

Meeting	SPA Resources Committee
Date	12 November 2020
Location	Video Conference
Title of Paper	Q2 Health & Safety Report
Presented By	James Bertram, Health and Safety Manager
Recommendation to Members	For Discussion
Appendix Attached	No

PURPOSE

The purpose of this report is to provide a strategic overview in relation to Health & Safety within the Scottish Police Authority and Police Scotland.

Police Scotland and the Scottish Police Authority have joint responsibility as "duty holders" in many areas and this responsibility is then discharged through the Police Scotland National Health and Safety Board. Matters are currently escalated via Executive Members to the SPA Resources Committee and then to the SPA Board.

Members are invited to discuss the content of this report.

1. BACKGROUND

- 1.1 Decisions in relation to Health & Safety are made through a network of local Health & Safety committees within SPA and Police Scotland with national decisions made at the Health & Safety Board which is held quarterly.
- 1.2 The Health & Safety Manager is the legally “competent person” for Police Scotland and SPA providing a joined up approach to all aspects of Health & Safety. This joined up approach is crucial at operational incidents. We operate to the Health & Safety Executive HSG65 standard and the Health & Safety Manager reports directly to the DCC Designate in respect of all Health & Safety and Fire Safety matters.
- 1.3 It is important to note that significant progress has been made in terms of Health & Safety however we do recognise that many years of work are required in what is a very large organisation. The Health & Safety Manager also represents the organisation at a UK national level with both the Association of Police Safety Advisors and the Health & Safety Group of the National Police Chiefs Council. These groups allow for the sharing of best practice across the country.
- 1.4 As outlined in the SPA/Police Scotland Health & Safety Policy, the Scottish Police Authority has responsibility to ensure that:
 - adequate resources under their control are made available to ensure the efficient and effective management of Health & Safety
 - visible leadership, and commitment, is evident in relation to Health & Safety across SPA and Police Scotland
 - appropriate management structures are in place to implement the Policy including governance processes, a robust Health & Safety Management System, committee structures and access to competent sources of Health & Safety advice
 - they are fully engaged with the Chief Constable of Police Scotland in setting the strategic direction for Health & Safety
 - they are sighted on financial and other implications relating to statutory compliance, to enable them to discharge their responsibilities in relation to strategic oversight
 - the policy is reviewed on a regular basis and updated where necessary
- 1.5 There is regular consultation with all Staff Associations and Trade Unions. Any issues raised are usually dealt with at the time with the recognised route for escalation through the Health & Safety Board.

2. EXECUTIVE SUMMARY

- Operation Talla Update – increase in instances of exposure to the virus across the organisation. Close liaison between the Health & Safety Team, HR colleagues, HSE and NHS. Learning sought from each incident. Working closely with the new Outbreak Management Team.
- Operation Reply – Train derailment at Stonehaven
- National Custody Audits
- Annual Health & Safety Report
- National Health & Safety Board Update from meeting 16 September

Q2 Stats summary

- Covid-19 Scope reports are increasing in line with the second wave of the pandemic; though not to the same levels as noted in Q1.
- Highest numbers of scope reports relating to Covid-19 are noted in Q and G Divisions.
- Total reports – 1603 (increase of 336 compared to Q2 of previous year).
- Per thousand the highest number of reports were submitted in D, Q and K divisions.
- The 3 highest type of report was Assault, Exposure/potential exposure to Covid-19 and Occurrences During Arrest.
- RIDDORS – 26, compared to 50 in Q2 of the previous year.
- Per thousand the highest numbers were reported in P, K and G divisions.
- Highest type of RIDDOR was Assault.
- RIDDORS for Covid-19 – 15 occurrences have triggered the requirement for a RIDDOR report to be submitted to HSE. These will be completed as soon as possible and will show up within the Q3 statistical summary.
- Assault per thousand was highest in D, P and Q divisions.

3. H&S UPDATES

3.1 OPERATION REPLY – STONEHAVEN

Members of the Health & Safety Team have now completed work at the site of the train derailment at Stonehaven after more than 5 weeks on site. The incident was one of the most complex and technically challenging operations that the team have ever been involved in and with a perfect safety record during the period that the team were on site. It's worth noting there were 2 serious accidents on site on the very first day of the incident and prior to our arrival. We are very pleased that our risk assessed approach brought some stability to the site.

3.2 CUSTODY AUDITS

The Health & Safety Team have continued to carry out audits within custody suites across the country. It was feared that we may need to suspend this work again due to the rise of Covid-19 cases across the organisation, the increased potential risk within custody and a shortage of staff within the Health & Safety Team. So far we have managed to continue with audits and they have been carried out in conjunction with the Scottish Police Federation and Trade Unions. The latest centres visited are Coatbridge, Lanark, Hamilton, Lochgilphead, and Stranraer. The Health & Safety Manager has also spent time at Oban, Falkirk, Stewart Street and Cathcart providing further advice and guidance to both Custody Division and Estates in relation to work that has been requested following these audits.

3.3 HEALTH & SAFETY ANNUAL REPORT 2019/20

The Health & Safety Annual Report is currently pending internal approval and thereafter will be brought to the Resources Committee meeting on 18 December 2020. The report highlights the work of the Team at some very complex incidents over the last 12 months and includes details of our approach to Covid-19 as well as accident statistics.

3.4 ASSAULT FIGURES IN THE EAST

The Health & Safety Manager has an action to from SPA Resources Committee to look at the level of assaults within Q Division and D Division. Work has started on this but has had to be paused due to increased workload from current spike in Covid-19. We will continue as soon as possible.

3.5 HEALTH & SAFETY BOARD – SEPTEMBER

The following points were discussed.

