

<b>Meeting</b>	<b>Authority Meeting</b>
<b>Date</b>	<b>30 June 2021</b>
<b>Location</b>	<b>Video-conference</b>
<b>Title of Paper</b>	<b>Committee and Oversight Group Reports</b>
<b>Presented By</b>	<b>Committee and Oversight Group Chairs</b>
<b>Recommendation to Members</b>	<b>For Discussion</b>
<b>Appendix Attached</b>	<b>No</b>

## PURPOSE

To provide the Authority with an update on business progressed through the following Committee and Oversight Group which have met since the last Authority Meeting:

- People Committee
- Policing of Cop26 Oversight Group
- Legal Committee
- Policing Performance Committee
- CAM Oversight Group
- Resources Committee

The following Committees have not met, but are scheduled to meet in the coming weeks:

- Forensic Services Committee
- Audit, Risk and Assurance Committee
- Complaints and Conduct Committee

<b>Committee</b>	<b>Chair</b>	<b>Date</b>	<b>Page</b>
People Committee	Mary Pitcaithly	27.05.21	3
Policing of Cop26 Oversight Group	Tom Halpin	07.06.21	6
Legal Committee	Paul Edie	07.06.21	8
Policing Performance Committee	Michelle Miller	08.06.21	9
CAM Oversight Group Committee	Martyn Evans	16.06.21	11
Resources Committee	Robert Black	17.06.21	13

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## Summary report from People Committee

27 May 2021

Mary Pitcaithly, Committee Chair

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*During the current period of social distancing and other restrictions as a result of the COVID-19 pandemic, a full recording of the public items of business taken at this meeting can be accessed at*

*<https://livestream.com/spa/peoplemay21>*

*The formal minute of the public items of business will be available at the next meeting which is scheduled for August. This will also be published on the SPA's website.*

### **Main items of business**

- Health & Safety Report Quarter 4 2021 & YTD 2020/21
- Annual Wellbeing Q4 end of year report 2020/21
- Annual People Management Information Report
- Workforce Equality and Diversity Report
- Strategic Workforce Planning Implementation Update
- People & Development Annual Delivery Plan End of Year Closure Report
- Format of future meetings
- SPA Executive Recruitment Closure Report

### **Key issues raised**

The Chair welcomed Members and attendees to the first meeting of the new People Committee and in particular a welcome was extended to Staff Association and Trade Union representatives who attended as observers at this first meeting.

### **Health & Safety Report Quarter 4 2021 & YTD 2020/21**

Members considered the quarterly report and year to date data and interrogated the information provided in a number of key areas including the recent disorder in and around George Square, ongoing H&S investigations, PPE requirements and access to equipment, custody arrangements and fire safety across the Police Scotland estate.

Members considered the new 3 year Strategic Action Plan and noted progress in this area will be reported to the Committee.

### **Annual Wellbeing Q4 end of year report 2020/21**

Members received an update on use of core wellbeing services and explored possible reasons for a reported reduction in Employee Assistance Programme (EAP) contacts compared to the previous year. The Committee welcomed the proactive Trauma Risk Management (TRiM) response to the disorder in and around George Square and were advised of work to expand TRiM capacity. An update was provided on the current mental wellbeing programme.

### **Annual People Management Information Report**

Members considered the report which provided an update on Police Scotland workforce as at the end of the Financial Year, 2020/21 and explored a number of specific areas with clarity being sought in respect of changes in both staff and police officer data.

Potential impact of the recent pension remedy on forecast retirements was discussed and the committee heard Police Scotland colleagues were confident that the risk was able to be managed.

Discussion took place in respect of officer gender balance, absence levels and underlying reasons. Members welcomed planned work which will seek to address recent increases in re-rostered rest day levels.

Members noted the need, generally, to improve analysis and insight, given links between the data and the Strategic Workforce Plan.

### **Workforce Equality and Diversity Report**

Members considered the new Equality, Diversity & Inclusion (EDI) Employment Framework, developed in collaboration with Diversity Staff Associations, and noted recent Mainstreaming and Equality Outcomes Progress Report publication for 2019-2021 and development of new SPA/Police Scotland Joint Equality Outcomes. The Committee considered an update which was provided on activity in this area and Members welcomed the clear commitment demonstrated by Police Scotland in this area.

