



Policing Performance Committee

10 June 2025

Minutes of the Policing Performance Committee held on 10 June 2025 via Webex.

Board Members present:	Alasdair Hay – Chair Chris Creegan Tom Halpin Katharina Kasper Mary Pitcaithly
Board Member apologies:	Nil
In attendance:	<p><u>Scottish Police Authority (SPA)</u> Barry Sillers, Deputy Chief Executive (Strategy & Performance) Amanda Coulthard, Head of Strategy & Performance Scott Ross, Head of Change & Operational Scrutiny Kirsty Scott, ICVS National Manager Catherine Reid, Governance Support Officer</p> <p><u>Police Scotland (PS)</u> DCC Jane Connors, Operational Policing DCC Alan Speirs, Professionalism & Enabling Services ACC Steve Johnson, Major Crime, Public Protection & Local Crime ACC Emma Bond, Local Policing North & C3 ACC Catriona Paton, Policing Together ACC Alan Waddell, Operational Support Patrick Brown, Interim Director of Strategy & Analysis Tina MacLucas, Principal Analyst Nicola Crawford, Senior Planning Performance Officer</p>

	<u>COSLA</u> Councillor Maureen Chalmers Elisa Bevacqua, Policy Manager - Communities <u>HMICS</u> Brian McInulty, Assistant Inspector of Constabulary in Scotland Ray Jones, Lead Inspector of Constabulary in Scotland <u>ICVS</u> Frankie Lydon, Independent Custody Visitor
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1. WELCOME AND STANDING ITEMS

The Chair welcomed everyone to the meeting, which was held via Webex.

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 19 MARCH 2025 - FOR APPROVAL

Members approved the Minute of the Policing Performance Committee held on 19 March 2025 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.

The Committee expressed disappointment that Police Scotland were unable to submit their Annual Assurance of Operational Policing Matters report on time and on the lateness of the Live Facial Recognition paper. The Annual Assurance of Operational Policing Matters report will therefore be presented at the 16 September 2025 PPC.

2.1 QUARTERLY POLICING PERFORMANCE REPORT – Q4 2024/25 – DCC JANE CONNORS/ PATRICK BROWN

Members considered the report which provided the Committee with an update in relation to Police Scotland's Performance at the end of Quarter 4 2024/25. During discussion and in addition to the written report, the following points were noted and discussed.

- 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 but also aligns to the 5 strategic outcomes of the Joint Strategy for Policing.

- The Committee focussed their oversight and scrutiny on the following areas: youth violence, antisocial behaviour, assaults on police officers & staff, crime detection rates, missing persons investigations, retail crime, fraud, road fatalities and stop and search.
- Referencing the Scottish Crime and Justice Survey, published by the Scottish Government on the morning of this meeting, which articulated a rise in violent crime and therefore, contradicting the content of this report. Members sought and received assurance from Police Scotland regarding the accuracy of the data stating the reduction in homicide, attempted murders and serious assaults. It was highlighted that youth violence is on the rise, specifically in relation to weapon carrying. Assurance was given that Police Scotland's Violence Reduction Unit are working with partners to target this issue. Members noted the continued development of the Violence Prevention Strategy and would welcome detail in future reporting around how this is being developed with partners.
- With regard to the Hate Crime legislation, implemented on 1 April 2024, the Committee requested information around the impact on Police Scotland and whether the increase in this type of crime was expected to continue. ACC Paton advised there are a number of reasons behind the increase including increased awareness of the legislation and increased confidence to report. In terms of the impact, assurance was received that the volume of incidents are continually monitored and discussed at the Policing Together Oversight Board to understand any changes or disproportionality.
- The Committee acknowledged the success of Operation INTENSITY and recognised its impact on the safety of communities in Scotland. Members sought and received assurance around the safeguarding of the 11 children in relation to this Operation. ACC Johnson advised that Police Scotland ensure that children are safeguarded and are referred to victim support groups and relevant agencies who can provide short and long-term support. Further assurance was provided that Police Scotland continually monitor the safeguarding approach.
- Members sought and received assurance from Police Scotland that they continue to encourage the public to report antisocial behaviour. It was requested that in future PPC reporting, antisocial behaviour data is displayed in a disaggregated format. The following action was raised:

PPC-20250610-001 - Police Scotland to articulate antisocial behaviour data in a disaggregated format in future quarterly reporting.