- A detailed update was provided in respect of Your Safety Matters along with an update on the Assault Pledge.
- The Fire Safety update highlighted that an additional 396 actions from Fire Risk Assessments have been resolved since the last Health & Safety Board. It was noted that premises should continue to carry out Fire Drills during Covid-19 although these must be socially distanced.
- The Estates update covered the fact that hand sanitiser is now installed in all sites.
- An update was provided on Clinical Governance which generated some discussion and a further piece of work in relation to which senior ranks should carry out First Aid training in case they come across an incident.
- The Health & Safety Manager provided details of incidents dealt with including the train derailment at Stonehaven. There were also details of custody audits carried out including one at Coatbridge where a VESDA smoke detector within a cell had been blocked by a very small piece of toilet tissue which had been carefully inserted to defeat it. A Safety Alert has been issued highlighting this.
- A verbal update was provided in respect of Operation Talla.
- 3 Year Strategic Plan – all items are underway bar one and there is a clear plan for this outstanding action. The Health & Safety Manager is also looking to a new 3 Year Plan for consideration by the Health & Safety Board.
- The Health & Safety Training paper highlighted that e-learning courses are being developed for initial trial within Forensic Services.
- A comprehensive update was provided in respect of the National Vehicle Equipment Group and in particular highlighted that a SLWG has been set up to look at the use and carriage of shields.
- The Assurance Model forms for this year have been distributed and returned. The Health & Safety Manager is now working his way through them to understand the current position within the organisation.
- A draft policy of Respiratory Protective Equipment was approved and will now go out for consultation.
- The Health & Safety Manager provided a verbal update on the Health & Safety Annual Report 2019/20 and DCC Taylor has provided initial approval.

- The Health & Safety Policy Statement and Fire Safety Policy Statement have both been reviewed and approved.

These are the main points highlighted from the Health & Safety Board and the next meeting is scheduled for 16 December.

3.6 YOUR SAFETY MATTERS UPDATE

3.6.1 On 22 July, the Chief Constable launched a new set of personal commitments to officers and staff for the period 2020/21. These include a commitment to take action to reduce the impact of violence and to enhance measures to improve safety, including a review of officer safety training and improved conflict resolution skills. The Chief Constable later launched an Assault Pledge in August 2020, which further outlined his commitment to reduce the impact of violence and improve the safety of officers and staff. The Chief Constable once again made clear his position that violence against officers and staff is utterly unacceptable and should never be seen as simply part of the job. The Cabinet Secretary for Justice and Lord Advocate both support the Pledge, which also calls on wider society and the public to support policing.

The Your Safety Matters (YSM) Diamond Group, chaired by DCC Taylor, continues to provide strategic oversight of a variety of research, analysis products and work stream linked to officer and staff safety, including:

3.6.2 Taser

A short life working group review of Police Scotland Taser capability has led to the creation of 37 new Taser hubs and the training of additional officers to maintain the Police Scotland establishment of Specially Trained Officers (STOs) at 520. A Taser review is ongoing and is due to report by the end of this year with recommendations on future Taser roll out options. This review will consider learning from the initial roll out, current call demand, analysis in relation to assaults on officers and incident types where Taser would provide additional officer safety options.

3.6.3 Police Officer Operational Patrol Boots

Police Scotland has committed to a £1m investment to provide officers with new operational footwear. It is anticipated that the new footwear will enhance officer safety by reducing operational injuries. The new footwear will be provided to uniformed front line

operational officers in the first instance, with rollout scheduled to commence during October 2020.

3.6.4 Police Assault Analysis

Police Scotland has conducted extensive research into assaults on officers and staff and produced a report containing 8 recommendations for further work. The recommendations include:

- Further research into the circumstances during which assaults occur to identify procedural improvements;
- Develop academic research proposals with SIPR for commencement during 2020;
- Snapshot analysis in divisions where upwards trends are being observed;
- Capturing of feedback from officers and staff who have been assaulted in an effort to identify potential improvements to Officer Safety Training (OST) and/or protective equipment.

Analysis also identified that officers and staff are most likely to be assaulted from the point of arrest onwards. Previously published guidance has been re-circulated to officers and staff regarding processes to ensure the proper management of persons in custody, with further good practice sharing opportunities being examined.

3.6.5 Personal Protection Training /Conflict Management

YSM has examined issues linked to the physical and/or verbal abuse of some Police staff whilst undertaking operational duties. This includes custody personnel, front counter staff and those working within call handling. Custody personnel will receive enhanced OST and first aid training (see Officer Safety Training below) and access to enhanced PPE, including body armour. In addition, two other courses will be provided to Police staff; a Conflict Management Course and a Personal Protection Course. Training will be rolled out to Police staff following the return to a "new normal" training schedule, with key roles prioritised in the initial stages.

3.6.6 Officer Safety Training (OST)

An enhanced two day OST and First Aid Programme has been supported by YSM and was approved by the Strategic Leadership Board in July. This is a re-designed course with updated techniques and an enhanced first aid training syllabus. This course also places an emphasis on verbal de-escalation techniques to provide greater protection to officers when dealing with conflict. Delivery of the

enhanced OST course is scheduled to commence during November 2020.

3.6.7 Post Incident Procedures

Post Incident Procedures are designed to facilitate a supportive, efficient investigation into the death or serious injury of a person who has had contact with the Police. Additional guidance has been produced and distributed throughout Police Scotland and a line manager's briefing has been developed to provide support for supervisors whose staff are involved in such incidents.

3.6.8 Forensic Scene Examiner Deployments

YSM has reviewed risks surrounding the deployment of Forensic Scene Examiners. Functionality has now been created within Contact, Command and Control (C3) which provides enhanced oversight of Scene Examiner deployments, allowing controllers to oversee and manage deployments, ensuring pertinent information regarding any safety risks are identified prior to deployment.

3.6.9 Focus Groups

A series of focus groups were carried out across Police Scotland between October 2019 and February 2020, with participation from officers, police staff and Special Constables. Feedback from these focus groups was used to support the development of the Chief Constable's Assault Pledge. In addition, the feedback also supported work to develop enhanced support processes bespoke to Special Constables who are assaulted when undertaking their duties. The focus groups provided a baseline for the experiences of officers and staff and will be built upon during follow-up sessions that will be delivered via a YSM Champions network (see below) currently being established across the Service.

