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| <b>Meeting</b>                   | <b>SPA People Committee</b>                      |
| <b>Date</b>                      | <b>Wednesday 1 June, 2022</b>                    |
| <b>Location</b>                  | <b>Video Conference</b>                          |
| <b>Title of Paper</b>            | <b>H&amp;S Lessons Learned – George Square</b>   |
| <b>Presented By</b>              | <b>Superintendent Ross Allan,<br/>G Division</b> |
| <b>Recommendation to Members</b> | <b>For Discussion</b>                            |
| <b>Appendix Attached</b>         | <b>No</b>  |

**PURPOSE**

The purpose of this paper is to inform the SPA People Committee in relation to organisational learning derived from 'SMARTEU' led structured debriefs which were conducted in response to the events which took place within George Square, Glasgow, on Saturday 15 May 2021 as a result of Rangers F.C. winning their first Scottish League title in 10yrs, under 'Operation Stumpacre'.

The paper is presented in line with Scottish Police Authority/Police Scotland Standing Orders Section.

The paper is submitted for information and discussion.

## **1. BACKGROUND**

### **1.1 'Operation Stumpacre'**

On Saturday 15<sup>th</sup> May 2021, Rangers FC were presented with the SPFL Trophy.

A Policing operation, entitled 'Operation Stumpacre' was planned, developed and implemented on Saturday 15<sup>th</sup> May 2021

At the conclusion of the match v Aberdeen FC at 1420hrs, which took place without any spectators within the stadium due to Coronavirus restrictions, Rangers FC were presented with the SPFL league trophy. A large number of supporters thereafter walked to George Square, Glasgow, to continue celebrations.

An estimated 15,000 persons gathered in George Square, Glasgow. The gathering was initially peaceful, and throughout the day Police Scotland managed the crowd appropriately, tackling anti-social behaviour and encouraging crowd dispersal under Scottish Government Coronavirus Regulations.

At approximately 2000hrs, the remaining crowd within George Square became aggressive and violent, with assaults taking place amongst Rangers F.C. supporters. Missiles began to be thrown towards Police officers, and Public Order trained officers thereafter undertook an operation to disperse remaining persons from George Square. During this operation Public Order officers became the target of large scale violence and disorder with a number of officers injured and several persons arrested.

'Operation Shearling' was established to undertake a thorough and professional review of the events and circumstances within George Square to identify persons responsible for acts of violence and disorder. At present the total number of arrests is 57.

28 of these were made during the event and 29 are a result of retrospective enquiry.

Greater Glasgow Divisional Commander Chief Superintendent Mark Sutherland (Debrief Sponsor) directed Superintendent Ross Allan (Debrief Initiator) to lead a Debrief to identify organisational learning for Police Scotland.

The Scottish Multi-Agency Resilience Training and Exercise Unit (SMARTEU) were asked to facilitate the debrief activity and a scoping or Terms of reference was agreed. Andy Jones, SMARTEU was appointed as Lead Debriefeer.

## **2. FURTHER DETAIL ON THE REPORT TOPIC**

### **2.1 Gold Group**

On Monday 17th May, a Gold Group meeting was chaired by Chief Superintendent Mark Sutherland – Divisional Commander Greater Glasgow. This was attended by various internal and external partners including representation from Force Health and Safety, Scottish Police Federation and Corporate Communications. Several other Gold meetings subsequently took place with a collapsing command structure at appropriate stages.

One of the requirements from the meeting was for a full structured debrief to take place with the assistance of the Scottish Multi Agency Resilience Training and Exercise Unit (SMARTEU).

### **2.2 SMARTEU Structured Debrief**

Between 21<sup>st</sup> June 2021 and 13<sup>th</sup> July 2021, 4 separate and well attended structured debriefs took place with key members. All participants provided a broad range of skills and experience dependent on their role pre, during and post event.

The 4 meetings were as follows

- **Command Team Debrief**
- **Public Order Policing Debrief**
- **Conventional Policing Debrief**
- **Support Function Debrief**

In addition to this each meeting explored the following themes

- Intelligence and Briefing
- Public Order Capacity and Capability
- Partnerships (internal and multi-agency)
- Officer Welfare
- Equipment
- Communications (internal communications, airwave, external media and partners.

Feedback was provide in relation to Practice Issues, Observations and Recommendations relative to Health and Safety in respect of this event and was expanded on by Supt Allan.

These Practice Issues, Observations and Recommendations relate to all of the above themes in addition to planning.

As a result of the full SMARTEU structured debrief now being complete there will be a debrief/learning meeting held on 9th June 2022 chaired by the Sponsor in order that actions can be officially actioned out in respect of the identified practice issues, observations and recommendations.

### **3. FINANCIAL IMPLICATIONS**

3.1 Financial implications will be relative in respect of several areas

- Improved equipment in respect of protection and communications.
- Welfare wellbeing such as food/liquid provision.
- Overtime – if future similar events occurred, then increased resourcing would need to be considered and funded accordingly.

#### **4. PERSONNEL IMPLICATIONS**

- 4.1 The total number, nature and cause of injuries can be provided by James Bertram, Health & Safety Manager.
- 4.2 It was also highlighted during SMARTEU debriefs of the psychological impact this event has had on some officers.

All officers, of all ranks, are aware of the internal support mechanisms available such as Occupation Health, Employee Assistance Program (EAP) and Trauma Risk Management (TRiM) and were actively encouraged to make use of same.

- 4.3 The Chief Constable has outlined his commitment to reduce the impact of violence and to improve the safety of officers and staff as part of his Your Safety Matter assault pledge which promises to provide improved safety and welfare support.

#### **5. LEGAL IMPLICATIONS**

- 5.1 Not applicable at present

#### **6. REPUTATIONAL IMPLICATIONS**

- 6.1 Pre, during and post event there was a fully functioning media strategy using local/national news and social media.

Senior staff from Corporate Communications were present within the events room during the operation and attended subsequent Gold Meetings.

#### **7. SOCIAL IMPLICATIONS**

- 7.1 Not applicable at present.

#### **8. COMMUNITY IMPACT**

- 8.1 A full community impact assessment was maintained pre, during and post event.

Briefings were also provided to elected members.

**9. EQUALITIES IMPLICATIONS**

9.1 Not applicable at present

**10. ENVIRONMENT IMPLICATIONS**

10.1 Not applicable at present

**RECOMMENDATIONS**

Members are requested to discuss the content of this report.