- The increase of domestic abuse incidents and crimes, as reported on page 39, was highlighted. Cllr Chalmers stated her concerns around the report articulating it has been identified that officers were failing to respond appropriately to victims and recognise domestic abuse as a pattern of behaviour. ACC Johnson noted that Police Scotland are aware that domestic abuse, rape and serious sexual crimes are significantly underreported and advised Police Scotland are working to try to increase the levels of reporting across Scotland. Assurance was given that Police Officers were applying the DASA legislation appropriately. ACC Johnson noted that he believes the increase reflects victims' confidence to report these incidents. In terms of targeting patterns and behaviours, ACC Johnson referenced pieces of work which aim to address the behaviours and culture amongst men, such as the 'That guy' campaign.
- The Committee acknowledged the increase in detection rates for the majority of key crime groups.
- Members queried the impact that the Child Abuse Image Database Facial Matching software is having on officer welfare and detection rates. ACC Johnson advised that the data reports a modest decrease and he is confident that detection rates will remain steady for this crime type going forward. ACC Johnson advised that the National Strategic Assessment and NCA expect this nature of offending to grow exponentially. Members were assured that all officers and staff working in this area can access support for their welfare and wellbeing. DCC Connors provided assurance that Police Scotland work on prevention messages to ensure parents and guardians are equipped to have conversations with children about online safety.
- The Committee commended the reduction of 10.1% in missing persons investigations, noting the prevention work that has been reported to committee throughout the year across divisions and the introduction of the Missing Person Framework. The improvements in relation to missing vulnerable people was highlighted. ACC Paton gave thanks to Members for recognising the progress made in this area.
- Regarding shoplifting, the Committee sought to understand the impact the programmes of work in relation to shoplifting and retail crime have had to date. Members were advised that Police Scotland anticipate the work of the Retail Crime Taskforce to bed in over the next 6-8 weeks and in the next 6 months, Police Scotland expect to see a shift in this crime type.
- The Committee noted a decrease in fraud crimes and were advised this was due to prevention and awareness messages, partnership working and an intelligence lead approach which allows Police Scotland to get ahead of the criminals in this space.

- Members recognised Police Scotland's positive work with key partners to increase road safety awareness, particularly amongst high-risk groups. However, the 4% increase in road fatalities during 2024-25 was highlighted and assurance was received that Police Scotland continue to work to reduce the number of road fatalities.
- The Committee sought and received assurance that instances of stop and search are based on reasonable grounds and intelligence led.

Members noted the report.

2.2 CHIEF CONSTABLE'S ASSESSMENT OF POLICING PERFORMANCE 2024/25 – DCC JANE CONNORS

Members considered the report which provided detail around the Chief Constable's Assessment of Policing Performance for the reporting year 2024/25. During discussion and in addition to the written report, the following points were noted and discussed.

- It was highlighted to Members that 42 of the milestones have been signed off as completed with the related activity or work now undertaken as business as usual. 19 milestones are not complete, however 18 of these are in progress. The 1 red milestone was discussed, assurance was sought and received that Police Scotland will monitor and report the progress towards delivering the milestones on a quarterly basis to avoid slippage.
- Members were supportive of the reporting format. However, they noted that the report would be further enhanced if direct assessment of progress toward the Strategic Police Plan Outcomes was included. Patrick Brown advised that future reporting will contain stronger alignment to the Strategic Police Plan Outcomes throughout the report.
- The Committee requested further information in relation to Police Scotland's work on improving the justice process to better support victims, with a focus on partnership working. ACC Middleton assured that the results Police Scotland are seeing in relation to Summary Case Management speak to the strength of the partnership working and advised that Police Scotland take a system wide approach to justice. The Committee felt assured of the work undertaken and noted that the full national roll out of Summary Case Management will be completed in 2025.
- Assurance was received that the boycott action reported in the media in relation to 'Solicitors refusing to take part in summary cases' has had no adverse impact on Police Scotland's Summary Case Management.
- Cllr Chalmers sought and received assurance around how Police Scotland are involving Local Authorities in the work around violence,

disorder and antisocial behaviour. ACC Waddell provided further assurance by advising that there are Police Scotland representatives at Chief Superintendent & Divisional Commander level across Scotland attending the Community Planning Partnership and Community Safety Partnership meetings.

- The Committee raised concerns around the recent media reports that youth violence has increased and asked Police Scotland to provide detail around how they are addressing this issue. DCC Connors stated that youth violence is a focus for Police Scotland and in terms of the media reports, the Committee were assured that the data shows youth violence is relatively static at present. ACC Paton provided assurance by advising that two Youth Engagement Officers have been recruited who will work with local divisions to assist with their approach to engaging with young people in local communities.

