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Work Plan

The updated Independent Advisory Group Work Plan reflects already agreed actions, what is complete or in place, and planned for future delivery. It is intended to stimulate ongoing discussion about the work required to ensure delivery against the terms of reference. This is an iterative programme, reflecting changes in priorities over time, while leaving sufficient flexibility to address matters urgently when this is required.

The agreed areas of focus are:

- i. The data and evidence required to support the work of the IAG as laid out in the terms of reference, and understanding what the data and evidence is telling us. Data and evidence will: be collated and reviewed; inform recommendations on an ongoing basis; and be reflected in public reporting.
- ii. Delivering and promoting access routes into the group via professional and community networks as well as open access via a public portal, to enable the public and impacted groups to share perspectives and give evidence to the IAG on their experiences. Findings are reviewed; inform recommendations on an ongoing basis; and are reflected in public reporting. Particular attention is paid to ensuring any disadvantaged or impacted groups are able to participate.
- iii. Maximising the use of the professional input and expertise from within and outside the group, to access and review supporting evidence, offer advice, and inform associated recommendations.
- iv. Focus on the human rights implications of the use of the temporary powers.
- v. Set up processes which allow the group to access data and public perspectives to offer advice on a “live” basis, to support the policing response to any changes in lock down and public health guidance.

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Work Stream	Actions	Status Update	Current Priorities
Communications – raising awareness of the work of the Advisory Group, establishing access routes into the group for public and stakeholders	<p>Email address for public communications</p> <p>Supporting correspondence for partners, public and interested groups</p> <p>Citizen Space portal set up for public feedback</p> <p>Website presence and public updates</p>	<p>COVID19IndependentAdvisoryGroup@spa.pnn.police.uk</p> <p>Circulated by IAG members to contacts and stakeholders.</p> <p>Launched 1 June 2020, the portal remains open in response to changing circumstances, to allow for ongoing public feedback, and as the work of the group continues.</p> <p>Web updates on the work of the group remain aligned to reports to the SPA. The latest meeting notes are made available online following each report to the SPA Board.</p>	<p>November 2020: Members are re-engaging with community and sectoral partners, to gain additional feedback on policing of the tiered approach, public impact and the range of public experience of policing during the pandemic.</p>
Engagement	<p>IAG members routinely reach out across their own networks to facilitate evidence gathering and support participation.</p> <p>Engagement and information</p>	<p>Members continue to promote participation, via professional and community networks.</p> <p>Alternative access channels are now available to help combat digital exclusion.</p> <p>IAG Chair has undertaken engagement and liaison with senior office bearers in the Scottish Police Federation and the Association of Scottish Police Superintendents.</p> <p>IAG Chair attended the June 2020 NISAG meeting, and the IAG is building closer links with NISAG, sharing</p>	<p>Ongoing promotion to continue to gather public and stakeholder perspectives.</p> <p>Continuing review of public feedback, and follow up action to address any gaps in participation</p>

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	sharing with the National Independent Advisory Group (NISAG)	<p>information where appropriate and strengthening the Advisory Group's access to NISAG members' expertise on equality, diversity and community well-being impacts.</p> <p>5 August 2020 – Article by IAG Chair for Policing professional community, published in Policing Insight. "Policing the pandemic: How Scotland's IAG led the way on human rights under emergency coronavirus powers".</p> <p>2 September 2020 - The work of the IAG, including the contribution of the academic community to the work of the group, features in SIPR Annual Report 2019/20.</p> <p>11 September - an invitation to contribute to IAG was extended to COSLA.</p> <p>COSLA, Scottish Community Safety Network, Scottish Government Police Division and the academic community contributed questions for the IAG/ SPA webinars, 30 July 2020 and 5 October 2020.</p> <p>30 October 2020 - Mike Callaghan COSLA Policy Manager attended and contributed to IAG discussions.</p> <p>6 November 2020 – Cllr Kelly Parry, COSLA Community Well Being Spokesperson, and Mike Callaghan COSLA Policy Manager. The perspective from COSLA members is that there has been a good, robust policing response, and that Police Scotland's approach has their members' full support.</p>	