3.6.10 Governance Framework / Your Safety Matters Champions

YSM has been incorporated into mainstream activity, with the Chief Constable's Commitments relating to staff safety and the Assault Pledge now reflected within the agendas of relevant Force Governance meetings. A network of YSM Champions is being established in local policing divisions and specialist departments to support operational delivery of YSM activity and provide a single point of contact for YSM products.

3.6.11 Performance Monitoring

A suite of performance metrics are being developed to identify trends linked to assaults on officers and staff and to measure the impact of YSM activity. YSM has also engaged with the National Police Chiefs' Council in relation to similar work being undertaken in the rest of the UK. Discussions are ongoing regarding the sharing of data and analysis, benchmarking opportunities, and operational learning and good practice.

3.6.12 External Partners

Significant partnership working has been undertaken with COPFS to highlight the issues faced by officers and staff who are the victims of assault. As a result, processes are being established to improve communication and feedback provided to officers and staff involved in the judicial process, ensuring they are informed of the outcome of any police assault prosecution.

In addition, the Chief Constable has written to the Lord Justice Clerk, Lady Dorrian, to advise of the comprehensive review of assaults on Police Scotland officers and staff, and to seek support in raising awareness of this issue amongst the Judiciary.

3.7 SUCCESSES, CONCERNS & DELAYS

In terms of successes I would highlight the very significant amount and quality of Health & Safety work carried out under Operation Talla, Your Safety Matters and the number of closed actions in the 3 Year Action Plan which have made such a significant difference to officer and staff safety. There has also been a very significant amount of work carried out in terms of Custody Audits. I am not aware of any significant concerns or delays in connection with Health & Safety which require escalation to the Resources Committee at the time of writing this report.

3.8 COVID-19 REPORT

3.8.1 OPERATION TALLA – HEALTH & SAFETY

The Health & Safety Team have continued to support Operation Talla at all levels of the organisation. The Covid-19 Health & Safety Group continues to meet regularly and the Health & Safety Manager additionally attends the Silver Command meetings.

There have been a number cases of Covid-19 reported across the organisation and we are seeing a change in the impact of the virus. I think it would be fair to say that initially there could have been some complacency had slipped in in terms of the basics around prevention and that is perhaps not surprising having come through the first wave and with the organisation running with this heightened level of awareness for many months. The Health & Safety Team are working closely with colleagues in HR, Health & Safety Executive and the NHS to deal with each situation as they occur and not only to ensure that the area is safe but to seek learning to prevent re-occurrence.

It is important to note that Police Scotland is not alone in facing this issue. Many organisation across Scotland are in a similar situation. Something has changed since the first wave of Covid-19 and it could be that the virus is more prevalent in the younger age group and is now finding its way into the workplace more.

We are now seeing Covid-19 RIDDORs being reported across the organisation.

3.8.2 OPERATION TALLA SCOPE REPORTS

The information below summarises the weekly submission of SCoPE reports relating to Covid-19.

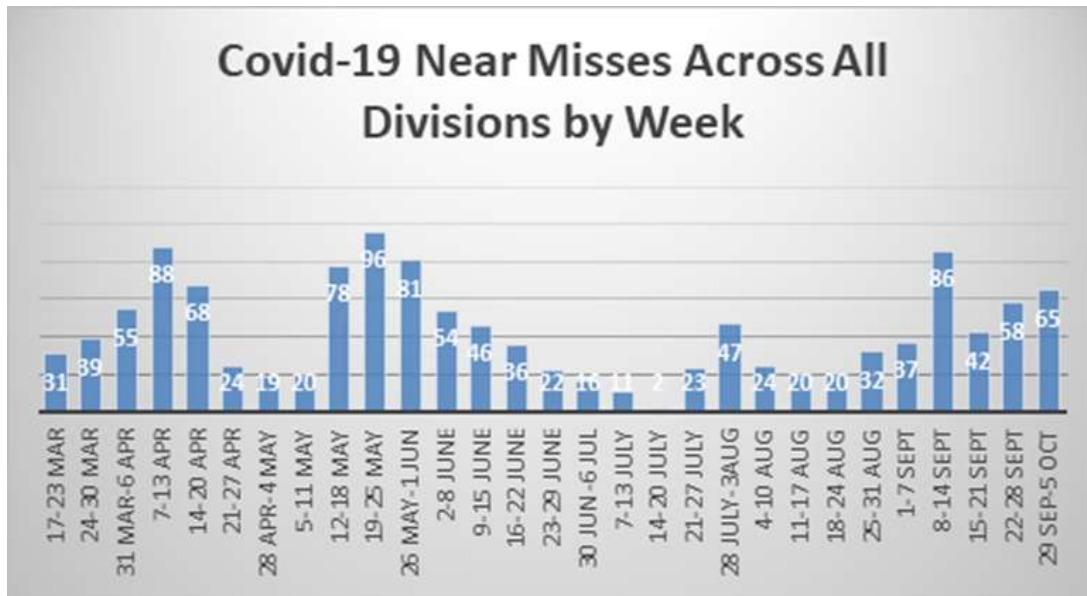
Note – this weekly data covers the pandemic up to and including the 5th Oct 2020.

Overall trends (Figure 1 below)

- A clear spike is evident in the number of reports in mid-April. This corresponds with the peak of the pandemic.
- A further spike is noted in mid-May due to the requirement for a scope report in order to request asymptomatic testing. (As detailed within the SPA Resources Committee Report in June 2020).
- Note: The implementation of Test and Trace and the removal of the requirement for a scope form for tests could result in under-reporting on scope.
- Information collated from the week 07 – 13 July 2020 shows the lowest % of weekly Covid-19 related reports to total reports and the lowest number of weekly Covid-19 reports to date.

- Through September, the number of reports being submitted is increasing again, in conjunction with the second wave of the pandemic.

