



Policing Performance Committee

7 December 2022

Minutes of the Policing Performance Committee held on 7 December 2022 via Live Stream

Board Members present:	Alasdair Hay (Chair) Michelle Miller Tom Halpin, QPM Katherina Kasper Mary Pitcaithly, OBE
Board Member apologies:	Cllr Chalmers
In attendance:	<u>Scottish Police Authority (SPA)</u> Barry Sillers, Director of Strategy and Performance Amanda Coulthard, Head of Strategy and Performance Scott Ross, Head of Change and Operational Scrutiny Martin Smith, Strategy and Research Lead Kirsty Scott, ICVS National Manager Sam Curran, Operational Policing Policy Lead Karen Morgan, Governance Support Officer <u>Police Scotland (PS)</u> Assistant Chief Constable Andy Freeburn Assistant Chief Constable Bex Smith Assistant Chief Constable Steve Johnson Chief Supt Matthew Richards Chief Supt Louise Blakelock Supt Iain MacLelland

	<p>Tom McMahon, Director of Strategy and Analysis Andrew Hendry, Chief Digital and Information Officer Kirsty-Louise Campbell, Head of Strategy and Innovation Colin MacIver, Programme Manager Inspector Graeme Mitchell Veronika Burgess, Committee Services Officer</p> <p><u>HMICS</u> Chief Inspector Craig Naylor Inspector Brian McNulty</p> <p><u>COSLA</u> Elisa Bevaqua</p> <p><u>SIPR</u> Liz Aston</p>
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1. WELCOME AND STANDING ITEMS

The Chair welcomed everyone to the meeting being held via MS Teams and noted apologies from Cllr Chalmers and ACC Gary Ritchie and he advised that Katharina Kasper would be late to join the meeting. At item 3.1 Tom McMahon submitted apologies for DCC Fiona Taylor.

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 7 JUNE 2022, FOR APPROVAL

Members **AGREED** the public Minute of the Policing Performance Committee held on 11 October 2022 as accurate records of the meeting

1.4 PPC COMMITTEE ACTION LOG AND MATTERS ARISING

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

Members requested that in future, further detail should be provided in the narrative for each outstanding action, which fully explains progress, any delays, including rationale for the change of any completion dates and provides enough detail for effective external scrutiny to be undertaken.

The Chair confirmed that full clarity in the Action Log commentary would be helpful and this should be taken forward as an action.

The Chair provided the group with an update on action:

PPC – 20210901-001 - Police Scotland Quarterly Performance

Report: Police Scotland to include data on protected characteristic absence data in next report as a means to cross reference and understand who has been impacted most by absence.

Members were advised by the Chair that this action is proposed to be closed and the provision of any EDI and workforce data will be reviewed and addressed in Police Scotland's five year plan and he will update Catriona Stewart on the outcome of this action.

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

The following action was agreed.

PPC 20221207-001 - All action owners to ensure that detail is provided in the narrative for each outstanding action, which fully explains progress, delays, change of completion dates.

1.5 DECISION ON TAKING BUSINESS IN PRIVATE (ITEM 5.1)

It was agreed by members that the private minute is **AGREED** and approved at this point as they were comfortable that there were no questions, discussions or amendments to be made and as such there was no requirement for the private session at the end of the meeting.

2. OPERATIONAL POLICING POLICY

2.1 DIGITALLY ENABLED POLICING PROGRAMME

Members noted the paper, with Andrew Hendry providing an overview. The following points were highlighted and discussed:

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- Members were provided with updates on the current activities in progress, namely, Mobile Working, Body Worn Video (BWV) and Core Operational Solution projects.
- With regards to the BWV activity, members ask whether the full business case could be brought forward to an earlier date, rather than the proposed date of August 2023. Police Scotland advised members that they will look for opportunities to accelerate the process wherever they can and asked members to take into account the reliance on an uplift in resources in the project team and a requirement for a fully robust procurement and tender plan in a competitive environment and the governance that will be undertaken to achieve this.
- Members asked how long it will take to have BWV rolled out to all officers. Police Scotland anticipated that the roll out will commence division by division around 7-8 Months after the procurement process has been through governance.
- Members recognised the requirement for an uplift in resources in the BWV team and asked what the potential impact would be if the uplift does not happen. Andrew Hendry advised members that the implementation of BWV remains a priority for Police Scotland, he indicated that there is always a risk that progress might be halted but he hoped that this will not be the case with regards to the implementation of BWV. Members acknowledged the response and advised that the situation should be continued to be monitored to ensure alignment with the Authority's objectives.
- Craig Naylor, Chief Inspector HMICS, asked whether Police Scotland will utilise the existing UK framework for BWV procurement and Police Scotland's procurement team are looking into this as an option.
- Elisa Bevaqua asked whether engagement and consultation had taken place with criminal justice partners and Police Scotland advised that they are working in partnership with the criminal justice sector, public sector agencies and the public to ensure the benefits of BWV are far reaching. Police Scotland noted that learning is being taken from the past implementation of BWV in other areas of the UK.
- The Chair recognised the criticality of the BWV programme of work and asked for further detail on how the progress and delivery of the benefits of BWV will be evidenced. Police Scotland assured members that the identification and realisation of the benefits will be captured and shared through existing processes, noting that Police Scotland have a team working on the benefits realisation and offered to share the detail of the work being carried out by this team.
- Supt MacLelland offered to provide a demonstration to members of elements of Core Operational Solutions (COS).

- The Chair welcomed these offers which will be taken up in the New Year.
- Members referenced that the original business case for COS had been initially approved in 2018 with the assumption that this is fully completed within a couple of years and asked when Police Scotland now expect this programme to be fully completed. Members were advised that the expectation will be for Phase 2 to be completed by the end of 2024 with Phase 3 currently in planning.

Members noted the report and the following actions were agreed.

PPC 20221207-002 - Core Operating Solutions – Police Scotland to provide a demonstration to members in the New Year.

PPC 20221207-003 - Body Worn Video – Police Scotland to arrange time with Members and BWV benefits team

2.2 CYBER KIOSK UPDATE

Members noted the paper, with ACC Andy Freeburn providing an overview. The following points were highlighted and discussed:

- Members were updated on the negative media reporting with regards to claims that Police Scotland had been hacking devices and stated that this reporting was entirely inaccurate and this technology is only used by consent or with lawful authority.
- Members were provided with an update on the next steps for Cyber Kiosks including the examination of the efficiencies of these systems and how the developments of Police Scotland's IT systems will enhance and improve the effectiveness of these kiosks.
- Members welcomed the report and recognised the interest from the media and the Scottish Parliament on this topic. Members advised that they are concerned about the current efficiencies and aspects of risk in this model and requested that a report be presented to this committee which provides further detail on the necessity and proportionality of the model, including safeguards, risks and efficiencies. ACC Freeburn accepted and agreed with the points raised and commented on the difficulties in striking the right balance and confirmed that Police Scotland will provide a report to a future committee addressing these issues.

Members noted the report and the following action was agreed.

PPC 20221207-004 - Cyber Kiosks – Police Scotland to bring a paper to a future committee which provides further detail on the necessity and

proportionality of the model, including safeguards, risks and efficiency improvements

2.3 POLICING IN A DIGITAL WORLD PROGRAMME

Members noted the paper, with ACC Andy Freeburn providing an overview. The following points were highlighted and discussed:

- ACC Freeburn provided members with statistics which evidence a significant increase in cyber-crime and provided further detail of the activity being undertaken to achieve Police Scotland's Cyber Strategy through operational and local delivery. Members noted the focus on prevention, partnerships, resourcing, digital forensics and the challenges involved in effectively tackling a borderless crime.
- Members acknowledged the level of work is being undertaken to achieve the objectives of this programme and asked for further detail on any concerns that Police Scotland may have around achieving its objectives
- ACC Freeburn advised members that concerns lie with cost of keeping up with technology changes/advancements and resourcing and whilst the desired budget of £80 Million pounds may not be available, Police Scotland is determined to focus and deliver on the issues that have the biggest impact, which are, fraud and online child sexual abuse and the ambition is to see a transformation of these during 2023.
- The Chair acknowledged the borderless nature of these crimes and asked for detail on the interaction that Police Scotland has with other UK partners. ACC Freeburn advised that engagement and interaction with internal law enforcement's is very strong and other engagement includes links to international agencies and banking institutions.
- The Chair asked whether Police Scotland is considering a shift in resources to enable the organisation to tackle this ongoing increase of crime in this area. ACC Freeburn advised that there are huge challenges, including concerns around budget and seeking opportunities where other funding can be found and agreed that resourcing will need to be increased in this area in the future.

Members noted the report.

3. PERFORMANCE REPORTING

3.1 QUARTERLY POLICING PERFORMANCE REPORT – Q2

Members noted the paper, with Tom McMahon, Director of Strategy and Analysis, providing an overview. The following points were highlighted and discussed:

- Members acknowledged the increase in recorded Rape crime and a decrease in detection rates returning to pre-pandemic levels and asked for further detail. Police Scotland provided members with information on the work in progress regarding the Violence Against Women and Girls (VAWG) strategy and shared the organisation's approach regarding proactive public and 3rd sector engagement, external partnerships and work in progress regarding prevention and detection.
- Members expressed appreciation for the professionalism of Police Scotland's response to Operation Unicorn.
- Members referenced the increase in non-sexual violence with a reduction in detections, the decrease of drugs supply and reduction in detections and the rise in road deaths. Members noted that this may impact public confidence and requested detail on the operational response to tackle this and any plans to increase visibility of approach in this area.
- ACC Johnston indicated that proactive policing measures have fallen and resourcing demands that policing operates in a reactive space and the organisations ability to proactively patrol is suffering as a result. He advised that he is keen for resources to be shifted to enable a proactive visible patrol but this aim is hampered by lack of resources such as number of deployable officers, those on modified duties and Police Constable vacancies.
- Chief Supt Louise Blakelock provided members with an update on the significant increase in road deaths over the last two years, including the increased amount of incidents on the A9. She advised members that each division has a lead officer for road safety and focus is placed on enforcement, education and engagement, working in partnership with Scottish Government (Road Safety Framework), Road Safety Scotland, Scottish Fire and Rescue and Transport Scotland.
- Members were provided with detail on operational and strategic activity being undertaken by Police Scotland in this area and noted that focus groups and engagement with other partners are ongoing.
- Members acknowledged the level of investigation involved in every fatal or near fatal collision which can take several weeks and sometimes months to conclude.

- Chief Supt Blakelock provided members with information on vulnerable groups which the organisation is engaging with and referenced the Fatal Five, which are the five main causes of collisions, and they are:
 - Drink/Drug driving
 - Speeding
 - Not wearing seatbelts
 - Distraction mobile phone
 - Careless driving
- Members expressed gratitude for the compassion and professionalism of road officers and staff involved in all road collision investigations and welcomed Police Scotland's focus and level of activity on this matter. Members recognised that whilst there is a great deal of work in progress in this area, there is scope for a wider piece of work to be undertaken around external visibility of Police Scotland's approach to road safety.
- Tom McMahon advised members that there is a balance to be struck between proactive and reactive policing in general and these conversations are taking place. He stated that once Police Scotland has been made aware of its new budget and any impact on future capacity this will be addressed collectively both internally and externally.
- Elisa Bevaqua, COSLA, asked whether the cost of living crisis was having any impact on acquisitive crime which has increased in the last quarter. Police Scotland advised that this wasn't currently evident in any of the public confidence data which drills down to local divisions, and the organisation will continue to monitor this data.
- The Chair requested further detail from Police Scotland on the waiting times for 101 and 999 calls to be answered. Tom McMahon advised that whilst Police Scotland is able to answer more calls within 10 seconds than England and Wales forces, this was not sufficient and resourcing remains a challenge.

