



Policing Performance Committee

10 December 2024

Minutes of the Policing Performance Committee held on 10 December 2024 via Webex

Board Members present:	Alasdair Hay - Chair Tom Halpin Katharina Kasper Mary Pitcaithly Chris Creegan
Board Member apologies:	Nil
In attendance:	<p><u>Scottish Police Authority (SPA)</u> Barry Sillers, Director Chief Executive (Strategy & Performance) Amanda Coulthard, Head of Strategy & Performance Scott Ross, Head of Change & Operational Scrutiny Martin Smith, Strategy & Research Lead Damian Armstrong, Change & Improvement Lead Rachael Nicolson, Policy Advisor Jenny Galbraith, Policy Advisor Catherine Reid, Governance Support Officer</p> <p><u>Police Scotland (PS)</u> DCC Alan Speirs, People & Professionalism ACC Tim Mairs, Local Policing East ACC Wendy Middleton, CJSD ACC Andy Freeburn, OCTTI ACC Catriona Paton, Policing Together Tina MacLucas, Principal Analyst Nicola Crawford, Senior Planning Performance Officer</p>

	<p>Chief Superintendent Barry Blair, Contact, Command & Control Division Chief Superintendent Matt Paden, Partnerships, Prevention & Community Wellbeing Chief Superintendent Vicky Watson, Governance, Audit & Assurance</p> <p><u>COSLA</u> Councillor Maureen Chalmers</p> <p><u>HMICS</u> HMCIC Craig Naylor</p>
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1. WELCOME AND STANDING ITEMS

The Chair welcomed everyone to the meeting, which was held via Webex. He advised that there were no Member apologies.

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 18 SEPTEMBER 2024 - FOR APPROVAL

Members approved the Minute of the Policing Performance Committee held on 18 September 2024 as an accurate record of the meeting.

1.4 ACTION LOG AND MATTERS ARISING

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

2.1 QUARTERLY POLICING PERFORMANCE REPORT – Q2 2024/25 – TINA MACLUCAS

Members considered the report which provided the Committee with an update in relation to Police Scotland's Performance at the end of Quarter 2 2024/25. During discussion and in addition to the written report, the following points were noted and discussed.

- Members considered a brief overview of the report which provided a deep dive into crimes of dishonesty, with a focus on theft by shoplifting and key insights on overall satisfaction from Police Scotland's User Experience Survey. It was highlighted that the report is structured under Less Crime, Safer Communities, Supported Victims and Thriving Workforce, as per the Chief Constable's Vision 2030.

- The Committee focussed their oversight and scrutiny on the following areas: public trust, overall crimes and offences, missing persons investigations, antisocial behaviour incidents and rape crimes.
- Members queried the public trust data and sought to understand if Police Scotland refer to other indicators to determine public trust levels. ACC Mairs advised that this data is a helpful source when disaggregated to divisional level, adding that it is one data source amongst many others that Commanders refer to.
- Members recognised the improvement in overall crimes and offences detection rates compared to last year. The Committee sought and received assurance that the reported decrease in detection rates for Group 8 crimes (Road Traffic Offences) is being addressed.
- The Committee sought to understand if Police Scotland have carried out any additional comparative crime rate analysis, in particular whether the increase in crime in Scotland compared to elsewhere in the UK is believed to be due to more effective enforcement activity or a rising prevalence of criminal behaviour. Police Scotland advised that benchmarking activity is ongoing in conjunction with SPA colleagues and Police Scotland regularly engage in various NPCC forums to discuss the rates of crime types.
- With regard to missing persons investigations, Members queried how Police Scotland ensure best practice is shared across divisions and with Partners. ACC Paton advised that Divisional Commanders attend the Missing Persons Group where lessons learned and best practice are shared.
- The Chair asked for a progress update on Police Scotland's analysis into the reported increase of rape crimes (19.8%). Tina MacLucas advised that the analysis is ongoing and proposed to present a rape deep dive at the 19 March 2025 PPC. The Chair was supportive of this proposal and action **PPC 20241210-001** was raised.
- Members sought to understand how Police Scotland are addressing antisocial behaviour (ASB). ACC Mairs advised that ASB underreporting is a concern, adding that Police Scotland compare crime surveys with their own data to identify where underreporting lies in this area.

Members noted the report and agreed the following action:

PPC 20241210-001 - Sexual Violence deep dive to be presented to better understand the increase in volume of reported rape.

2.2 POLICE SCOTLAND 2030 VISION: THREE YEAR PLAN BI-ANNUAL REPORT 2024/25 – TINA MACLUCAS

Members considered the report which provided an update in relation to Police Scotland's Three-Year Plan Bi-Annual Report 2024/25. During

discussion and in addition to the written report, the following points were noted by the committee and discussed.