Figure 1 Weekly Covid-19 reports



Noteworthy themes and situational examples emerging from the most Recent weeks reports are as follows:

- Most C3 reports came from single incident (training course) and included a number of positive test results (social distancing not maintained).
- Officer advised to self-isolate for 14 days after contact with a member of the public with symptoms.
- 3 officers travelling in a car, 2 are self-isolating for 14 days after the 3rd tested positive.
- Officers in contact with a custody claiming to be symptomatic but tested negative.
- Negative test result received but employee still advised to isolate for 14 days.
- Multiple Scope reports from a local policing division of officers isolating after close contact (not maintaining distancing) and sharing equipment with colleagues who tested positive.
- Additional reports for officers self-isolating due to contact at training courses.
- A significant number of reports are from contact with colleagues who have tested positive but no Track and Trace involvement is noted nor any symptoms being displayed.
- In some instances where social distancing has been maintained, employees have been asked to self-isolate after contact with a

colleague who tested positive. They have returned to work on receipt of negative test result.

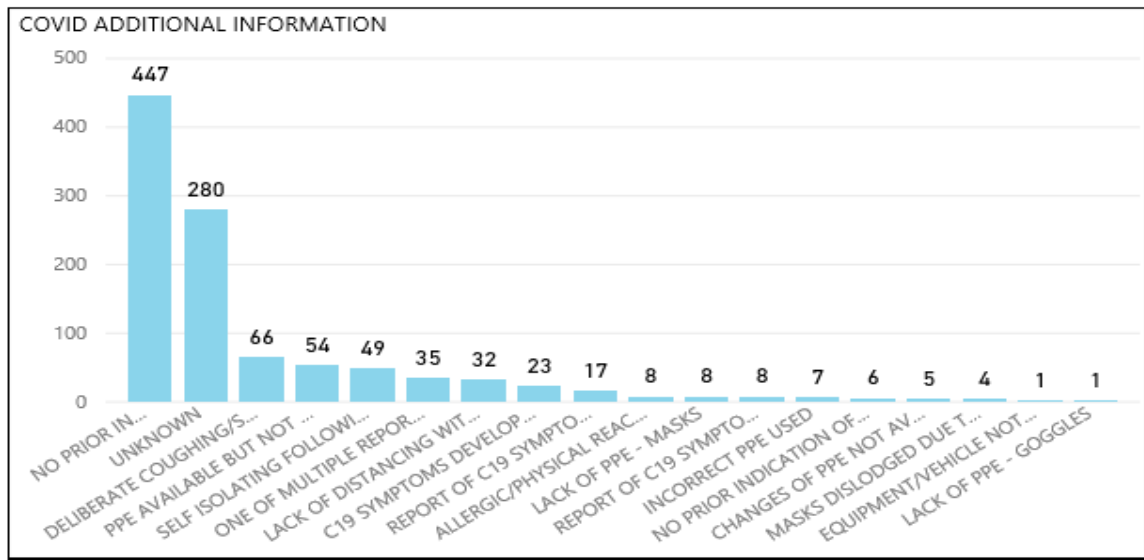
- Officers self-isolating until results of test to a custody is known (following close contact).
- 8 reports following contact with a colleague (families also advised to self-isolate).
- 14 requests for testing or reported tests compared to 31 in the preceding week.

The 3 highest contributory factors (Figure 2 below) for Covid-19 scope reports are:

- No prior indication of Covid-19
- Unknown
- Deliberate coughing / spitting at

Figure 2 – Covid-19 Additional Information (Contributory Factors)

Note – the time scale for the figure below is Q1 and Q2 2020 combined.

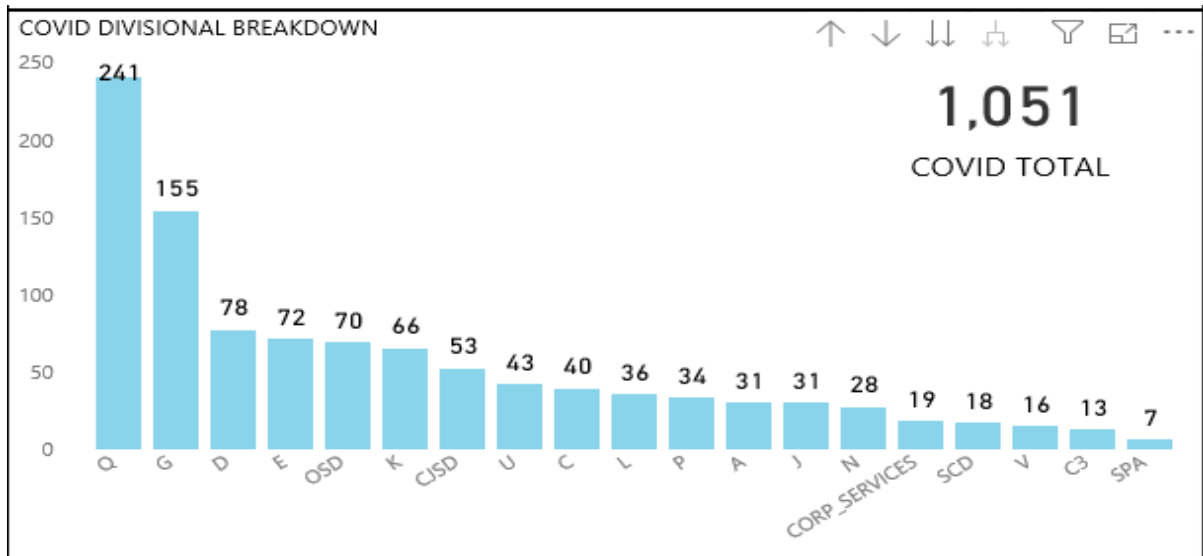


3.8.3 COVID-19 REPORTS BY DIVISION

Figure 3 displays the numbers of reports by Division / Business Area. The distribution pattern across Divisions has remained fairly constant throughout the pandemic with the highest numbers of reports submitted in G and Q Divisions

Figure 3 Covid-19 Reports by Division

Note: the figure below includes all Covid-19 – related scope reports for Q1 and Q2 combined.