Members noted the report.

3.1 LIVE FACIAL RECOGNITION REPORT – ACC STEVE JOHNSON

Members considered the report which provided an update on the work conducted as part of the Police Scotland, Scottish Police Authority and Scottish Biometrics Commissioner's National Conversation on Live Facial Recognition. During discussion and in addition to the written report, the following points were noted and discussed.

- The Chair stated that the Committee recognise that operational decision-making lies with Police Scotland and the Chief Constable. However, it is the Committee's remit to ensure that any decision must be proportionate, justifiable and be seen to have balanced the impacts on privacy and potential discrimination in the pursuit of protecting individuals, and that the response to raised concerns is communicated to the public and stakeholders in a transparent and open manner prior to any progression to implementation.
- It was noted that this paper was submitted late. ACC Johnson apologised to Members and advised he will endeavour to ensure this does not happen again.
- Members sought further detail on the timeline and next steps. ACC Johnson advised that it will be taken through formal internal governance within Police Scotland to discuss the next steps. Based on these discussions, a timeline will be drawn up once the decision is made on whether Police Scotland will be progressing with LFR technology.
- The Committee queried how Police Scotland plan to address the key concerns that have been raised by stakeholders throughout the National Conversation around the human rights, equalities and ethical implications of the potential adoption of LFR technology. ACC Johnson provided assurance that human rights are always central to

Police Scotland's decision to adopt any new technology. He advised that good governance around the use of the technology, robust scrutiny and the ability to provide evidence are key to ensuring human rights, equalities and ethical implications are appropriately considered and addressed.

- Assurance was sought and received that Police Scotland are alive to the legal challenges currently faced in England around the use of LFR technology in policing and the retail sector. ACC Johnson reassured that Police Scotland's focus for potentially implementing this technology is to keep people safe.
- Cllr Chalmers gave thanks to ACC Johnson for the report, stating that at present COSLA do not have a position on the matter yet and offered to engage in discussions.
- The Committee felt assured that all voices were being given the opportunity to be heard in discussions and ultimately, the decision in relation to adopting this technology is for the Chief Constable but it must be proportionate, justifiable and explainable.

Members noted the report.

4.1 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 COSLA-Scottish Government Hate Crime Toolkit, the roundtable discussion regarding Raising the Standard: A Call for Civility in Public Life, the Sentencing & Penal Policy Commission, the National Joint Investigative Interviewing Project and the Mental Health & Wellbeing.
- The Committee expressed the Authority's continued support for the work regarding Civility in Public life and welcomed updates to future committee meetings.
- Members also expressed support and endorsement regarding the focus on victims in the draft COSLA response to the Sentencing and Penal Policy Commission.
- Regarding the COSLA-Scottish Government Hate Crime Toolkit, Members welcomed the development of this and it was agreed that the draft toolkit would be shared with PPC Members. The following action was raised:

PPC-20250610-002 - Draft Hate Crime Toolkit to be shared with PPC Members.

Members noted the report.

4.2 TRAUMA INFORMED PRACTICE – ACC CATRIONA PATON

Members considered the report which provided an update on Police Scotland's current position in respect of Trauma Informed Practice (TIP) and the future plans to embed TIP into the organisation and as part of the wider delivery plan for the justice sector. During discussion and in addition to the written report the following points were noted and discussed.

- The Committee sought and received assurance around the timescale to train the 4,200 officers to achieve 'trauma-enhanced' status. ACC Paton provided further assurance by advising in future all front-line officers and staff will receive this training.
- Following a query from Tom Halpin, ACC Paton confirmed that there is an opportunity to baseline this work so other organisations can benefit from the lessons learned.
- Cllr Chalmers queried if learning from TIP training is being applied by officers and staff in real time high-stake situations. DCC Connors gave the example of this training being used when policing protests, advising that the TIP training will complement the Public Order and Act Don't React training that officers undertake.
- The Committee requested detail is provided regarding the independent evaluation of the Your Care Card and Visual Recorded Interviews. The following action was raised:

PPC-20250610-003 - Information to be provided to PPC Members regarding how the impacts of the Your Care Card and Visual Recorded Interviews will be independently evaluated.

- The Committee requested that the Trauma Informed Practice Implementation plan is presented at a future PPC.

Members noted the report.

5.1 SEX & GENDER REVIEW UPDATE – ACC CATRIONA PATON

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

- Katharina Kasper gave credit to Police Scotland for the work outlined in the report and for being the first Police force to address this topic. However, she stated that all changes in policy must be made in a transparent and consultative manner.
- Members queried the pace at which Police Scotland are carrying out this work and whether the Supreme Court judgement ruling has been adopted into Police Scotland's policies.

