

<b>Meeting</b>	<b>Authority Meeting</b>
<b>Date</b>	<b>25 March 2020</b>
<b>Location</b>	<b>Tele-conference</b>
<b>Title of Paper</b>	<b>SPA Interim Chief Executive's Report</b>
<b>Presented By</b>	<b>John McCroskie, Director</b>
<b>Recommendation to Members</b>	<b>For Discussion</b>
<b>Appendix Attached:</b>	<b>NO</b>

**PURPOSE**

To update Authority Members on activities carried out by the Interim Chief Executive and to offer comment on significant areas of development since the previous Authority meeting on 19 February 2020.

Members are recommended to consider this report and to raise any matters for clarification or further detail with the Director.

## **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. Business Continuity Planning**

- 2.1 In light of the emerging challenges of dealing with COVID 19, SPA officers have been reviewing existing business continuity plans. These plans, which were already refreshed in Autumn 2019 for a pandemic flu scenario, have been further reviewed and a table top exercise was carried out by the management team and key officers in early March. Regular communications and briefings for staff have taken place and the SPA, both corporate and Forensic Services interests, are contributing to the command arrangements that policing has put in place. The SPA has taken pragmatic steps, in line with health guidance, to support home working for its corporate staff and the facilitation of its formal business as virtual meets. This approach will be kept under constant review as the circumstances develop.

## **3. Parliamentary Evidence and Engagement**

- 3.1 The Interim Chief Executive gave evidence with the Vice Chair of the Authority and others to the PAPLS Committee on 27 February 2020, and provide the Committee with immediate follow up in writing on a point of clarification around reform funding.
- 3.2 In early March 2020, the Authority also submitted written evidence to the Justice Sub Committee on Policing on its enhanced oversight of the policing of COP 26, as part of that Sub Committee's consideration of planning and preparation for the event.
- 3.3 The SPA has also been considering the report of the Justice Sub Committee on the use by policing of facial recognition technology and will respond by mid-April on the recommendations addressed to it.

#### **4. Annual Report and Accounts 2019-20**

- 4.1 Planning and preparation for the 2019-20 audit of the SPA and production of the Authority's Annual Report and Accounts is well underway, with regular progress meetings taking place between Authority officers under the leadership of the Interim CEO and the Chief Financial Officer and his team.
- 4.2 With a view to streamlining annual reporting the Accountable Officer has developed an approach that sees the Annual Report and Accounts discharge the SPA requirements for an annual report on Policing rather than produce a separate Annual Review of Policing.
- 4.3 This approach has agreement from Police Scotland and Forensic Services colleagues and endorsement from Audit Scotland and SG as complying with the Act. This proposal was considered and supported by the Policing Performance Committee in February 2020.
- 4.4 SPA has been advised by Audit Scotland of changes to its key audit personnel as a result of the appointment of Stephen Boyle as the new Auditor General for Scotland. The Authority congratulates Mr Boyle and welcomes the return of Gillian Woolman as his replacement for Audit Scotland on the SPA audit in the coming months.

#### **5. SPA Organisational Development and Design**

- 5.1 The SPA 2020 project is delivering organisational change that will optimise the value added by the Authority as a strategic, assertive and externally facing governance body for policing in Scotland. Since the Interim CEO's report to the Board on 19 February 2020:
- The SPA's high level structure which sets out the key senior roles required and functions has been approved for consultation with staff following discussions with the Board and the JNCC. SPA staff have been updated and we are now working with teams across the organisation to develop detailed descriptions of the each of the functions, which will inform the development of a full structure. Work to support

## OFFICIAL

staff through the process is ongoing and I would like to thank them for their continued input.

- Since the February Update, SPA line managers have completed Days 3&4 of the 'SPA Manager Toolkit' and 9 members of staff attended the launch of the 'Personal Toolkit'. Planning is underway for next quarter's Learning & Development Programme.
- The final draft of the SPA's Corporate Plan is being tabled at this 25 March Board meeting for approval. The plan clearly sets out the Scottish Police Authority's own role, outcomes and addresses recommendations from Audit Scotland and HM Inspectorate of Constabulary in Scotland. It is an important step in terms of the SPA's own organisational change and will provide a basis for ongoing organisational development. The Corporate Plan will be underpinned by a more detailed Annual Business Plan. More detail is provided in a separate Agenda item.

### **RECOMMENDATIONS**

Members are invited to discuss the content of this report.