Members noted the report.

3.2 PERFORMANCE FRAMEWORK 2023-28 TERMS OF REFERENCE

Members noted the paper, with Tom McMahon providing an overview. The following points were highlighted and discussed:

- Tom McMahon advised that this framework aims to embed the progress that has been made with the organisation's performance

reporting. He referenced the activity that has been undertaken by Police Scotland and the Authority to provide regular reporting which meets the requirements for the reporting of the organisation's objectives and outcomes and that the core national reporting products meet the Authority's and statutory expectations around visibility and transparency.

- Members welcomed an update on the background and delivery plans of the 5 year plan and acknowledged the budget challenges that may impact speed of progress.
- Members asked that disaggregated data be explicitly included in future reporting, either half yearly or yearly and Police Scotland advised that they will look into this and they will provide a response to the committee.
- The Chair asked for confirmation that data on protected characteristics will not be lost in this process and Tom McMahon advised that a wider review of workforce data is in development and the findings will be included in the performance framework.

Members noted the report and the following action was agreed.

PPC 20221207-005 - Performance Framework – Police Scotland to explore how disaggregated data can be included in future reporting and provide a response to the committee.

3.3 ANNUAL POLICE PLAN – MID YEAR PROGRESS REPORT

Members noted the paper, with Tom McMahon, providing an overview. The following points were highlighted and discussed:

- Members acknowledged the consolidation of the report with 46 key activities which have the most significant impact on the organisation's objectives and outcomes.
- Members acknowledged the level of work undertaken to provide this report and asked whether the progress is on track and whether activities will change from 'ongoing' to 'completed'. Police Scotland advised that the activities are being progressed and are currently on track and the intent that the majority, if not all, will be completed by the issue of the next report.

Members noted the report.

3.4 ICVS QUARTERLY REPORT

Members noted the paper, with Scott Ross, SPA providing an overview. The following points were highlighted and discussed:

- Scott Ross provided members with an update on observations and findings from July-September 2022. There were no recorded concerns relating to torture or inhumane treatment. He indicated that there are some ongoing issues with timely and appropriate access to showering and washing facilities. Members were advised that the level of concerns recorded had reduced since the previous quarter's report was issued, with a total of 12 actions that remain outstanding.
- Members welcomed ICVS volunteer, Morag, a long standing volunteer visitor to share her experiences with members. Morag noted some concerns with access to washing facilities and access to food and she advised members that the volunteers and police continue to work closely together to resolve any issues identified as quickly as possible.
- The Chair thanked Morag for her contribution and echoed Scott's gratitude for the work that the volunteers undertake.
- Members asked whether volunteers receive sufficient support from the Authority and Morag assured members that they have full support from their coordinators and now that Covid restrictions have been lifted the focus should now shift to the ongoing training of volunteers and consistency of practice in all of the geographic volunteer areas.
- Police Scotland provided members with reassurance that improving access to washing facilities remains a focus for the estates division.

Members noted the report

4. PUBLIC CONFIDENCE AND PARTNERSHIP ACTIVITY

4.1 NALOXONE UPDATE

Members noted the paper, with Chief Supt Matthew Richards, providing an overview. The following points were highlighted and discussed:

- Chief Supt advised members that the Naloxone training will now be rolled out to around 12,500 officers with the Scottish Government fully funding the project. Members welcomed the news that 81% of officers have agreed to carry the kit and as well as training being provided to divisional officers, this training is now being rolled out to probationers.
- Members were advised that Naloxone has been administered by officers on 91 occasions and 89 of these have been successful.
- There have been no adverse reports by the officers with regards to their own potential trauma or mental health and there is positive support for the use of Naloxone.

