUSION

Towards the end of March, Police Scotland launched our Policing Together initiative. Under the ongoing leadership of Deputy Chief Constable Fiona Taylor, this initiative is designed to drive improvements in how policing in Scotland reflects, represents and serves all our communities. It will

provide a focal point and platform to share the significant work already undertaken, and the progress which is needed, while drawing on the experiences and voices of staff associations, as well as insights from external contributors.

I have consistently stated that racism, homophobia, sexism, misogyny and discrimination of any kind is utterly unacceptable, and has no place in society, nor in policing. There is an onus on policing to lead change which improves the experiences of all our communities, including the experiences of our officers and staff. Police Scotland continues to drive and implement numerous improvements in respect of Equality, Diversity and Inclusion, including the establishment of an Equality, Diversity, Inclusion and Human Rights Independent Review Group, and the introduction of working groups in respect of Violence Against Women and Girls, and Sex Equality and Tackling Misogyny.

EMPLOYMENT TRIBUNAL

As previously reported, in a judgement issued in October 2021, an Employment Tribunal upheld multiple victimisation claims under the Equality Act 2010 in favour of former Police Constable Rhona Malone. A settlement has now been agreed, and since the last Authority meeting, I met with Ms Malone and issued a personal apology for the serious issues highlighted in the Employment Tribunal judgment, including Police Scotland's poor response when a dedicated and promising officer raised legitimate concerns. I also emphasised my personal commitment to leading change in policing in Scotland which drives equality and inclusion to improve the experiences of all women, including our own officers and staff. In the days after the judgement was issued, I made a commitment to commission an external police service to carry out an independent review of the Employment Tribunal decision and make any recommendations which require action by Police Scotland whether they relate to performance, conduct, or culture. The Police Service of Northern Ireland has concluded that work, and we will now consider their findings and report further to the Scottish Police Authority as soon as possible as progress is made.

LEADERSHIP AND DEVELOPMENT

Police Scotland continues to develop and deliver leadership training which is designed to support and enable our people to lead with integrity, fairness and respect, with a commitment to upholding human rights.

In 2021, the Your Leadership Matters Programme was introduced with an initial focus on the top 250 leaders across Police Scotland. Following the success of this programme, it will continue throughout 2022 and 2023,

with invites to be extended to all leaders across the Service. In addition, following successful conclusion of a 12 month pilot, the Police Leadership Development Programme, a revised promotion qualification which assesses officers work based performance, will become the new qualification for promotion to the rank of Sergeant.

In April 2022, national training was rolled out across Police Scotland to support the introduction of My Career. This new appraisal system has been designed to recognise the everyday contribution of officers and staff, and that everyone is different, with different motivations and long-term career aspirations. My Career is underpinned by the Competency and Values Framework, which provides a direct link to values based policing. As a result, it will support public trust and confidence, policing with consent, and the legitimacy of the Service.

RECRUITMENT, RECOGNITION and RETIREMENT

On Wednesday 30 March, I met with Special Constable Hugh Duncan to congratulate him on his retirement, which came after 54 years of policing service in Aberdeen City and the Turiff area. Throughout his service, Special Constable Duncan remained dedicated to the role, balancing his duties with his core job of farming. He brought a wealth of experience and knowledge to the local Community Policing Team, and undoubtedly contributed significantly to keeping communities in the local area safe. In 2012, Special Constable Duncan was awarded the Queen's Police Medal for distinguished service. Retired officers and staff remain an important part of the policing family, and on Friday 15 April 2022, it was my privilege to attend the 75th Anniversary Conference of the Retired Police Officers Association of Scotland, where I addressed and thanked the assembled delegates.

On Thursday 7 April, 251 probationary constables successfully completed their Initial Training Course at Police Scotland Headquarters, Tulliallan. The officers will now be deployed within local communities throughout Scotland to support the delivery of vital policing services.

On Wednesday 20 April, I welcomed 297 probationary constables to Police Scotland and thanked them for their commitment to public service during the oath of office ceremony at Police Scotland Headquarters, Tulliallan. Each officer made the declaration that they will faithfully discharge their duties with fairness, integrity, diligence and impartiality, and promised to uphold fundamental human rights. Police Scotland is committed to a diverse workforce that represents our communities, and this intake was 56% male and 44% female, ranging in ages from 19 to 52 years. 29 of the officers identified as being from a minority ethnic group, and there is fluency in a number of languages including Polish, Romanian,

Norwegian, German, French, Spanish, Italian, Urdu, Punjabi, Hindi, Persian and Chinese Mandarin.

Also on Wednesday 20 April, 126 officers, staff and special constables had their long service and good conduct recognised, through the award of the Police Long Service and Good Conduct Medal, the Police Staff 20 Years' Service Lapel Pin, the Police Staff 35 Years' Service Lapel Pin, and the Special Constable Long Service Award.

POLICE OFFICER PENSIONS

As previously reported to the Scottish Police Authority, Police Scotland took necessary measures to maintain effective policing and safeguard officers and staff in response to the COVID-19 pandemic, and to deliver a safe and secure COP26. One of the consequences arising from these significant events was a longer period between recruitment intakes than had been previously anticipated. In addition, the implications of recent changes to police officer pensions mean that some officers are choosing to retire slightly earlier than would normally be the case. We have increased our recruitment to return to our full budgeted officer establishment as quickly as possible, and will continue to maintain strategic oversight to manage and mitigate risk in this area. Across our single national service, we are flexing resources to provide support and stability to frontline policing. A report on this issue is scheduled to be presented to the SPA People Committee on Wednesday 1 June.

MENTAL HEALTH AWARENESS

Policing is both a rewarding and an extremely demanding profession, with officers and staff regularly exposed to challenging and stressful situations in their service of the public. Officer and staff wellbeing is a key priority for Police Scotland, with a range of strategies and measures in place to support our people. Between Monday 9 and Sunday 15 May, Police Scotland marked Mental Health Awareness Week through the publication of a series of articles on a variety of related topics, which encouraged officers and staff to consider their own mental health, and the mental health of colleagues.

RECOMMENDATIONS

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