- The Committee sought and received assurance that work is ongoing with partners to bring Milestone 1.05 (Improve partnership working with the NHS and local authorities and ensure data protection is prioritised while continuing to protect the public) back on track. Members were reassured to note that the Reform Collaboration group will be consulted to share best practice.
- Members expressed their support for the progress Police Scotland have made in relation to investment in data science, Artificial Intelligence and analytic capabilities detailed in Milestone 2.05. The Committee sought and received clarity on the priority areas of this work and opportunities that will materialise. ACC Wendy Middleton advised that there are several opportunities in the CJSD space.
- With regard to the singular red Milestone detailed in the report (Milestone 1.09 - Implement an effective resource management process that supports the dynamic movement of staff and officers across the organisation to better align to priorities), the Chair queried if this Milestone will be transferred to a future year of the plan or if it was being deprioritised. Tina MacLucas advised that this Milestone was marked red at the time of writing the report, when capital funding was the challenge. Members were assured that the red status does not mean this Milestone won't be delivered; it is a recognition that it won't be completed by the target date. Action **PPC 20241210-002** was raised.
- The Committee commended the work underway to better protect children and vulnerable people from harm and sexual exploitation (Milestone 3.01). They sought further detail on the work to develop a revised delivery model for public protection involving key stakeholders and partners. DCC Alan Speirs advised that the committee will receive an update in relation to this. Action **PPC 20241210-003** was raised.
- Members queried the implementation date for the Digital Evidence Sharing Capability (DESC). ACC Wendy Middleton advised that the roll out of DESC will conclude in September 2025.
- Members expressed their support for this report and were assured of the continued focus on pace towards delivery.

Members noted the report and agreed the following actions:

PPC 20241210-002 - Police Scotland to present a progress update regarding the Safer Communities Milestone 1.09: Implement an effective resource management process that supports the dynamic movement of staff and officers across the organisation to better align to priorities.

PPC 20241210-003 - Members to receive an update on the work underway to develop a revised delivery model for public protection involving key stakeholders and partners.

2.3 AQUISITIVE & RETAIL CRIME REPORT – ACC TIM MAIRS

Members considered the report which provided an update on the strategies and collaborative prevention activity in relation to acquisitive and retail crime. During discussion and in addition to the written report, the following points were noted and discussed.

- Members sought clarity on the timeline for this activity, which they noted was omitted from this report. ACC Mairs advised that officer training is currently being rolled out, work will continue in 2025 and in 2026 the impact of that work will be evaluated.
- The Committee sought and received assurance that all reports of assaults of retail workers will be investigated.
- The Committee supported the commitment that Police Scotland continue to work with partners to address acquisitive and retail crime.
- The Chair thanked ACC Mairs for the informative presentation and advised he was assured that Police Scotland are not stepping away from tackling this type of crime.

Members noted the report.

2.4 POLICE SCOTLAND RESPONSE TO PUBLIC CONTACT UPDATE – CS BARRY BLAIR

Members considered the report which provided an update on Police Scotland's response to public contact and insights into improvement activity. During discussion and in addition to the written report, the following points were noted and discussed.

- With regard to discontinued 101 calls, Members queried if callers were using 999 inappropriately by giving up waiting, discontinuing the 101 call and phoning 999. Police Scotland advised that unfortunately, this does happen. However, positive reasons for discontinued 101 calls were described such as there no longer being a requirement for the 101 call or the caller utilising the online contact facility.
- Members were reassured to hear that use of the online contact service does not create more demand for Police Scotland, instead it allows another channel to route non-emergency work to the Contact, Command & Control function.
- Members welcomed the insight into improvement activity and were reassured that Police Scotland routinely benchmark against other Forces across the UK.

- The Committee were supportive of available data being used to inform improvement in training, processes and contact guidance for the public.

Members noted the report.

2.5 CRIMINAL JUSTICE SERVICES DIVISION 5 YEAR DELIVERY SUMMARY – ACC WENDY MIDDLETON

Members considered the closure report in relation to the Police Scotland Criminal Justice Services Division 5 Year Vision and Direction, which has now been superseded by the Vision 2030 (Operation Evolve) and the Three-year Business Plan. During discussion and in addition to the written report, the following points were noted and discussed.

- Members sought and received assurance that partners have been fully sighted on closure of the CJSD 5 Year Vision.
- The Committee were supportive of the closure of the CJSD 5 Year Vision and agreed that future performance reporting from CJSD is provided against the Three-Year Business Plan for 2024-2027.

Members noted the report and endorsed the proposal to close the CJSD 5 Year Vision.

2.6 LIVE FACIAL RECOGNITION TIMELINE & UPDATE – ACC ANDY FREEBURN

Members considered the report which detailed the initial work of the Police Scotland, Scottish Police Authority and Scottish Biometrics Commissioner tripartite Live Facial Recognition tactical Short Life Working Group. During discussion and in addition to the written report, the following points were noted and discussed.