- Police Scotland advised members that all partners/stakeholders are fully supportive of this initiative to continue in the future.
- In terms of evaluation, the Chair requested that a report be brought to a future committee which details the positive cultural change in views of officers and their testimonies to aid the authority's understanding of the importance of this roll out.

Members noted the report and the following action was agreed:

PPC 20221207-006 – Naloxone Update - Police Scotland to provide a report to a future committee which details the positive cultural change in the views of officers and their testimonies relating to the use of Naloxone

4.2 SPIKING UPDATE

Members noted the paper, with ACC Bex Smith, providing an overview. The following points were highlighted and discussed:

- Members noted that the prevalence of this particular crime has reduced since the same time last year and members were provided with detail on the number of crimes reported, the analysis of these crimes, screening of forensic samples and investigative oversight undertaken.
- Police Scotland advised that significant activity has been undertaken both internally with regards to awareness, operational toolkits and communication, and with external stakeholders and partners.
- Members asked for more detail on the forensic assessment of cases and Police Scotland advised that the turnaround is now much quicker and there is a triage process in place which prioritises the most serious and vulnerable cases first and this has proven to be an effective approach.
- With regard to the 4 cases that were detected, ACC Bex Smith advised that 3 of these were in a domestic setting, with the crime committed by partners/ex partners and the remaining case took place in a licenced premises via spiking of a drink. She added that every case is fully investigated and as yet there has been no evidence of spiking through injection.
- The Chair acknowledged the importance of partnership work and asked for further detail on this. ACC Smith advised members that Police Scotland have collaborated with various licencing premises and authorities, universities and student unions to improve confidence in the policing and prevention of this particular crime.

Members noted the report.

4.3 ONLINE CHILD SEXUAL ABUSE UPDATE

Members noted the paper, with ACC Bex Smith providing an overview. The following points were highlighted and discussed:

- Members noted that Police Scotland have discharged 7 of the HMICS recommendations with 4 remaining outstanding and ACC Bex Smith provided members with an update on the remaining open recommendations which are contained in the report.
- ACC Smith provided members with an update on the number of referrals, crimes recorded and the increasing demand in this area. She advised that 1710 children have been protected through this work and 984 people have been arrested and Police Scotland recover Child Sexual Abuse material in 63% of enforcements.
- Members welcomed the update and the work undertaken in partnership and prevention and the detail provided regarding progress in other key areas and acknowledged the scale and complexity of the challenge.
- ACC Andy Freeburn provided members with an update on Digital Forensics through the Policing in a Digital World Programme and noted that 29 new digital forensic staff have been recruited to assist with the increasing demand. He added that this has been, and will remain, a challenge with competing advantage from the private sector. ACC Freeburn stated that the current recruitment model is under review to address these concerns.
- Members acknowledged the challenges relating to use of technology to detect these crimes and asked Police Scotland to provide a report to the committee that explores the types of technology that might be used but isn't currently agreed or approved. ACC Smith provided an update on the potential use of Bio-metric data/technology and advised that this is being progressed through formal governance.
- Members were provided with an update on the various campaigns undertaken and advised this committee will be provided with details of the new external campaign coming in the spring. Members noted the intent to seek independent evaluation to see whether these campaigns have been successful in reducing instances of these crimes.
- Members welcomed the internal and external collaborative approach to this crime and asked for more detail on this. ACC Smith provided members with an update of the collaborative approach that is being taken with the NCA in addition to the ongoing collaborative multi-agency activity.
- Members asked Police Scotland to elaborate on the wellbeing support that is provided to staff. ACC Smith assured members that ongoing support is provided to employees in this area and provided

detail around the wellbeing strategy which will include psychological support, the tenure in these roles and regular meetings with support staff.

