

Meeting	Authority Meeting
Date	17 January 2019
Location	John McIntyre Centre, Edinburgh
Title of Paper	SPA Interim Chief Executive's Report
Submitted by	Lynn Brown, Interim Chief Executive
Presented by	John McCroskie, Director of Communications & Relationships
Recommendation to Members	For Discussion
Appendix Attached:	No

PURPOSE

To update Authority Members on activities carried out by the Interim Chief Executive and to offer comment on significant areas of development since the previous Authority meeting on 27 November 2019.

Members are recommended to consider this report and to raise any matters for clarification or further detail.

1. Background

- 1.1 This report provides Members with an update on key SPA activity which is not already covered elsewhere on the agenda.

2. Parliamentary / HMICS Correspondence

- 2.1 Since the last public meeting of the Authority, the SPA has made, or is due to make, a number of key submissions or responses to Scottish Parliamentary bodies These include:

- correspondence with the Justice Sub Committee on Policing on the SPA's consideration of legacy SCDEA issues (16 December 2019 and 10 January 2020);
- a combined response with Police Scotland to the Justice Sub Committee's pre-budget scrutiny on the capital resources for policing (by 17 January 2020);
- correspondence with the Justice Committee on its post-legislative scrutiny of the Police and Fire Reform (Scotland) Act and recent HMICS inspection of the SPA (by 15 January 2020); and
- Response to consultation on HMICS Scrutiny Plan 20-21 (by 17 January 2020).

Tom Nelson, Director of Forensic Services, and I will also give oral evidence to the Justice Sub Committee on its enquiry into facial recognition technology in policing. (16 January 2020). The SPA has also noted the evidence given on 9 January 2020 to the Public Audit and Post Legislative Scrutiny (PAPLS) Committee by the Auditor General in relation to the 2018-19 audit of the Authority and stands ready to engage further with the Committee on any further evidence it requires.

3. Police complaints handling, investigations and misconduct issues: independent review

- 3.1 The SPA also submitted in December 2019 its response to Dame Elish Angiolini's preliminary report on her Review of complaints, investigations and misconduct in policing, and is due before the end of January 2020 to respond to an invitation from the Review to

comment on recommendations it made in relation to the future accountability of the PIRC.

4. Joint SPA/PS Forum on Evidence and Research Event

- 4.1 The first event to be sponsored by the Joint SPA/PS Forum on Evidence and Research took as its theme "Bridging the gap between Evidence, Research and Police Action" was held on 29 November 2019. The event was chaired by DCC Fiona Taylor and SPA Board Member Martyn Evans and featured three facilitated discussion sessions which were set in context by introductory presentations from invited guests from Newcastle University, The Carnegie Trust, Dundee University, Glasgow University and Police Scotland. Delegates came from academia, civil society organisations, regulators and government as well as the police service.
- 4.2 In the first session there was an exploration of the benefits and opportunities of working jointly between academic research, evidence agencies and institutions alongside operational policing and the importance of knowledge exchange. There was debate on best practice in sharing research and evidence and the challenges and opportunities in using both academic and non-academic evidence-based approaches.
- 4.3 The second session highlighted the importance of joint working in a public health approach across financial and organisational barriers and the final session examined the Scottish Government Research agenda and the priorities and grant making of the members of UK Research and Innovation and considered how to influence these to enhance the evidence and research available to drive policing action.
- 4.4 Feedback from delegates was very positive to the extent that Gill Imery, HM Inspector of Constabulary when giving evidence to the Justice Sub Committee on her Thematic Inspection recognised the event as best practice saying that it "brought together a mix of people to talk about the use of research and evidence to inform policy and practice in policing" and showed "signs for real optimism".

- 4.5 A second event is scheduled for 13 February 2020 taking as its theme "The use of policing data and statistics in public discourse."

5. SPA Organisational Development and Design

- 5.1 The SPA 2020 work was set-up in October 2019 in recognition of the need for an ambitious and wide ranging change programme to optimise the value added by SPA. The CEO is leading, through working with staff, a structured, holistic, evidence-based approach to establishing a strategic, assertive and outward facing SPA. This will establish a performance culture supported by a clear structure and roles, capacity and capability, culture and behaviours.
- 5.2 The SPA's statutory functions and responsibilities, its status as a public body and its role in the wider policing landscape are underpinning development work. We are also looking across a range of previous and current reviews which have sought to interpret the SPA's role to identify a set of consistent themes and principles.
- 5.3 There has been good progress to date. For example, the Staff team identified a number of quick wins now included in the "Getting the Basics Right" project, which will lay the foundations for a new performance culture and effective people management practices. The delivery of a bespoke four day Manager's Development Programme – "The Manager's Toolkit" - began in December with 12 Team Managers taking part from across SPA. Feedback from staff was very positive and it is already beginning to establish new leadership behaviours. A "Personal Toolkit" has also been developed for staff and will be rolled out soon.
- 5.4 The Board session on 16 January 2020 will give Members the opportunity to hear about progress, to give feedback and agree next steps in more detail.

RECOMMENDATIONS

Members are invited to discuss the content of this report.