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		<p>Any regional variations in enforcement, or variation in the number of FPNs issued locally, are of particular interest to COSLA members. There is strong awareness of the related challenges for policing, with varying public expectations on enforcement, and the potential risk of reduced public adherence over time.</p> <p>Looking ahead to 2021, major planned events were highlighted, including COP26 and the UEFA Football tournament, including additional challenges linked to COVID - 19. The COSLA CEO and senior representatives from Police Scotland will be discussing related planning in the near future.</p>	
Data and Evidence Gathering	Options, key questions and sources of evidence are identified and aligned with terms of reference. Data gaps are noted where they cannot yet be addressed.	<p>Professor McVie is leading additional analytical work, aligning Police Scotland data with SCTS information; and developing work on nominal data for report to the SPA Board January 2021.</p> <p>The IAG considers regular data updates from Police Scotland on use of the temporary powers.</p> <p>Interim data report on Police Use of Fixed Penalty Notices under the Coronavirus Regulations in Scotland prepared by Professor Susan McVie, reported to SPA Board 19th August 2020.</p> <p>An interim report on data for the Independent Advisory Group was prepared by Professor Susan McVie with assistance from Dr Fernando Pantoja and Dr Ana Morales (20 June 20)</p>	<p>Work is progressing to present a comprehensive review of data and evidence as part of the report to the SPA Board January 2021.</p> <p>Members are re-engaging with community and sectoral partners to provide ongoing insight and context, to enhance understanding of policing's use of the temporary powers.</p>

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Data and Evidence Gathering	<p>Engagement with staff and officers in different areas of Scotland to understand staff and officer perspectives.</p> <p>OPTICAL group</p> <p>SWAN Scotland survey</p> <p>Police Scotland "Your Police" and User Experience Surveys</p> <p>SPA Public Opinion Survey</p>	<p>Her Majesty's Inspectorate of Constabulary in Scotland ("HMICS"): Independent Advisory Group Report on Interviews with Police Scotland Officers and Staff (June 2020)</p> <p>John Scott, Martyn Evans, Ephraim Borowski and Susan McVie are members of OpTICAL.</p> <p>Evidence and outcomes considered by the IAG, and reported publicly to SPA board 19th August 2020.</p> <p>Members considered evidence from Police Scotland Strategy and Insight on findings from the "Your Police" and User Experience surveys including Covid-19 response and public confidence measures 7th August 2020</p> <p>Members considered evidence from the SPA Public Opinion Survey 31st July 2020, focusing on levels of public confidence in policing, and levels of support for the Police Scotland approach.</p>	<p>November 2020: Plans are in development for follow up officer and staff interviews early 2021, conducted by HMICS.</p>
Assessment of Human Rights Impacts	<p>D Quiroz (SHRC) guidance note for the IAG, incorporating relevant human rights provisions, for example, UN</p>	<p>Scottish Human Rights Commission ("SHRC") Paper to Independent Advisory Group Considering Police Scotland Use of Temporary Emergency Powers: Human Rights Guide to Examining New Police Powers in Response to COVID-19 (Diego Quiroz, June 2020)</p>	<p>November 2020: The IAG will continue to look at the policing of protests in a pandemic with a view to offering</p>

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<p>Assessment of Human Rights Impacts</p>	<p>Guidance on the use of force by law-enforcement personnel in time of COVID-19 emergency</p>	<p>SHRC paper on Article 11 of EHCR, considered at the IAG webinar 5 October 2020.</p>	<p>further reflections in its final report.</p>
	<p>Maria Galli (CYPCS) guidance note for IAG on human rights implications of regulations for children and young people</p>	<p>Children and Young People’s Commissioner Scotland (“CYPCS”) Briefing: The impact of emergency police powers on the human rights of children and young people in Scotland during the Covid-19 pandemic (Maria Galli, June 2020)</p>	
	<p>Review of Police Scotland Impact Assessment processes</p>	<p>Police Scotland processes to progress Community Impact Assessments, Equality and Human Rights Impact Assessment, and Child Rights and Wellbeing Impact Assessment were considered by the IAG 6 July 2020, as outlined in the report to the SPA Board 19 August 2020.</p>	
<p>Independent Children’s Rights Impact Assessment</p>	<p>Members were briefed by CYPCS and considered implications of the Independent Children’s Rights Impact Assessment 24 July 2020</p>		