Members noted the report and the following action was agreed.

PPC 20221207-007 - Online Child Sexual Abuse – Police Scotland to provide a report to a future committee which details the potential introduction of technology that would be of benefit in this area.

4.4 SPA CORPORATE PARENTING STRATEGY UPDATE

Members noted the paper, with Sam Curran, SPA providing an overview. The following points were highlighted and discussed:

- Members noted that all actions, with the exception of one have either been delivered or are on track to be successfully delivered and the SPA continue to have engagement with care-experienced young people and Who Cares Scotland.
- Sam Curran advised members that the SPA Modern Apprentice post for a care-experienced individual is ready to be advertised, however, this has been delayed until the outcome of the budget is known. Members expressed their disappointment that this has been postponed and shared the hope that the new SPA/Police Scotland budget will allow this post to be advertised as soon as is possible.
- Members acknowledged the support for the Corporate Parenting Strategy by both the SPA and Police Scotland and Tom Halpin added that this topic featured strongly in the recent selection process for the new Deputy Chief Constable, which was well received and is a significant focus for senior leaders.

Members noted the report.

4.5 POLICE SCOTLAND CORPORATE PARENTING STRATEGY UPDATE

Members noted the paper, with Chief Supt Matthew Richards providing an overview. The following points were highlighted and discussed:

- Members were provided with a detailed update on the five key themes contained in the report, which Police Scotland hope to deliver in their Corporate Parenting Strategy:
 - Language and Stigma
 - Building Better Relationships
 - Supporting Children in Conflict with the Law
 - Offering Employment and Development Opportunities

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- Engage, Evaluate and Learn.
- Members welcomed the update and activities being undertaken by Police Scotland and asked for more detail on the engagement with young people that is being undertaken and how these conversations are taken forward into improvement/change activity. Police Scotland advised that colleagues are encouraged to feedback ideas from young people, school link officers play an important part in the provision of this feedback, along with a co-design group that has been proposed where PPCW work with young people to design an engagement framework with different participatory approaches to understand their views and perceptions of policing.
- Members asked whether a Children's Rights Impact Assessment will be included in this activity and Police Scotland advised they will seek an answer from PPCW.
- Members welcomed the reduction in the demand from children missing from care homes.

Members noted the report and the following action was agreed:

PPC 20221207-008 - Police Scotland Corporate Parenting Strategy

- Members asked whether a Children's Rights Impact Assessment will be included in this activity and Police Scotland advised they would consider and provide an update to the next committee.

4.6 SIPR ANNUAL REPORT

Members noted the paper, with Liz Aston, Director SIPR (Scottish Institute for Policing Research), providing an overview. The following points were highlighted and discussed:

- Liz Aston provided Members with a comprehensive update on the key activities undertaken by SIPR in 2021/22, including an update on the increase in staffing to support research for 2022/23.
- Members acknowledged the activity that SIPR intend to undertake in 2023 including, research, knowledge exchange, learning and innovation and partnerships.
- Members welcomed the report and Tom Halpin advised that he will represent the Authority as a member of the SIPR Board. He expressed praise for the Seldom Heard Voices in the Justice System presentation that took place in November and gave particular note to the contribution of Police Officers and staff in that research.
- The Chair requested further detail on 'maximising pathways to impact'. Liz Aston advised that SIPR's aim is to provide research that makes a difference and contributes to evidence based policy and practice changes. Members noted her comments regarding the importance of investment in research and how this can positively

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impact culture change, training and education. She advised that there is a positive and productive relationship between Police Scotland and SIPR and this is achieved through sustained routine interaction, the giving and sharing of evidence and research and the collective aim to maximise opportunities.

- Police Scotland advised that the organisation is building an online research knowledge hub to store relevant research and highlights.

The Chair thanked everyone involved in the planning, preparation and delivery of the meeting.

Meeting ended.