### **Strategic Workforce Planning Implementation Update**

Members received an update on workstreams being progress under the SWP, covering modified duties, shift patterns, operational base levels, annual leave policy and practice, police staff terms and conditions, rank ratios, and rural and remote recruitment and retention.

### **People & Development Annual Delivery Plan End of Year Closure Report**

Members considered a report outlining completion of activity under the 2020/21 People Strategy ADP, noting activities subject to slippage or requiring to be re-profiled, and congratulated Police Scotland on the extent of delivery, despite the impact of COVID.

**Future Committee Format**

Representatives from UNISON, Unite, ASPS and the SPF shared their observations from the People Committee meeting and attendees discussed and agreed on broad engagement to be adopted for future meetings.

**SPA Executive Recruitment Closure Report**

Members noted the report, outlining the approach followed and lessons learned in respect of recent SPA Chief Executive and Deputy Chief Executive (Resources) recruitment activity.

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**Summary report from COP26 Oversight Group**

**7 June 2021**

**Tom Halpin, Committee Chair**

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**Main items of business**

- Operational Planning Oversight
- Event Planning Exercise Programme
- Post Incident Process
- Criminal Justice and Custody Matters
- Independent Custody Visiting
- Internal Assurance and Review

**Key issues raised**

- Members of the Group received an update on Testing, Exercising and Readiness (TER) in the run up to COP26, and assurances were provided around the multi-agency Integrated TER Programme. With timing being critical, the TER Programme will continue to ensure where threats and risk to security have the potential to arise, mitigating actions and training are in place.
- The Gold Commander provided the Group with an operational update and reassurance around: current timelines; PPE provision and responsibility; community and business engagement; Workforce Agreements, including with wider UK-Federations; and the strategic engagement being carried out to ensure wider community and stakeholder buy-in.
- Members were provided with an update on a recent visit by the senior COP26 Command Team to the site of the G7 meeting in Devon and Cornwall. It is anticipated that the G7 Command Team will attend the COP26 and Members were assured that learning and knowledge exchange mechanisms are in place, and informing decision-making.
- The Group received a comprehensive report on preparations for any Post Incident Process, which may be required in the event of death or serious injury. Assurance was provided around the determination to maintain public confidence and safety, as well as the safety and wellbeing of officers involved. Members also raised the issue of complaints handling across jurisdictions, and were given assurance

through the establishment of a national development group focused in this area.

- Members were given a detailed update on criminal justice preparations from Police Scotland, with a particular focus on custody arrangements and capacity. The Group sought assurances around children in custody, with clear responses and detail being provided. With special arrangements now in place in relation to weekend courts and the temporary suspension of summary trials, preparations in this area continue to gather pace, and Members will continue to receive updates at future meetings.
- SPA Officers gave a verbal update highlighting the role carried out by the Independent Custody Visiting Service (ICVS), highlighting that there is good and on-going engagement with Police Scotland on key areas of interest and plans for ICVS during COP26.
- Finally, Members had the opportunity to discuss the first of two Internal Audit reports on Assurance Mapping. An Action Plan has been put in place on recommendations, and Members will continue to monitor progress going forward.

### **Conclusions reached / actions agreed**

- Members sought further future assurance and update on the Event Planning Exercise Programme, particularly around the timelines, given their criticality; the Strategic Engagement Group and National Community Impact Assessments; and a finalised plan for ICVS at COP26.
- Planning for July's meeting of the Oversight Group will be undertaken in consultation with Police Scotland, in order for further assurances to be provided to Members as COP26 approaches and preparations and planning continue to mature.

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## **Summary report from Legal Committee**

**7 June 2021**

**Paul Edie, Committee Chair**

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### **Main items of business**

- The Committee met in private to consider one matter.

### **Key issues raised**

- Members considered the report prepared by Police Scotland Legal Services and the recommendations.
- Members sought clarity and assurance around standards within other areas of business within the Police Scotland organisation.