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<p>Drawing in additional expertise</p>	<p>The IAG invites input from a range of academic experts in the field, to inform the group's deliberations. These discussions are more fully reflected in the meeting notes available on the IAG website – IAG Public Reports</p>	<p>Contributions from – 1 May 2020: Professor Steve Reicher 4 May 2020: Professor Ben Bradford 15 May 2020: Dr Peter Neyroud 22 May 2020: Dr Megan O'Neill, SIPR and University of Dundee. 29 May 2020: Fran Warren and Francesca Gualco, Scottish Government Justice Analytical Services. 1 June 2020: Professor Roger Halliday, Chief Statistician, Scottish Government. 15 June 2020: Dr Liz Aston, Director of the Scottish Institute for Policing Research (SIPR). 10 July 2020: Cliff Stott, Professor of Social Psychology, Keele University, Policing of Protests and the Pandemic. 21 August 2020: Dr. Michael Rosie, Senior Lecturer in Sociology, Programme Co Director Nationalism Studies, University of Edinburgh, Policing of Protests and the Pandemic</p> <p>2 October 2020 – Professor Steve Reicher, Professor of Social Psychology at the University of St Andrews, Policing and the Pandemic. Professor Reicher supported the introduction of additional mechanisms to enable people to comply with what they are asked to do. The rise of a blame culture was considered particularly damaging, undermining the sense of partnership and community, and encouraging people to report one another rather than help one another to adhere to rules and guidance.</p>	

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		<p>9 October 2020: Professor Ben Bradford, Professor of Global City Policing at the Department of Security and Crime Science, UCL, Policing and the Pandemic.</p> <p>Professor Bradford highlighted that in the UK, the police connect and mediate between communities and the state, separate from government. Overall, people feel connected to policing at community level, which supports the legitimacy of the service. In times of crisis in the UK, public confidence in policing tends to rise. Professor Bradford contrasted this with the approach of policing in some other countries which have seen much higher levels of enforcement and much greater protest about the restrictions.</p> <p>For the small number of people in the UK who do have regular contact with the police, 4 E's approach is particularly important in supporting their relationship with the police.</p> <p>30 October 2020 – Joe Griffin, Director of Safer Communities, Scottish Government.</p> <p>Discussions focused on the range of issues and challenges which can affect compliance for individuals and businesses; the importance of good communication and engagement, with the necessity for information to be available in various formats to reach and be understood by individuals and communities with differing needs. Additionally the role of partners in influencing behaviours and in strengthening the messaging of Government and other public sector bodies was emphasised.</p>	

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<p>“Sounding board” for Police Scotland forward planning and communications</p>	<p>Ongoing role for group members, as representatives of civic Scotland, offering personal and professional expertise, and insight from across their professional and community networks.</p>	<p>Group members had early sight of and offered feedback on refreshed guidance for officers, reviewed to take account of changing legislation and easing of lockdown.</p> <p>The group met with Gold Commander, DCC Malcolm Graham, for an overview of Operation Talla and related discussion.</p> <p>1 May IAG meeting – ACC Bernard Higgins (leads Police Scotland strategy and operations on service transition from lock down) attended to support IAG discussions to assist in informing strategy, including Communications.</p>	<p>Ongoing challenges of transition period and understanding the impact of easing and tightening lock down, including local and national restrictions.</p>
<p>“Real time” advice and guidance – to Police Scotland; and to wider stakeholders via professional and community networks</p>		<p>Real time contact with Divisional Commanders was established early in the work of the group, offering a “two-way street” for real time updates to members, and live input to Police Scotland to inform planning and response, and facilitate immediate discussion as required.</p> <p>Regular dialogue has been established between group members and Police Scotland at Executive and Divisional Command level on local policing and public impacts and perspectives, policing local lockdown, and the impact of transition through the Scottish Government’s phased approach out of lockdown.</p> <p>Completed – submission of open letter to Police Scotland from SWAN Scotland.</p>	<p>Managing the ongoing challenge of offering advice and support for policing’s response in a developing and “live” situation, and when there may be a time-lag in the availability of supporting evidence.</p>