- ACC Paton advised that time is being taken to consider all relevant legislation, national guidance and stakeholder feedback in order to ensure proposals are well-informed and evidence based.
- ACC Paton added that the focus on this work began with understanding how this data is captured and recorded and emphasised Police Scotland's approach of 'doing it once and doing it right'.
- Members sought and received assurance that Police Scotland followed up with external stakeholders that were unable to attend the Sex & Gender Stakeholder engagement session held in Tulliallan on 29 May 2025.
- The Committee look forward to receiving an update at a future meeting detailing tangible progress.

Members noted the report.

5.2 HMICS IMPROVEMENT PLANS – PROGRESS SUMMARY – DCC ALAN SPEIRS

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 received an overview of progress in terms of improved service delivery against a range of improvement plans developed to address HMICS recommendations. This report had a specific focus on Custody.
- ACC Wendy Middleton expressed that the recommendations are helpful and valuable. Members were advised some recommendations are easy to resolve such as storage of ligature cutters and provision of anti-ligature clothing. However, some take longer to resolve.
- On a recent visit to custody suites in Dumfries & Stranraer, ACC Middleton advised Members that she took the reports with her to check all recommendations within had been addressed.
- Members queried what Police Scotland are looking to gain from onboarding Deloitte in this area. ACC Middleton advised that Deloitte will provide data analysis on a variety of CJSD data sets, which will allow CJSD leadership to make informed decisions.
- The Committee recognised the positive impacts of the review of all guidance in relation to completion of Standard Prosecution Reports (SPR). Members were assured that the new SPR format will increase efficiency and also drive-up quality.
- The Committee took assurance from the update that the recommendations are being appropriately prioritised and addressed

to ensure custody continues to be a safe environment where detainees are treated fairly, with dignity and respect.

Members noted the report.

5.3 HMICS RECENT REVIEW PUBLICATIONS – BRIAN MCINULTY/ RAY JONES

Members considered the Custody Inspection Report for Greater Glasgow. During discussion and in addition to the written report, the following points were noted and discussed.

- Mr McInulty opened by acknowledging the amount of scrutiny that has taken place in recent years with regard to Custody and the significant work undertaken by CJSD to progress the recommendations and make improvements. Mr McInulty also acknowledged the work that the Health & Social Care Partnership have undertaken across Scotland.
- The report highlighted that a number of children had been kept in custody for longer than HMICS would deem appropriate. Members queried how Police Scotland are maximising the welfare and rights of children and young people who come into custody when attending other custody centres. ACC Middleton advised that following this inspection, she tasked a review of all cases of children and young people in custody and was reassured that in all cases, a high standard of care was shown to these children and young people. ACC Middleton also highlighted that Custody Inspectors will work to ensure all documentation pertaining to children and young people is accurate.
- Members were encouraged to hear that a Childline phone was installed in Cathcart Custody as part of a pilot scheme. ACC Middleton advised she has approved the national roll out of this facility.
- The Committee sought and received assurance that decisions Police Scotland make in relation to children being detained in custody are subject to robust management and oversight and are recorded appropriately. Members were further reassured by ACC Middleton who advised that all Custody Sergeants met in January 2025 and the importance of moving detainees through the custody process was emphasised to them.
- ACC Middleton raised that alternatives to custody need to be identified for children and young people and advised she has asked for this piece of work to be invigorated.
- The Chair gave thanks to HMICS and took assurance in the amount of scrutiny in this area.

Members noted the report.

5.4 INDEPENDENT CUSTODY VISITING SCHEME ANNUAL REPORT – SCOTT ROSS/ FRANKIE LYDON/ KIRSTY SCOTT

Members considered the Independent Custody Visiting Scotland Report for 2024/25. 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 were no instances in relation to the United Nations Optional Protocol to the Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment reported in 2024/25.
- The Committee heard from Mr Frankie Lydon, an independent custody visitor. Mr Lydon advised that his observations were that people in custody are treated with dignity and respect, adding that visitors are always welcomed by Police Scotland officers and staff. He noted that he has seen positive changes in the custody environment since his time serving as a Police Officer, especially with regard to professionalism in this challenging environment.
- Kirsty Scott, National Manager for ICVS, highlighted that recruitment is currently taking place for visitors across Scotland.
- Members thanked Mr Lydon and all visitors for their invaluable work.

Members noted the report.

End.