

SCOTTISH POLICE
AUTHORITY
AUTHORITY MEETING
24 November 2021

Minute of the SPA Authority Meeting held on Wednesday, 24
November 2021 via Video-conference

Board Members Present: Martyn Evans (Chair)
Jane Ryder (Vice Chair)
Paul Edie
Tom Halpin
Alasdair Hay
Katharina Kasper
Grant Macrae
Fiona McQueen
Michelle Miller
Mary Pitcaithly
Catriona Stewart
Caroline Stuart

In attendance: Police Scotland
Chief Constable Iain Livingstone
Deputy Chief Constable Fiona Taylor
Deputy Chief Constable Malcolm Graham
Deputy Chief Officer David Page
Assistant Chief Constable Bernie Higgins (Item 6)
James Gray, Chief Financial Officer

Scottish Police Authority (SPA)
Chris Brown, Acting Chief Executive, Resources
Barry Sillers, Acting Chief Executive, Strategy and
Performance

COP26 Oversight Group
John Scott QC, Solicitor Advocate, Group Chair (Item 7)

Glasgow City Council
Denise Hamilton, Head of City Services and COP26 (Item
7)

SPA Secretariat

Eleanor Gaw, Governance and External Relations Lead
Karen Vallance, Governance Support Officer

1. WELCOME AND STANDING ITEMS

The Chair opened the meeting and welcomed all Authority Members and representatives from the Police Scotland senior leadership team. He confirmed Jane Ryder would chair the meeting if he were disconnected from the video-conference.

The Authority **RESOLVED** to:

- **NOTE** no Member apologies;
- **NOTE** no other declarations of interest;
- **NOTE** no other business;
- **AGREE** that, in accordance with paragraph 20 of the SPA Standing Orders, the Board would consider items 8- 10 in private for the reasons set out on the agenda.

2. MINUTES AND ACTIONS FROM PREVIOUS MEETING

The Authority **RESOLVED** to:

- **ADOPT** the minute of the 29 September 2021;
- **NOTE** the action log and that there were no matters arising. The Chair requested action 250821-SPABM-01 regarding lessons learned from the Rangers Football Club Investigation be added to the Legal Committee work plan. The Legal Committee Chair agreed.
- **NOTE** decisions made by correspondence since the last Authority meeting relating to Committee Membership: Tom Halpin to Policing Performance Committee, Alasdair Hay to Resources Committee, and Caroline Stuart to PNB.

3. SPA CHAIR'S REPORT

The Chair referred to his written report highlighting engagement with COSLA and the 2021 Strategic Command Course. The Chair paid his

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respects to Dr Robert Black CBE and spoke of the memorial held earlier in the month.

The Chair highlighted that Committee and Oversight Group Chairs' reports were appended to his report and these provided an update on business progressed since the last Authority meeting through the:

- Policing of COP26 Oversight Group
- People Committee
- Forensic Services Committee
- Legal Committee
- Resources Committee

In addition to the reports tabled, People Committee Chair, Mary Pitcaithly, informed the Authority that the Committee were presented with a more detailed report relating to Police Scotland and SPA Your Voice Matters survey results. Specific areas were highlighted as well as an initial implementation plan from Police Scotland. Police Scotland assured the Committee it is committed to improvement activity and progress will be tracked internally and monitored by the Committee. To support this, the Committee requested: clarity on what should be expected to be achieved and when the impact of implementation would be felt; further information on benchmarking data, and regional or business area variations, and analysis of free text responses. The Committee look forward to future reports which members hope will provide assurance that Police Scotland and the SPA are taking the right actions and interventions which are having positive impacts.

Forensic Services Committee Chair, Tom Halpin, emphasised the work ongoing to integrate the morbid toxicology service into Forensic Services. Another emergent area of pressure highlighted was the caseload from drug driving as case numbers were exceeding that estimated and the Committee was working with Forensic Services, Police Scotland and other partners to help address this.

Legal Committee Chair, Paul Edie, confirmed another Committee had taken place on 18 November to discuss a matter on the litigation table.

Audit, Risk and Assurance Committee Chair, Jane Ryder, informed Members the Committee held a development day where representatives from Audit Scotland and HMICS attended to speak in more detail on Best Value. HMICS also provided some indication of future changes and improvements relating to the current work on revising the HMICS framework.

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The Board **RESOLVED** to:

- **NOTE** the reports.

4. CHIEF CONSTABLE'S REPORT

Chief Constable Iain Livingstone (CCLivingstone) provided a detailed summary of the paper, specifically drawing attention to the following areas:

- Recent murder investigations, drug recoveries and significant convictions
- Violence against women and girls including the disclosure scheme for domestic abuse
- COP26
- Wellbeing and Engagement Survey
- Officer and staff recruitment and recognition

In addition to the written report, CCLivingstone expressed his condolences to the family of Dr Robert Black. CCLivingstone also advised the Authority that correspondence had be sent to the British High Commission in Colombo to advise that Police Scotland will not seek to renew contracts to support the Sri Lanka Police Service. Members also heard the Police Service of Northern Ireland (PSNI) have agreed to undertake an independent review to identify learning from the Employment Tribunal judgement regarding Rhona Malone.