4. SCOPE H&S DATA – Q2 2020/21 - 01 JUL 2020 – 30 SEPT 2020

4.1 METHODOLOGY

Data for Health and Safety (H&S) is sourced via the System to Coordinate Personnel and Establishment application (SCoPE). From Q3 2019/20, H&S data is processed by Analysis and Performance Unit (APU). Data does not include null(s) (blank fields). CFY denotes Current Fiscal Year, PFY denotes Previous Fiscal Year.

4.2 CAVEATS

- From 01 April 2020, Police Scotland’s Health and Safety Team has transitioned to a new data collection process and repository to record, store and collate health and safety incidents. Due to differences and improvements made to the data collection process, it cannot accurately be directly compared to previously published data. This change is necessary but must be borne in mind when comparing from Q3 19/20 onwards with previous quarters.
- All statistics are provisional and should be treated as management information. All data have been extracted from Police Scotland internal systems and are correct as of 08 Sept 2020.
- Data is extracted using 'Date Reported'. Data includes all records uploaded to the accident management system.

RIDDOR REPORTS

- All statistics are provisional and should be treated as management information. All data have been extracted from Police Scotland internal systems and are correct as at 08 Sept 2020.
- Data has been extracted using 'Date reported to HSE'.

SICK DAYS

- Based on seven day working week (including non-working days).
- Individuals still on sick leave at time off reporting are not included.

FISCAL WEEKS

- Fiscal weeks are based on the nearest Monday to 01 April. Therefore fiscal week total may not match the year to date total.

4.3 TOTAL REPORTS SUBMITTED ON SCOPE

For Q2 2020/21 there were a total of 1603 accidents, near misses and undesired circumstances, while in Q2 2019/20, this figure was 1267; **an increase this year of 336 (26.5%)**. This significant increase is due to the submission of reports relating to Covid-19. (To date, end of Oct 2020, over 1000 reports have been submitted relating to Covid-19 since the start of the pandemic).

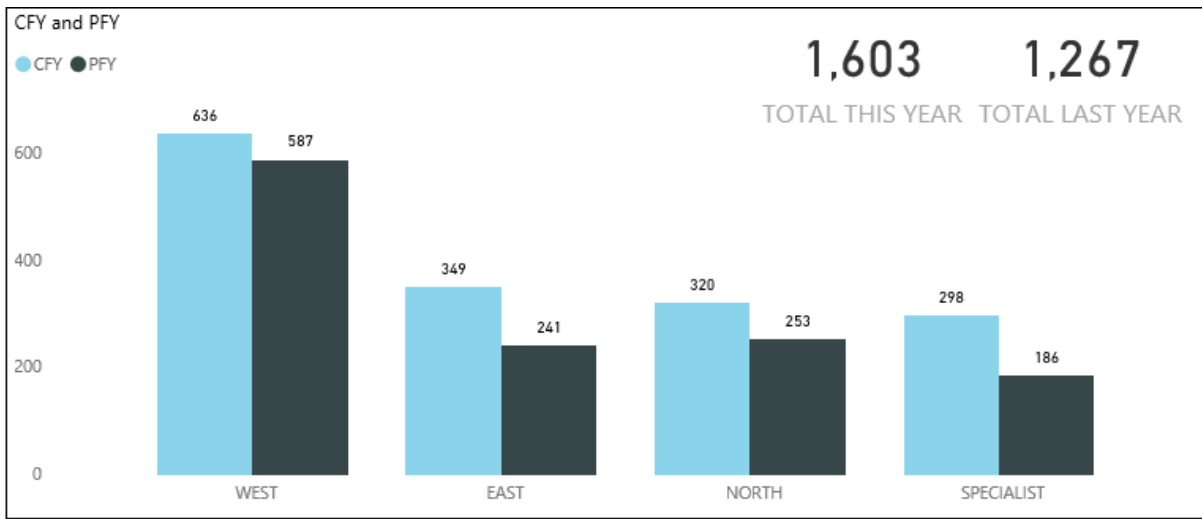
4.3.1 COMMAND AREA BREAKDOWN

Reports were submitted across the Command Areas as detailed in Table 1 and Figure 4 below, with the highest number of reports submitted by the West Area. SPA/Forensic Services are included within the 'Specialist category', with 23 reports submitted in Q2. The previous year's data are also included, with significant increases notable across all 3 geographical employing Command Areas due to Covid-19.

Table 1 Command Area Breakdown Q2 2020/21 and Q2 2019/20

AREA	CFY	PFY	FY DIFF	% CHANGE
EAST	349	241	108	45%
NORTH	320	253	67	26%
SPECIALIST	298	186	112	60%
WEST	636	587	49	8%
Grand Total	1603	1267	336	27%

Figure 4 Total Reports Submitted by Command Area



4.3.2 DIVISIONAL/BUSINESS AREA BREAKDOWN

Reports submitted across all Divisions / Business Areas in Q2 of the current fiscal year are displayed on figure 5 below, including a comparison with Q2 of the previous year.

This figure displays the divisions in ranked order of the number of reports in Q2 2020/21. Most divisions show an increase in the number of reports submitted. Q, G and D reported the highest numbers of incidents this year. Figure 6 displays this data per thousand headcount. D, Q and K Divisions report the highest numbers of incidents per thousand employees.