### **Conclusions reached / actions agreed**

- The Committee approved the recommendations made, and requested a report to the next Legal Committee addressing issues raised from the report.



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## Summary report from Policing Performance Committee

8 June 2021

Michelle Miller, Committee Chair

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*The formal minute of the public items of business will be available at the next meeting which is scheduled for September. This will also be published on the SPA's website.*

*During the current period of social distancing and other restrictions as a result of the COVID-19 pandemic, a full recording of the public items of business taken at this meeting can be accessed [here](#).*

### **Main items of business**

- Performance
- Corporate Parenting and UNCRC
- Operational Policing Issues
- Public Confidence

### **Key issues raised/ Actions agreed**

#### **Performance Reporting**

Members discussed how demand and activity data from 2020/21 will inform a more detailed analysis, considering patterns, trends, and regional and demographic variations. When discussing changing demand in the last year, members recognised that increases in some areas, such as online crime, are 'new' demand and are in addition to physical crimes, and this increase is likely to continue.

The significant amount of activity reported through the Chief Constable's annual assessment of policing, the SPA Corporate Performance and Forensics Performance reports was acknowledged by members, recognising the extraordinary efforts of all officers and staff during the pandemic.

Members noted the increase in hate crime and sought detail on plans to address this. Further information will be shared at a future meeting of the Committee.

Members welcomed the revised performance framework. They commended the progress made to date and acknowledged that the update reflects previous feedback.

#### **Corporate Parenting and UNCRC**

Members welcomed the work on development of a Corporate Parenting Plan, which supports UNCRC incorporation.

The importance of collaboration in addressing diversity of activity across the country was stressed, and linkages made to the impact this work has on wider public confidence in policing. Members also welcomed the strong and continued commitment to the rights-based approach in relation to corporate parenting and UNCRC incorporation.

Members sought assurance regarding the resourcing implications of this work, and stressed their support for the commitment that is evident behind the detail provided in the report.

### **Custody**

Members sought assurance that further data capture and analysis will be carried out on children in custody and the role of local authorities in providing places of safety as an alternative to custody, recognising that the current limitation on data is a wider issue across the justice sector.

While the improvement plan for this work is welcomed, members sought assurance that there is a long-term strategy for custody, which covers all recommendations, health and safety, vision and estate investment plan.

### **Operational Policing**

Members welcomed the Code of Practice for RPAS, together with the commitment to ongoing discussion and engagement.

Members welcomed the update on digital triage devices and the clear evidence of applied learning. They stressed the need for data capture systems that allow the improvements in turnaround time to be evidenced. There was discussion on the need to develop a public engagement strategy as part of the wider cyber implementation plan.

Members were supportive of the positive approach to consultation, engagement and impact assessment on the roll out of Tasers, and of the commitment to ongoing local engagement at divisional level.

Members were updated on progress to implement the roll out of Body Worn Video to armed policing officers before COP26.

### **Public Confidence Surveying**

Members welcomed the further regional analysis of SPA public confidence polling data, and the commitment to more granular analysis of these data.

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## **Summary report from CAM Oversight Group**

**16 June 2021**

Authority Meeting  
Committee and Oversight Group Reports  
30 June 2021

## **Martyn Evans, CAM Oversight Group Chair**

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### **Main items of business**

- The CAM journey, integration into business as usual, and the contribution made by the programme to policing and public service;
- Work underway and in development to deliver a Modernised Contact and Engagement Programme, including a Contact, Engagement and Resolution Project;
- The future of the CAM Oversight Group now that it has delivered on its remit, and future arrangements for the oversight of call handling.