In discussion the following matters were raised:

- The Chair praised the "That Guy" Campaign, and noted he had received a number of positive comments on it.
- Members requested more detail on advice and support given to elected Members following the fatal stabling of Sir David Amess MP. Members heard Police Scotland reached out to elected representatives at Westminster, Holyrood and in Local Government to advise what measures could be taken to protect members during public gatherings such as surgeries and events. In addition to the already established security assessment and advice provided to members, Police Scotland engaged with MPs, MSPs and Councillors via COSLA, with 320 people attended virtual briefings in October where over 200 follow up questions were received. Work will continue with COSLA to contact more representatives.

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- Members were provided with further information on the number of initiatives launched by the Cybercrime prevention team in the run up to Christmas. Police Scotland acknowledged cybercrime was a growing issue of concern and noted the vital importance of prevention, protection, education and support.
- Regarding violence against women and girls, Members sought further information on lessons learned and any interdependencies between internal and external reviews. Members also sought further information on the role of Police Scotland in challenging cultural and societal aspects and on work with minority populations. CCLivingstone advised that Police Scotland meet regularly with representative groups and listen to all feedback. Focus is on prevention and protection and Police Scotland have a moral duty to take leadership in this area. Members heard the single service allows consistent standards and expectations. Members heard that a detailed paper on Police Scotland's approach to violence against women and girls would be brought to a future Authority meeting. Domestic violence against women and girls is significantly under-reported, illustrated by recent convictions and Police Scotland's priority is to ensure individuals feel confident and encourage people to step forward and report violence. The organisation is taking a proactive approach to look at an individual's history which can bring forward other victims. The success of the "That Guy" campaign derived from an informed approach through established relationships and partnership working. It was acknowledged that further work is required in the area with regard to reaching people with disabilities and other protected characteristics.
- Regarding Operation Moonbeam, Members heard initial reports show new legislation and community tools are a success, so will be further developed for the future. The working relationship with the Scottish Fire and Rescue Service is a positive one and will continue to grow.
- Members referred to a briefing received on body worn video and complimented how it highlighted the benefits and challenges whilst providing assurance on governance approaches and how this governance and clear communication was helping to ensure public consent.
- Regarding the decision to cease training work with police in Sri Lanka, CCLivingstone welcomed the opportunity for further

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discussion on how best to ensure the views of SPA are considered in respect of future international deployments.

- Regarding Op Talla Members were assured that the 4Es approach continues to be maintained, and Police Scotland continue to engage with Scottish Government, and will respond to any legislation changes related to Covid-19.
- In relation to county lines, Members heard that a large amount of activity had been undertaken. Funding had been secured for dedicated officers to work with other UK forces to ensure a coordinated response.
- Members were informed there was no direct link between various reports of spiking and the matter was being co-ordinated at a national level. Thorough investigations are undertaken in collaboration with other organisations with a focus on prevention. A rise in reporting may be connected to increased media reporting, and Police Scotland continues to encourage such reporting.
- Members sought further information on the scope and Terms of Reference of the PSNI review. CCLivingstone advised PSNI will consider the judgement and make an assessment of individual officer conduct and the organisational and cultural issues. The report will be returned to Police Scotland via DCC Fiona Taylor and any further action required will be taken. Reporting will be brought to the Authority through the appropriate governance meetings.
- Members sought comment from CCLivingstone on mandatory sentences for killers of police officers. CCLivingstone stated that whether sentences are mandatory is a matter for the Scottish Sentencing Council which Police Scotland sit on. CCLivingstone condemned any attacks on emergency services workers.
- Members requested further information on the types of weapons recovered during the successful 360 Stop and Search results which have occurred since April 2021.
- Members heard there is a high demand on policing from wider social care issues and Police Scotland continue to work with partners to develop a long term solution. In the short term, Police Scotland continue to deal with calls and encourage those who require assistance to contact them.

The Authority **RESOLVED** to:

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- **NOTE** the paper;
- **AGREE** the following action:

Breakdown to be provided of types of weapons found from the 360 recoveries during Stop and Search since April 2021.

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5. SPA CHIEF EXECUTIVE'S REPORT

Members considered the report which detailed activities involving SPA corporate staff since the previous Authority Meeting.

The Authority **RESOLVED** to:

- **NOTE** the report
- **APPROVE** the proposed calendar of Authority and Committee meetings for 2022/23

6. FINANCIAL PERFORMANCE QUARTERLY REPORT

Chief Financial Officer James Gray highlighted a number of key points as detailed in the paper.

In discussion the following matters were raised:

- Resources Committee Chair, Grant Macrae, confirmed the Committee had an extensive discussion on each area of the report. The Committee understood the challenges faced on the supply of goods and services which has put pressure on capital spend, but welcomed the action undertaken. The Committee recognised another challenge was the recruitment of specialist skills and the Committee encouraged the finance team to have contingency plans in place.
- The Chair suggested discussions on the supply of goods and services also consider workforce issues, including competition for the supply of skilled workforce.
- Members heard the Committee were confident that action had been taken to ensure any capital underspend would be caught up by the end of the financial year. Deputy Chief Officer David Page (DCOPage) added that internal reviews have been conducted regarding capital spend and the pressure on internal resources.