- Members queried the timescale of the national conversation and a commitment was made to share an outline with the Committee once there is confirmation that dedicated resource has been allocated.
- In respect of completion timescales, the Committee were advised that the new Head of Intelligence is working on the timeline to ensure it is as efficient as possible.
- It was requested that prior to production of a policy, a Live Facial Recognition Evidence report is presented at a future Policing Performance Committee. Action **PPC 20241210-005** was raised.
- The Chair advised that he looks forward to receiving the timeline at a future Policing Performance Committee.

Members noted the report and agreed the following action:

PPC 20241210-005 - LFR Evidence Report to come to PPC prior to the production of a policy.

2.7 SEX & GENDER REVIEW UPDATE – DCC ALAN SPEIRS & ACC CATRIONA PATON

Members considered the report which provided an update in respect of the on-going review in relation to the use of data relating to Sex and Gender within Police Scotland. During discussion and in addition to the written report, the following points were noted and discussed.

- The Committee acknowledged that Police Scotland have addressed this topic in a transparent and consultative manner. Members sought and received assurance around timescales, stakeholder engagement and were reassured that Police Scotland will seek to involve the Scottish Human Rights Commission in discussions.
- The Committee were given assurance on the wide scope of the review and queried the timescales of delivery, extent of stakeholder engagement and mechanisms for ensuring legal & policy compliance.
- Members requested and received further detail around the construction and flexibility of the legal framework and the scope of Police Scotland policies which will be included in the review.
- Members requested that Police Scotland's Sex & Gender Review Terms of Reference is shared with them. Action **PPC 20241210-004** was raised.

Members noted the report and agreed the following action:

PPC 20241210-004 - Sex & Gender Review: Terms of Reference to be shared with PPC Members.

3.1 POLICE SCOTLAND RESPONSE TO MENTAL HEALTH DEMAND – CS MATT PADEN

Members considered the update report which detailed the progress Police Scotland is making in respect of their response to mental health distress. During discussion and in addition to the written report, the following points were noted and discussed.

- Members sought and received assurance that progress is being made across the range of recommendations identified by HMICS and that Police Scotland are confident that they can deliver these.
- The Committee queried the development of the mental health dashboard. They were advised that the dashboard has been subject to ongoing recalibration. However, it is now live and will be a key reporting tool.

- HMCIC Craig Naylor advised that he was encouraged with the progress to date.

Members noted the report.

3.2 COSLA UPDATE REPORT – COUNCILLOR MAUREEN CHALMERS

Members noted the report. The following points were highlighted and discussed:

- Members noted the updates on events and the key areas of work undertaken by COSLA in relation to policing including; the National Community Justice Event held on 14 October 2024, the COSLA Police Scrutiny Convenors Forum held on 21 November 2024 and the Prisoner (Early Release) (Scotland) Bill.
- The Committee welcomed the key role that the SPA now has in the COSLA Police Scrutiny Convenors Forum and highlighted the importance of local level scrutiny to inform the national discussion. Cllr Chalmers noted the value of Police Scotland representatives being in attendance.
- Members sought and received assurance that COSLA are working to understand and monitor the impact the Prisoner (Early Release) (Scotland) Bill will have on local government.
- ACC Middleton advised that the impacts of Prisoner (Early Release) (Scotland) Bill on Police Scotland would be articulated and shared with Members. Action **PPC 20241210-006** was raised.

Members noted the report and agreed the following action:

PPC 20241210-006 - Information to be provided regarding the impacts of the early release of prisoner legislation on Police Scotland.

3.3 COMMUNITY CONFIDENCE ACTION RESEARCH FINAL REPORT – MARTIN SMITH

Members considered the summary of the final report for the Community Confidence Action Research (CCAR) Project. During discussion and in addition to the written report, the following points were noted and discussed.

- Members recognised the significant body of extensive SPA and Police Scotland partnership and engagement work that underpinned a summary of the final report for the Community Confidence Action Research Project
- Members commended the comprehensive report and expressed their gratitude to local authority groups for their valuable insights and contributions.

Members noted the report.

3.4.1 CORPORATE PARENTING PLAN 2024-2027 – ACC CATRIONA PATON

Members considered the draft Police Scotland Corporate Parenting Plan 2024-2027. During discussion and in addition to the written report, the following points were noted and discussed.

- Members sought clarification around continued engagement to inform plans, initiatives and projects over the lifetime of the plan. ACC Paton assured Members that colleagues within the Policing Together portfolio are working with communities to ensure the plan meets the needs of young people. Further to this, dedicated resources have been recruited to continue engagement with children and young people.
- The Committee were supportive of the Plan and look forward to receiving progress updates at future committee meetings.

Members noted the report.

