

Meeting	Authority Meeting
Date	25 November 2020
Location	Video-conference
Title of Paper	SPA Interim Chair's Report
Presented By	David Crichton
Recommendation to Members	For Discussion
Appendix Attached:	Yes

PURPOSE

To provide a report on the main priorities and challenges facing the work of the Authority at present and over the next 3-4 months.

Introduction

Our last Board meeting was on 30 September, when I reported on: the Spending Review; Diversity and Equality; Dame Elish Angiolini's "Independent Review of Complaints Handling, Investigations and Misconduct in Relation to Policing"; our oversight of policing the pandemic; and progress with the development of the Authority itself. All of these remain current and have moved on to varying degrees since our last meeting. I will provide an update on each in this report and they will be discussed in greater detail during our meeting.

Our main thematic report at this meeting is on the demands on policing related to incidents involving citizens experiencing mental health distress, and I am particularly pleased to see this coming to the Board. Also at this meeting we have reports on Brexit contingency planning, and on the last quarter's performance of policing, Forensic Services and Finance. Quarterly reports on Health, Safety and Wellbeing are also on the agenda.

Mental Health Demand

It has long been recognised that a large proportion of incidents handled by police officers are related to people living with mental health problems and distress, and the issue has been frequently highlighted at previous Authority Board meetings. It has been widely reported recently that the pressures of dealing with the pandemic are placing the mental health of many more people at risk and so the demands on policing will inevitably increase.

Officers will always respond to such incidents, but there are health, time and financial consequences from doing so. First and foremost, a police response is rarely the most appropriate one for people in such distress and may in fact exacerbate the problem. So the sooner they can receive support and treatment from a mental health professional the better. Also, the displaced demand on officer time is substantial – not just in attending the incident itself but in ensuring the individual involved is taken to a place of safety and treatment.

Police Scotland now has quantitative data to measure the scale of the problem and its impact, and a number of initiatives are already underway with the NHS and others to mitigate it. But it is an issue which requires much greater attention and innovation across Government, many more public services than just policing, and wider civic society. It provides an opportunity to apply the Christie Commission principles, planning and budgeting on a cross-sector basis, and the encouragement of more local

initiatives with the third sector. I hope the discussion of the paper at this meeting will help inform and encourage new and more urgent approaches to this growing problem.

Spending review

I have made clear the Authority's position on the structural deficit at our last few Board meetings, and it remains the same: the deficit is unsustainable, and without either or both of an increase in core budget or a reduction in officer numbers there is no short-term route to eliminating it. The Chief Constable and I are meeting again on 23 November with the Cabinet Secretaries for Justice and Finance to look in more detail at our financial scenario planning.

Review of Complaints Handling, Investigations and Misconduct Issues in Relation to Policing

Dame Elish Angiolini published the final report on her Review on 11 November. The complaints handling process across the policing system has long required fundamental improvement. The Authority welcomed the commissioning of the Review and has contributed information and advice throughout. The Review's findings and recommendations now require very detailed, constructive consideration and that is already under way.

The Authority will provide a written submission to the Justice Committee's Sub-Committee on Policing for its evidence session with Dame Elish on 7 December and the Board will be meeting with Dame Elish on 9 December to discuss her report in person. Many of her recommendations require legislative change which will take time but, as happened when the Review's interim report was published, we will work with partners across the Justice system to identify where early improvements in practice can be made pending legislative change.

Diversity and equality

Dame Elish's report also covers culture and behaviour in Police Scotland. It draws attention to concerns expressed by the associations which represent diverse communities within the police service about persistent problems of discrimination. The Authority's August Board meeting discussed a paper from Police Scotland on diversity and equality which recognised that improvements were required and which included details of the positive action being taken. I reported further on the issue at our September Board meeting and have continued my own series of discussions with representatives of the various diversity associations.

We have no doubt of the deep commitment of the Chief Constable and his leadership team to promoting diversity and tackling discrimination and abhorrent behaviour. The testimony of those associations and the officers and staff who they represent reinforce that, as in any other part of society, doing so requires constant vigilance and prolonged, intensive, practical action. I know that the Chief Constable will say more on this at our meeting.

Policing of the pandemic

On 17 November, the First Minister announced changes to local protection levels and made travel restrictions regulatory in parts of the country. This changes once again the context for policing of the pandemic and the Authority continues to support the core principles which Police Scotland has adopted throughout and which has served so well to date, with enforcement being applied as a last resort when breaches are flagrant and persistent.

We have now completed our third wave of polling to test the public's confidence in the policing of the pandemic and their continued willingness to comply with advice and regulations. I am pleased to say that the results confirm that public confidence in the service remains high and consistent across the country. The full survey data will be published on our website on 25 November.

This Board meeting was originally intended to be the one at which John Scott QC presented the final report on the work of his Independent Advisory Group (IAG). Events clearly overtook that ambition some time ago. Mr. Scott is unable to join us at this meeting but has provided an update which is attached to this report. The work of the IAG will continue with the same terms of reference and membership, albeit meeting less frequently.

Policing Governance Roundtable

The Interim Chief Executive and I attended the second Governance Roundtable on 12 November. The meeting was chaired by the Cabinet Secretary for Justice, and was also attended by the Chief Constable and DCC Taylor, Her Majesty's Inspectorate of Constabulary in Scotland (HMICS), the Police Investigations and Review Commissioner (PIRC), Audit Scotland and senior Scottish Government officials. The meeting recognised improvements in collaborative working across the scrutiny system in the past year, accelerated by the shared response to COVID19.

A report on the meeting will be published by Scottish Government in due course.