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DCOPage confirmed he was confident all allocated capital would be spent in the financial year.

The Authority **RESOLVED** to:

- **NOTE** the report

7. 26th CONFERENCE OF THE PARTIES

The Chair welcomed ACC Bernie Higgins (ACCHiggins), John Scott QC (JScott) and Denise Hamilton (DHamilton).

CCLivingstone commented on the scale and significance of the policing operation during the 25 day period. The organisation will take time to establish lessons learned, although parts have already been responded to such as the last minute change to route planning around Kelvingrove Park. CCLivingstone noted his appreciation of SPA governance and thanked ACCHiggins for his leadership and work.

Members considered the paper which provided an update on policing of the 26th Conference of the Parties (COP26). ACCHiggins highlighted a number of key points as detailed in the paper, emphasising the three key strategic themes: protective security, public safety and staff/officer welfare. The debrief process had begun with legacy benefits already identified such as upskilling of officers and improved custody areas. Any learning could be applied to music, sport and other high attendance level events.

DHamilton stated that partnership working with Police Scotland was key for planning. Plans in place were based on expecting some disruption however the general feeling was peaceful and the transport network worked well. DHamilton stated from a council point of view, the visibility of police was positive. Police Scotland and Glasgow City Council will work together to capture all learning which will be used for future events. The Council had already acknowledged the impact on the business community due to the decrease in footfall. DHamilton confirmed there had been a small number of campers and the police liaison officers were key in facilitating. DHamilton gave thanks for the opportunity to be present within the MAC room as it allowed fast communication and coordination between partners.

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JScott advised Members a lot of work had been undertaken in advance with regular meetings of the IAG taking place. A meeting was held each week of the conference with an additional meeting scheduled at short notice to discuss one report of containment. JScott shared his gratitude at being able to attend the MAC which provided an opportunity to be briefed in real time. JScott explained how information not made public, such as intelligence, provided the IAG the opportunity to see the big picture. The IAG looked at data, but numbers of arrests and complaints were lower than estimated. JScott advised that the IAG were open to contributing in any lessons learned exercises but noted organisations represented in the group may produce their own report. JScott summarised a number of reports which may be produced by external groups. JScott noted that international colleagues had positively commented on the IAG with the establishment of the group a healthy sign of a mature police service.

SPA Policing of COP26 Oversight Group Chair, Tom Halpin (THalpin) commented that the group was established in February 2020 to provide board oversight of planning and delivery of the policing operation. Health, safety and wellbeing of officers, business as usual and contribution of key interest groups were routinely discussed. The group scrutinised and tested the exercising programme and the upgrading of custody suites and received excellent contributions from Police Scotland. THalpin confirmed he was a member of the IAG which added value. THalpin also referenced the round table event held by SPA in September which focussed on building an understanding of and promoting human rights to protest. THalpin confirmed that site visits within Glasgow division were facilitated for group Members. Following lessons learned work, a fuller report from the group will be provided to the Authority in March 2022.

In discussion the following matters were raised:

- The Chair noted the issue of finance was a complex negotiation and confirmed that it is clear there is no financial detriment to the SPA.
- The Chair also advised he had attended the MAC which had provided critical learning on the complexity of the policing operation.
- Members sought CCLivingstone's opinion on reports that the conference was over policed. CCLivingstone responded that it was not over policed and planning allowed both a safe event and

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business as usual to continue. CCLivingstone added that he was confident it was a proportionate and effective response.

- With regards to the use of containment, Members heard intelligence was received that groups were intending taking action which posed a security risk. Containment using liaison officers was deemed the safest option. Liaison officers assessed on an ongoing basis whether vulnerable people were involved and emphasised that protesters always had the opportunity to leave the containment.
- Members referenced the custody arrangements for children and young people and questioned whether this was used. ACCHiggins advised that the breakdown of those in custody had not been completed yet, however highlighted that of the 97 arrests, not all were activists.
- Members were assured that lessons learned would be undertaken using the many partner relationships established.
- Members questioned how the experience of officers would contribute to learning. ACCHiggins advised a strategic lead for welfare was appointed and staff associations were actively engaged, with positive feedback received. The experience of mutual aid officers would also be collated and feedback provided against the welfare strategy.
- Members raised a number of additional questions which were agreed to be taken forward by the SPA Policing of COP26 Oversight Group. Areas included: themes of complaints against police; animal welfare; full cost recovery monies received, and legacy of confidence in policing.
- CCLivingstone noted that it had been a very successful event for Scotland and policing in Scotland. The Chair agreed it was positive that the key outcome was the climate change discussion and not what was happening outside the conference. The Chair emphasised the importance of arrests and complaints data being further analysed.
- In closing, both the Chair and CCLivingstone commended the work of ACCHiggins and wished him well for his retirement.

The Authority **RESOLVED** to:

- **NOTE** the report

End