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<p>“Real time” advice and guidance – to Police Scotland; and to wider stakeholders via professional and community networks</p>		<p>Experience of autistic people of COVID-19 legislation and guidelines Survey May-June 2020 (Dr Catriona Stewart, July 2020). Included as an Appendix to the report to the SPA Board 30 September 2020, with related discussion at the IAG webinar 30 July.</p> <p>Glasgow Disability Alliance. Advice on interactions with disabled people (Temporary Police Powers under Coronavirus Act); included as Appendix to the report to the SPA Board 19 August 2020.</p> <p>14 August 2020- Chief Superintendent George Macdonald, Divisional Commander of the North East (Aberdeen City, Aberdeenshire and Moray) attended the IAG, following the Aberdeen City local lockdown. Members were briefed on a positive public response and adherence to the regulations, and the impact on policing during a period of high demand and emergency response following the very serious rail incident at Stonehaven.</p> <p>11 September 2020- Divisional Commanders, Chief Superintendent Alan Murray, Renfrew and Inverclyde, Chief Superintendent Faroque Hussain, Ayrshire and Chief Superintendent Mark Sutherland, Greater Glasgow attended the IAG to update and discuss with group members the latest issues for local policing teams, and the impact of localised restrictions.</p> <p>The work of GDA on the impact of COVID-19 on disabled people featured in IAG Webinar discussions 5 October 2020 GDA Supercharged Covid-19 Report</p>	

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<p>"Real time" advice and guidance – to Police Scotland; and to wider stakeholders via professional and community networks</p>	<p>IAG Chair correspondence to SPA Interim Chair on the use of face coverings, and wider application of lessons learnt from policing the pandemic which may have wider application across retail and public services.</p>	<p>Sent 13th July 2020 Correspondence IAG Chair to SPA Interim Chair 13 July 2020</p>	
<p>Identify any additional work priorities to deliver against TOR</p>		<p>An initial review by the IAG Chair was undertaken, and reflected in forward planning for the IAG and the Chair's report to the SPA Board 30 June 2020. At the time, areas identified for future focus included Gaps in Powers, and Impact Assessments: Community Impact Assessment, Equality and Human Rights Impact Assessments.</p> <p>Police Scotland processes to progress Community Impact Assessments, Equality and Human Rights Impact Assessment, and Child Rights and Wellbeing Impact Assessment considered by the IAG 6 July 2020, as outlined in the report to the SPA Board 19 August 2020.</p> <p>Consideration of absence of power of entry for smaller gatherings – power now available. It appears that no new powers are being given in relation to travel restrictions.</p>	

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		No further evidence has been identified at this point relating to potential gaps in powers.	
Public reporting on progress	<p>Verbal report to SPA from IAG Chair 30 April.</p> <p>Written report to SPA board 20 May. Oral evidence to SPA from IAG Chair 20 May</p> <p>Oral evidence from the IAG Chair to the Justice Sub-Committee on Policing 9th June 2020.</p> <p>Written report and oral evidence to SPA 30 June 2020, 19 August 2020, 30 September</p> <p>Webinar - public events with the SPA Board 30 July 2020 and 5 October 2020.</p>	<p>Complete SPA Board Livestream April 2020</p> <p>Complete IAG report to SPA May 2020 SPA Board Livestream May 2020</p> <p>Justice Sub Committee on Policing 9 June 2020 business report</p> <p>The Chair and Professor McVie will provide additional oral evidence to the Justice Sub Committee Monday 23 November 2020.</p> <p>SPA Board Livestream 30 June 2020 SPA Board meeting 19 August 2020 SPA Board Meeting Livestream 30 Sept 2020</p> <p>July 30 IAG Webinar IAG October Webinar</p>	Progressing the work programme, gathering and additional evidence and further analysis, to deliver against the Terms of Reference. A substantive report and data analysis is scheduled for report to the SPA Board January 2021.