

<b>Meeting</b>	<b>Authority Meeting</b>
<b>Date</b>	<b>19 February 2020</b>
<b>Location</b>	<b>The Barracks, Stirling</b>
<b>Title of Paper</b>	<b>SPA Interim Chief Executive's Report</b>
<b>Presented By</b>	<b>Lynn Brown</b>
<b>Recommendation to Members</b>	<b>For Discussion</b>
<b>Appendix Attached:</b>	<b>No</b>

**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 17 January 2020.

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

## **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 Engagement**

- 2.1 The Vice Chair and I will be giving evidence on 27 February 2020 to the PAPLS Committee on issues of governance and finance as part of its consideration of the 2018-19 audit of the SPA. The Chief Constable, the former Chair of the SPA Professor Susan Deacon, and Scottish Government are also scheduled to contribute.
- 2.2 A written submission was made to the Justice Sub Committee on Policing for the Budget Evidence Session which will take place on 20 February 2020. The submission did not include the budget for COP26 as this is undergoing validation and is based on the understanding of no detriment to the budget of Police Scotland. A submission will be made to the Justice Sub Committee on Policing when they consider COP26 next month.

## **3. Budget**

- 3.1 Planning assumptions were indicating a revenue deficit of £86m which would reduce to £66m in the event of an assumed budget uplift of £20m. The Scottish Government budget announcement on 6 February 2020 allocated an uplift of £37m which is now resulting in an expected deficit of £49m. This assumes the maintenance of police officer numbers at 17,234. Any budget decision resulting in a deficit will require a letter of approval to the Accountable Officer, from the Scottish Government, for an 'authorised budget deficit' in 2020/21.
- 3.2 On capital an allocation have been indicated of £46.6m comprising core capital, grant of £35m, £5m for 'greening' the fleet and £4.6m for transformation projects. An assumption of £2m generated from capital receipts has been factored into the total. This is significantly below capital resources required.
- 3.3 Detailed budget planning is continuing and will be presented to the Board at its March 2020 meeting.

#### **4. SPA Workshop One on Digital Forensics**

- 4.1 The first of two planned workshops on Digital Forensics took place in Edinburgh on 22 January 2020. The event was hosted by Board Member Jane Ryder who introduced the topic and set it into context for the participants. This was followed by a presentation from Craig Donnachie, SPA Forensics Services, Head of Quality, who spoke about the traditional forensic science model and quality process management and accreditation.
- 4.2 Arriving from the US for the event, Paul Reedy of 4<sup>th</sup> Street Global, gave a perspective from the experience of introducing the accreditation standard ISO 17025 for Digital Forensics in Australia.
- 4.3 The first of two facilitated discussions, focusing on establishing quality standards and gaining accreditation, produced a wealth of knowledge and experience from the invited attendees bringing a wide range of perspectives and pinpointing some of the key questions that need to be further explored.
- 4.4 The second part of the workshop was introduced with a presentation from ACC Angie McLaren and Det. Supt. Nicola Burnett, Police Scotland, which demonstrated some of the challenges around workforce implications and resourcing to meet demand in the area of digital forensics.
- 4.5 This was followed by input from Niamh Nic Daeid from the Leverhulme Research Centre, Dundee University who gave a definition of digital forensics as 'crime enabled by digital technologies'. Niamh acknowledged that Scotland is uniquely placed to progress in this area given that there is a single judicial system, single police force and single forensic services to join up and address the use of digital forensics.
- 4.6 The second facilitated discussion, focussing on the future implications of Digital Forensics, brought out some new ideas around other stakeholders who could be involved in discussions and some key areas for further research on this topic.
- 4.7 A second workshop, due to take place on 24 February 2020, will explore Governance, Ethics and Accountability.

## 5. SPA Organisational Development and Design

- 5.1 The SPA 2020 project is delivering organisational change that will optimise the value added by the Authority as a strategic, assertive and externally facing governance body for policing in Scotland. Since my report to the Board on 17 January 2020, there has been significant progress.
- 5.2 For the first time, we have developed a Corporate Plan for the SPA. This high-level and outward-facing document clearly sets out the role of the Authority, the outcomes it will work towards over the next three years and the activities that will achieve these outcomes. The plan addresses recommendations from Audit Scotland and HM Inspectorate of Constabulary in Scotland, and will be a companion document to the refreshed Strategic Police Plan (currently out for consultation) and the Forensics Strategy. It will also form the basis for the Authority's engagement with partners, the public and their elected representatives. The SPA Corporate Plan will be underpinned by more detailed Annual Business Plans which will also set out how the Authority's progress towards achieving its outcomes and priorities will be assessed year on year. A draft of the SPA Corporate Plan will be shared with key stakeholders and members will be asked to approve a final version at the Authority's March Board meeting.
- 5.3 Good progress has also been made on redesigning the SPA corporate support, with the development of a high level structure which sets out the key senior roles required and functions. This has been informed by a raft of detailed work undertaken by Authority staff, and with reference to a number of reviews that have been undertaken over the last eighteen months. The high level structure has been discussed informally with the Unions and will be presented to the JNCC tomorrow for formal consideration.
- 5.4 The new SPA quarterly Learning & Development Programme is now in place and forms part of a wider 'people' workstream within the SPA 2020 project. All managers will have completed "The SPA Manager's Toolkit" by early March. A new SPA "Personal Toolkit" for

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all staff will be delivered in late February 2020 and early March 2020. Planning for the Quarter 2 programme is underway.

- 5.5 Board members attended a session with staff on 5 February 2020 to hear about the work they are doing on SPA 2020. Staff involvement in organisational change is essential and I would like to record my thanks for the support the SPA staff team has provided to date.

### **RECOMMENDATIONS**

Members are invited to discuss the content of this report.