Figure 5 Total Reports by Division/Business Area

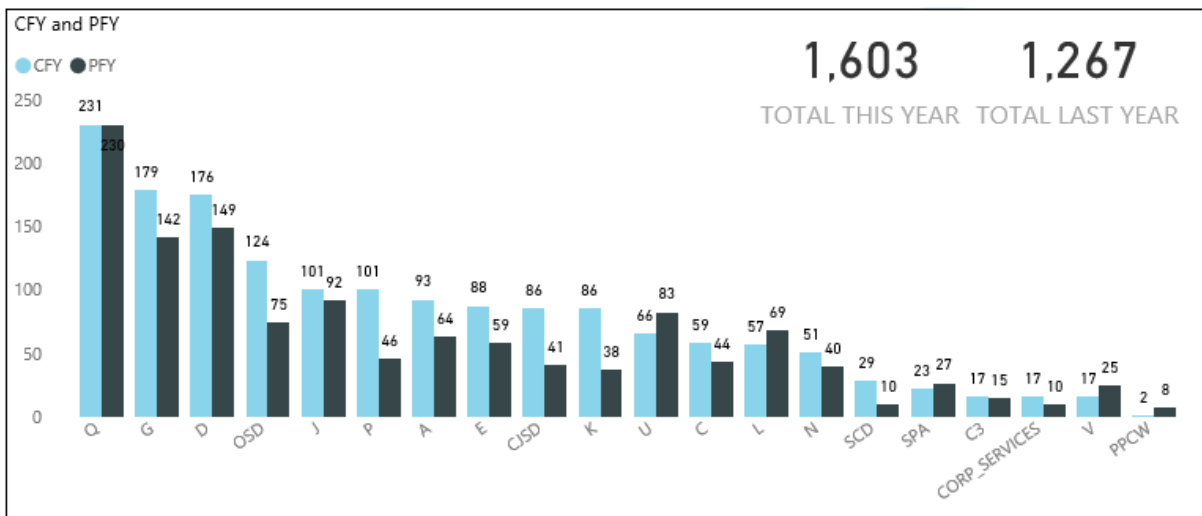


Figure 6 Total Reports per thousand head count by Division / Business Area



4.4 SCOPE REPORT TYPE Q2 2020/21

4.4.1 ACCIDENT TYPE

As detailed in Table 2 below, the three highest accident types in Q2 were:

- **Assault** - 562 (35% of all reports) were assaults with injury or contact/no injury.
- **Exposure to Hazardous Substance** – 301 (18% of all reports) related to incidents involving Covid-19. Note – this figure has halved when compared with Q1 at the height of the ongoing pandemic.

Categorisation note: If an employee contracts the virus it is difficult to confirm whether it was contracted during a work activity or out with work. Due to the difficulty of ascertaining whether one isolated incident at work resulted in contracting the virus, all reports where Covid-19 was mentioned will, moving forward, be categorised as accidents. This difficulty is particularly prevalent prior to the introduction of asymptomatic testing and Test and Trace. Therefore not all of these reports resulted in the person suffering from the virus as a result of the incident.

- **During Arrest/Custody** – 141 (9%) of all reports were occurrences where injury was sustained during the arrest or custody process.

The three highest near miss types in Q2 were:

- Assault - 147

- During Arrest - 46
- Other - 35

Table 2 Report Type and Category – Q2 2020/21

Type of Occurrence	ACCIDENT	NEAR MISS	UNDESIREDCIRCUMSTANCE	Total
ASSAULT	562	147		709
CONTACT WITH ANIMAL	27	1		28
DURING ARREST/CUSTODY PROCESS	141	46	6	193
EXPOSURE TO HAZARDOUS SUBSTANCE	301	11	69	381
MANUAL HANDLING	13			13
NEEDLESTICK INJURY	6	1		7
OTHER	104	35	31	170
ROAD TRAFFIC OCCURRENCE/COLLISION	26	6		32
SLIP, TRIP OR FALL	63	3		66
UNKNOWN			4	4
Total	1,243	250	110	1,603

4.4.2 REPORT TYPE – Q2 20/21 COMPARED WITH Q2 19/20

When compared to Q2 of the previous year, increases are noted in the following types:

- Exposure to Hazardous Substance (Covid-19)
- Occurrences During Arrest
- Other
- Slip Trip Fall
- Contact with animal
- Needle stick injury

All other types decreased, as detailed in the table below.

Table 3 Report Type Q2 20/21 compared with Q2 19/20

TYPE	CFY	PFY	FY DIFF	% CHANGE
ASSAULT	709	730	-21	-2.9%
CONTACT WITH ANIMAL	28	20	8	40.0%
DURING ARREST/CUSTODY PROCESS	193	183	10	5.5%
EXPOSURE TO HAZARDOUS SUBSTANCE	381	23	358	1556.5%
MANUAL HANDLING	13	28	-15	-53.6%
NEEDLESTICK INJURY	7	4	3	75.0%
OTHER	170	165	5	3.0%

ROAD TRAFFIC OCCURRENCE/COLLISION	32	37	-5	-13.5%
SLIP, TRIP OR FALL	66	61	5	8.2%
TRAINING		16	-16	-100.0%
UNKNOWN	4		4	
Grand Total	1603	1267	336	26.5%

4.5 SEVERITY & RIDDOR REPORTABLE ACCIDENTS – Q2 2020/21

4.5.1 CATEGORY

In Q2 2020/21 (Table 4):

- 77% of all reports were categorised as accidents (resulted in injury or – for assaults / RTC’s – contact was made)
- 15% - were near misses
- 6% - were undesired circumstances

When compared with Q2 of the previous year – accidents have increased by 27.2%. This is due to Covid-19 reports during the pandemic. Undesired circumstances have also increased. The latter reports refer to occurrences including equipment malfunction, inability to take welfare breaks, difficulty obtaining assistance and concerns in relation to Covid-19.