Authority development

The Authority's new organisational structure came into force on 2 November. Recruitment to the vacant positions continues, some excellent new appointments have already been made and I am delighted to welcome new colleagues to the organisation. Interviews for the position of Chair will take place shortly, with confirmation of an appointment still expected in mid-January. Applications to fill the vacancies on the Board closed on 23 November and interviewing is scheduled to begin on 11 January 2021.

RECOMMENDATIONS

Members are invited to discuss and note the content of this report.



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19 November 2020

David Crichton Esquire
Interim Chair,
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Dear David,

FUTURE OF THE INDEPENDENT ADVISORY GROUP (“IAG”)

At the time of our last report to the Board for its meeting on 30 September, it was anticipated that the work of the IAG would be winding up around now and that we would submit a final report for the Board meeting on 25 November. As you know, things have changed.

Further to my recent discussion with David Crichton, Vice-Chair of the Authority, and discussions within the IAG, it has been agreed that the Group will continue its work for a further period of time, the duration to be determined by the extent of continuing existence and use of emergency powers by Police Scotland.

In September, we saw increased restrictions following a reasonably sustained period of easing. Restrictions have continued to develop at a national, regional and local level with the new Tier system

introduced to replace to Scottish Government's Routemap out of Lockdown.

We have seen additional challenges to restrictions – in practice and in principle - in the areas of law, politics and the media. While additional scrutiny of government action is entirely appropriate, indeed welcome, public debate has become increasingly polarised between the significant minority who appear to want greater enforcement and an apparently growing minority who want none. Our suspicion is that neither of these groups speak for the majority of the public who remain worried and uncertain as to the best course of action by government, while prepared to do what is best for the community as a whole. It will be apparent with an increase in, or greater attention to, the two minorities, the role of policing becomes ever more challenging. In our discussions, it was agreed that the need for additional human rights scrutiny and advice still existed, and that we should continue our work to offer assurance to the public that policing of the pandemic remains in line with Police Scotland values and human rights principles.

FREQUENCY OF MEETINGS

We will keep under review the frequency of our meetings which have continued on a weekly basis until now. We have discussed the possibility of meeting instead every two or three weeks. If the frequency changes, we would retain the option of arranging additional meetings at short notice if required. Much of our work has been done between meetings and this will, of course, continue.

DATA

Professor McVie continues to work on data from the earlier stages of lockdown up to the end of May 2020. This work has focused on the characteristics and circumstances of those individuals who were issued with Fixed Penalty Notices, with a view to understanding more about the underlying factors that impacted on compliance during the first wave of the pandemic. She has also been working with the Scottish Courts and Tribunal Service to provide an additional perspective on the outcomes of enforcement from that period. We consider it important to complete this work to allow us to offer lessons from lockdown at its earliest and most restrictive phase.

In addition, Professor McVie will analyse more recent data to bring the picture more up to date and reflect some of the differences in restrictions more recently.

OPTICAL GROUP (Operation TALLA Information, Collation, Assurance and Liaison)

Police Scotland continues to support our work in a number of ways – the attendance at IAG meetings by members of the Executive Team as well as regular discussions with Divisional Commanders. Crucially, our work is assisted by the OptICAL Group chaired by ACC Gary Ritchie. That group has also met weekly, usually just before the IAG meetings and deals with all data and information requests. It has proved invaluable to our work. Four members of the IAG – Professor McVie, Martyn Evans, Ephraim Borowski and me – attend OptICAL meetings and ACC Ritchie regularly attends IAG meetings.

SURVEYS

We continue to listen to the views of the public in a number of ways, including through public surveys carried out by Police Scotland and the Scottish Police Authority. The Authority has kept open a public portal for the public to offer its experiences and views on the emergency powers. It remains available until the end of November at which time its use will be reviewed.

This and the surveys provide qualitative information which helps to supplement and contextualise the data.

LIVED EXPERIENCE

We are reaching out through our networks to try to hear from some of those groups who feature in the data in terms of failing to adhere to regulations. We want to understand the issues affecting adherence, whether they relate to deprivation or other economic pressures, poor and ineffective communications, or other factors.

In addition, we are looking at options for additional interviews of police officers and other Police Scotland staff. Gill Imery's team at HMICS carried out interviews for us in June and we think that there would be considerable benefit in a further round of interviews to give us perspectives on the latest phase of the pandemic from both sides

of the frontline of engagement with the public. We are looking at these interview taking place in early 2021.

EXPERTS

We continue to engage with relevant academics and experts to inform and assist our work. Details are attached in the Workplan.

STUDENTS

Having identified the handling of the return to university and college as an example of poor communications and inadequate information and reassurance (by government and universities), we are pleased to see that communications around the return of students to their homes has been addressed in advance and with greater effort to avoid confusion and concern on the part of students and their families.

TRAVEL RESTRICTIONS

We note that, for the first time in Scotland, travel restrictions will be introduced through regulations as opposed to guidance. Given our previous comments about enforcement realism, we will monitor this new approach with care.

GATHERINGS, POWER OF ENTRY, ARRESTS AND QUARANTINE

We continue to monitor data on these aspects of engagement and enforcement on a weekly basis, offering additional assurance with due regard to proportionality and necessity.

WORKPLAN

We enclose our updated Workplan which offers additional detail on our work since our last report.

John Scott

John Scott QC Solicitor Advocate

17 11 2020

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>	
<p>Data and Evidence Gathering</p>	<p>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>	<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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Work Stream	Actions	Status Update	Current Priorities
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 ("<i>HMICS</i>") : 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 ("<i>SHRC</i>") 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.