3.4.2 UNCRC UPDATE – ACC CATRIONA PATON

Members considered the report which provided an update on Police Scotland's progress towards achieving UNCRC compliance following the enactment of the UNCRC (Incorporation) (Scotland) Act 2024. During discussion and in addition to the written report, the following points were noted and discussed.

- Members were supportive of the Child Rights Impact Assessment being a standalone document, rather than being subsumed within the Equality & Human Rights Impact Assessment.
- The Chair advised he would welcome the opportunity to view the 9-minute video that details the purpose of UNCRC and how its enactment will impact the organisation. Police Scotland agreed to share the UNCRC awareness session video with Members.

Members noted the report.

3.5 SPA CORPORATE PARENTING PLAN – RACHAEL NICOLSON

Members considered the report which provided an update on the Authority's actions as a Corporate Parent and the Authority's Corporate Parenting Plan for the 2024-2027 period. During discussion and in addition to the written report, and deep dive presentation, the following points were noted and discussed.

- The Chair highlighted the significance of the efforts by Who Cares? Scotland, noting that Board Members gained a comprehensive understanding of their responsibilities during a training session.

- Members advised that they look forward to receiving progress updates at future Policing Performance Committees.

Members noted the report.

4.1 Q2 POLICE SCOTLAND SERVICE IMPROVEMENT OVERVIEW: HMICS IMPROVEMENT PLANS – CS VICKY WATSON

Members considered the report which provided an update of recommendations from HMICS Inspections selected for review. During discussion and in addition to the written report, the following points were noted and discussed.

- Members queried Police Scotland’s process of prioritising HMICS recommendations. They were assured that Police Scotland acknowledges the importance of all recommendations and initially prioritises those with specified timescales.
- The Committee recognised the positive steps taken to revise the format of this report in response to previous feedback. However, sought assurance that work to progress the open actions is progressing and on track. Members were assured that this detail will be articulated in future reports.
- Members recognised the positive progress continuing to be made, including the completion of two improvement plans and specific improvements made in relation to hate crime and the Contact Assessment Model.
- Members sought and received assurance from Police Scotland around their internal governance process to track the progress of all recommendations.
- The Committee welcomed assurance that Police Scotland is on track to meet the recommendations and noted the effort and focus in these areas.

Members noted the report.

4.2 HMICS RECENT REVIEW PUBLICATIONS – HMCIC CRAIG NAYLOR

Members considered the Thematic Inspection of Police Response to Missing Persons in Scotland. During discussion and in addition to the written report, the following points were noted and discussed.

- Mr Naylor expressed his gratitude to Police Scotland for the support and professionalism of officers and staff during the inspections.
- The Committee were advised that Police Scotland have a high level of capability in this high demand area and added that the C3 function is effective in identifying and tasking out Missing Persons cases.

- Members queried the status of recommendations regarding national leadership and whether HMICS are assured there are clear plans to align Missing Persons under one role in the organisation. Mr Naylor advised that there were initial concerns due to the turnover of Policing Together leadership and lack of sufficient senior ranking officers working within Missing Persons to drive transformation. However, he can now see traction of the recommendations due to the current leadership from ACC Paton and CS Paden.

Members considered the Thematic Inspection of Road Policing in Scotland. During discussion and in addition to the written report, the following points were noted and discussed.

- Mr Naylor informed the Committee that the level of specialist training in this area is robust although he expressed concerns around the backlog and availability of the training. Mr Naylor advised that he believes there is a shortage of Road Policing Officers, noting that the number of these officers have reduced since the inception of Police Scotland.
- The Committee queried if Police Scotland plan to increase the number of ANPR cameras they use. Mr Naylor noted that there are concerns around the inconsistency of tools within Road Policing vehicles and advised Police Scotland could deploy other Road Policing crime detection methods such as local policing officers using handheld radar speed detectors. Members were advised that engagement has begun with local policing to discuss options.
- CS Hilary Sloan assured the Committee that while the inspection was being conducted, a significant amount of partnership working was taking place which address the concerns mentioned in Mr Naylor's update.
- The Chair welcomed CS Sloan's proposal to provide a Road Policing update at a future Policing Performance Committee.

Members noted the reports.

4.3 INDEPENDENT CUSTODY VISITING SCHEME – SCOTT ROSS

Members considered the report which provided an update on the activities of the Independent Custody Visiting Scheme for the period April – October 2024. During discussion and in addition to the written report, the following points were noted and discussed.

- It was highlighted to Members that the majority of detainees expressed positive comments on their treatment in custody.
- There have been no instances in relation to the Optional Protocol to the Convention against Torture in this period.
- The Chair acknowledged the commitment from Police Scotland

custody officers and staff to ensure custody is a safe environment for detainees and he gave thanks to the ICVS team and the volunteers for their valuable work.

Members noted the report.

End.