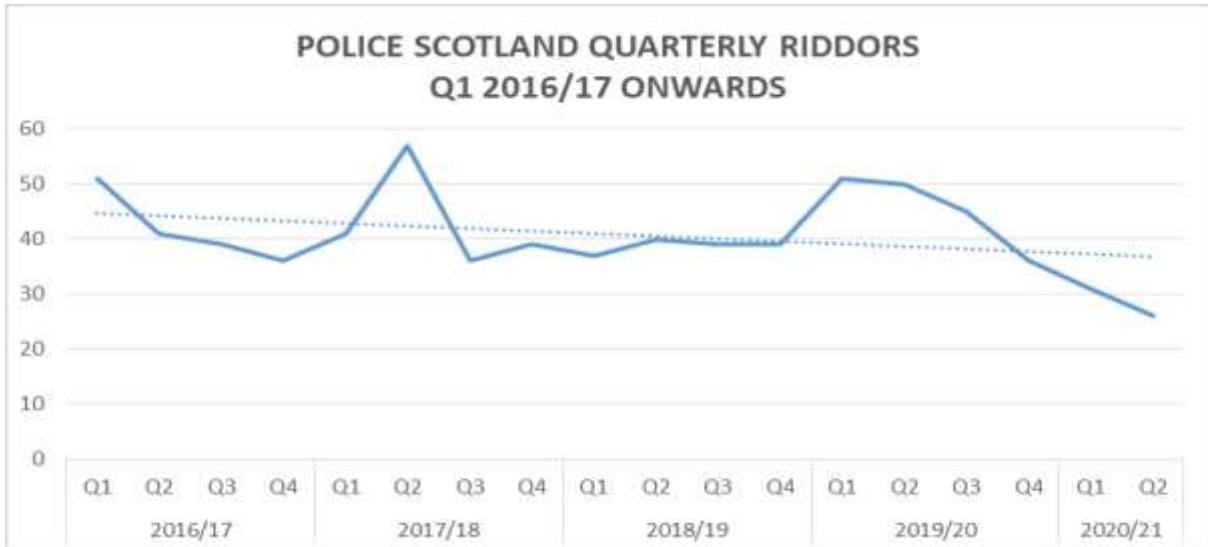
Table 4 Category Comparison Q2 20/21 compared with Q2 19/20

Category of Occurrence	CFY	PFY	FY DIFF	% CHANGE
ACCIDENT	1243	977	266	27.2
NEAR MISS	250	234	16	6.8
UNDESIREDCIRCUMSTANCE	110	56	54	96.4
TOTAL	1603	1267	336	

4.5.2 RIDDORS

There is now evidence that the overall trend in terms of RIDDORs since 2017 is downward. However it is anticipated there may be a number of additional retrospective RIDDORS arising in Q3 following notification of the outcome of Covid-19 tests (see 4.5.3 below).

Figure 7: Quarterly RIDDORS from 2016/17 onwards



In Q2 2020/21, RIDDORS have **reduced by 24** when compared with Q2 of the previous year. RIDDOR reports were submitted for the Divisions/Business areas as detailed below. For Q2 2020/21, the highest number of RIDDORS were submitted in G, P, CJSD and K Divisions. When compared with the previous year, small increases are noted in RIDDOR submissions for P, K and SCD.

Figure 8 RIDDORS by Division/Business Area Q2 20/21 compared with Q2 19/20

Note: the 'date reported to the HSE' is used to collate RIDDORS

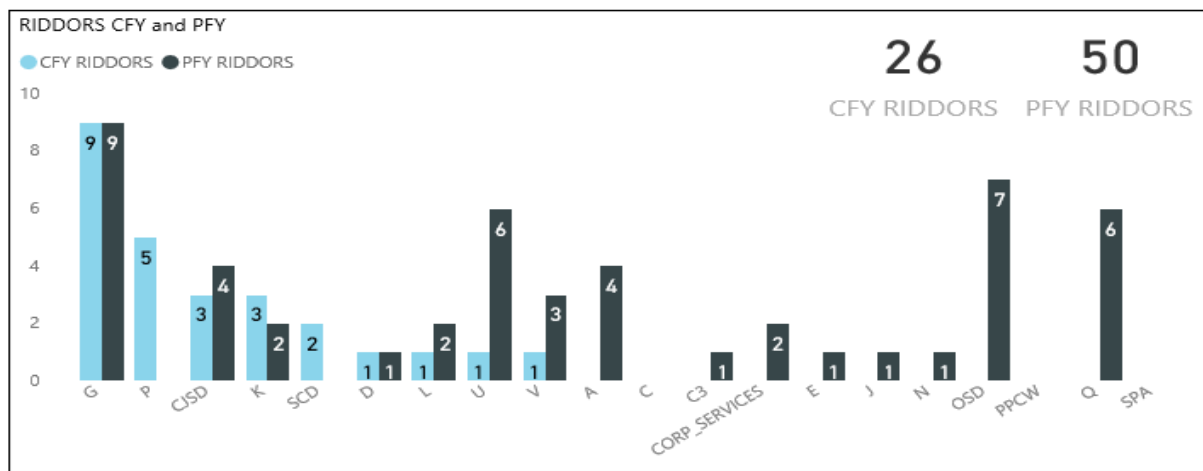
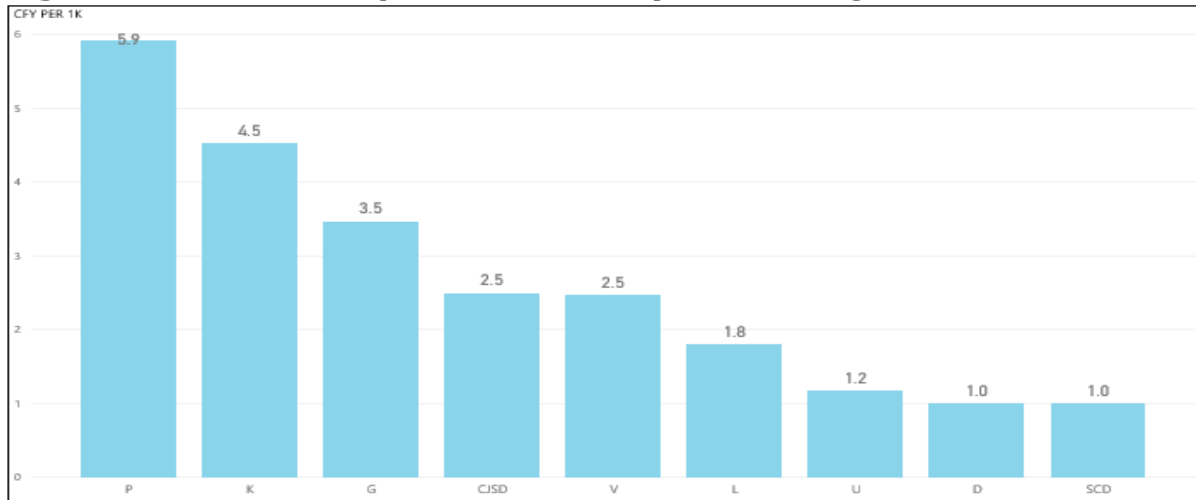