### **Key issues raised**

- Members were briefed on and discussed an overview of the CAM programme from initiation to completion, progress against delivery milestones, and accelerated delivery to support the COVID-19 response;
- Individual C3 business areas now oversee the embedding of CAM into business as usual, with mechanisms for quality assurance and performance monitoring in place;
- User experience surveys are monitored on an ongoing basis, and there have been consistent user satisfaction rates in excess of 80% for call handling;
- Members were briefed on and discussed ongoing and developing work on the Modernised Contact and Engagement Programme (MCE), focused on blending ICT system replacement projects with people, practice and process change founded on what CAM delivered, to modernise the way Police Scotland communicates and engages with the public;
- The Contact Engagement and Resolution Project sits within the MCE programme, and focusing on further developing the Mental Health Pathway; Enhanced Victim Journeys to ensure that the most appropriately trained officers engage with victims at the earliest possible stage; and Crime Management of Direct Crime Recording;
- Members discussed the requirement for and benefit of ongoing oversight of these developing work programmes;
- HMICS indicated a further inspection of CAM is likely to take place between January and March 2022.

**Conclusions reached / actions agreed**

- Members congratulated Police Scotland and the officers and staff involved on the successful delivery of CAM, including the accelerated roll out and its contribution to Op Talla, with planning and execution being considered exemplary;
- Members agreed that the CAM Oversight Group had delivered on its remit, and should be brought to a close;
- Proposals will be brought to the Board in August 2021, to formally bring the CAM Oversight Group to a close, and to ensure ongoing oversight of call handling and the Modernised Contact and Engagement Programme.

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## Summary report from Resources Committee

17 June 2021

Robert Black, Committee Chair

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*The formal minute of the public items of business will be available at the next meeting which is scheduled for 5 August 2021. This will also be published on the SPA's website.*

*During the current period of social distancing and other restrictions as a result of the COVID-19 pandemic, a full recording of the public items of business taken at this meeting can be accessed at <https://livestream.com/spa/resourcesjune21>*

### **Main items of business**

- Provisional year end outturn 2020/21.
- Importation of goods from the EU.
- COP26 finance update.
- Business cases:
  - Emergency Services Mobile Communication Project (ESMCP) Full Business Case (FBC) update
  - Digital evidence sharing capacity (DESC) project FBC
  - Body worn video for firearm officers FBC
  - Contract Engagement Resolution Project (CERP) Initial Business Case (IBC).
- Contracts:
  - Review of contract compliance;
  - Contract awards recommendations - Provision of Hard FM and Bodyworn Video
- Marine Rib Boat.
- Update to Authority's Financial Regulations.

### **Key issues raised**

- Members consider a further detailed outturn report which is subject to external audit. Members scrutinised the report including: how budgets were managed; cash flow and reform under/ overspends. It was recognised that during a difficult year finance has managed the overall financial position well and in line with forecast.
- Police Scotland provided an update on the impact of changes since Brexit on the importing of goods from the EU. At this stage there is no evidence of increased prices, however, there may be a gradual impact over time.

- **Business cases**
  - Members heard an update on the Emergency Services Mobile Communication Programme (ESMCP) project. This is a Home Office led project has been revised and the current FBC represents a more credible plan with positive changes in project management from the Home Office.
  - The Digital Evidence Sharing Capacity (DESC) FBC and Memorandum of Understanding (MOU) were presented. Members thanked Police Scotland for previously providing a detailed briefing on the project. There was consideration of financial safeguards and data risks.
  - Members considered the Body Worn Video for armed policing FBC. Members were supportive of the project and sought assurance that the solution could be delivered in time for COP26.
  - CERP project. Members considered the IBC and noted the planned work to develop the FBC which would be considered at a future meeting of the committee.
- **Contract awards**
  - Hard FM Services it was noted this is an extremely high value and high profile contract. Members considered the proposal including: financial / non-financial benefits; performance management; contract deliverability; contractor empowerment; contractor's financial position.
- Members were briefed on an innovative opportunity to trial a new operational marine unit rib boat. Consideration was given to: financial, reputational, insurance, risk and other due diligence matters.

### **Conclusions reached / actions agreed**

- Police Scotland to provide further information on reform budget underspends.
- The following items were recommend The Authority for Approval;
  - DESC project MOU
  - Body worn video project FBC & contract award
  - Hard FM contract (Members request to provide further information on the financial strength of the proposed supplier to in advance of Board consideration)
  - Authority's Financial Regulations