Figure 9 below shows the number of RIDDORS submitted in Q2 2020/21 per thousand employees by Division. The highest number of RIDDORS per thousand head count were submitted for P, K and G Divisions.

Figure 9 – RIDDORS per thousand by Division Q2 2020/21



4.5.3 RIDDOR TYPES

The types of RIDDORS IN Q2 2020/21 compared with Q2 2019/20 are detailed in table 5 below. The 3 highest RIDDOR types are Assault, Other and Slip Trip Fall. Across the two fiscal years, reductions are noted in all categories except 'Other' which remained static.

Table 5 RIDDOR Type Q2 20/21 compared with Q2 19/20

TYPE	CFY RIDDORS	PFY RIDDORS	RIDDOR DIFF	RIDDORS % CHANGE
ASSAULT	11	12	-1	-8.3%
OTHER	6	6	0	0.0%
SLIP, TRIP OR FALL	4	10	-6	-60.0%
DURING ARREST/CUSTODY PROCESS	3	4	-1	-25.0%
MANUAL HANDLING	1	7	-6	-85.7%
ROAD TRAFFIC OCCURRENCE/COLLISION	1	6	-5	-83.3%
CONTACT WITH ANIMAL		2	-2	-100.0%
NEEDLESTICK INJURY		1	-1	-100.0%
TRAINING		2	-2	-100.0%
TOTAL	26	50	-24	-48.0%

4.5.4 RIDDOR REPORTS – COVID-19

Currently there are **15 occurrences** that have triggered the requirement for a RIDDOR report to be submitted to the HSE. These reports will be completed as soon as possible. These occurrences refer to positive test results for Covid-19 where there is reasonable

evidence to suggest the virus was contracted during a work-related activity.

The number of RIDDOR reports will increase over the short to medium term as test results for those instructed to self-isolate following close contact in the workplace become known. In addition, it is noteworthy that the retrospective completion of these reports will result in a spike in the numbers of RIDDOR reports within the Q3 data (their “reported to HSE” date will be within Q3).

4.5.5 RIDDORS BY OFFICER/STAFF

In Q2 2020/21, 22 of the 26 RIDDOR reports submitted related to officers, with the remaining 4 reports relating to members of staff. In Q2 2019/20 – both figures were higher at 43 and 7 respectively.

Table 6 RIDDORS by Employee Category Q2 20/21 compared with Q2 19/20

Injured/ Involved	CFY RIDDORS	PFY RIDDORS	RIDDOR DIFF	RIDDORS % CHANGE
OFFICER	22	43	-21	-48.8%
POLICE STAFF	4	7	-3	-42.9%

4.5.6 RIDDORS BY AGE

RIDDORS BY AGE

Figure 10 below shows the proportion of RIDDOR reports submitted for employees in the various age brackets. In Q2 of 2020/21, the highest number of RIDDORS were submitted for a slightly higher age bracket (30-35) when compared to the previous year (24-29).

Figure 10a RIDDORS by Age Q2 20/21

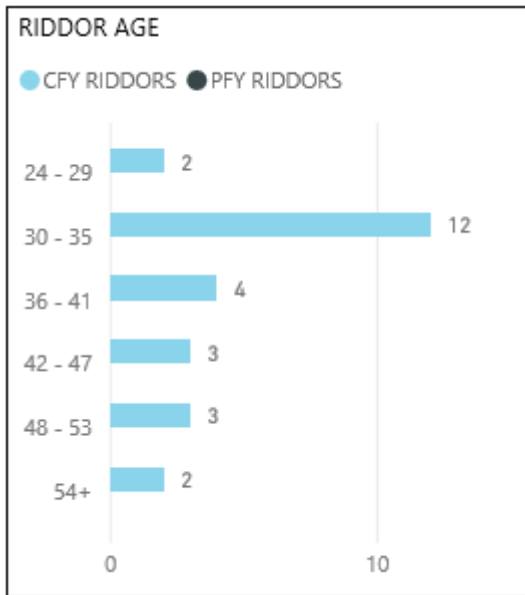
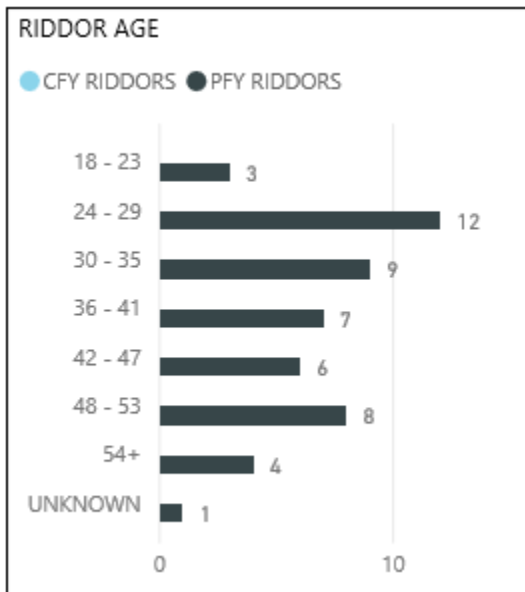


Figure 10b RIDDORS by Age Q2 19/20



4.6 INJURY TYPE – ALL ACCIDENT TYPES

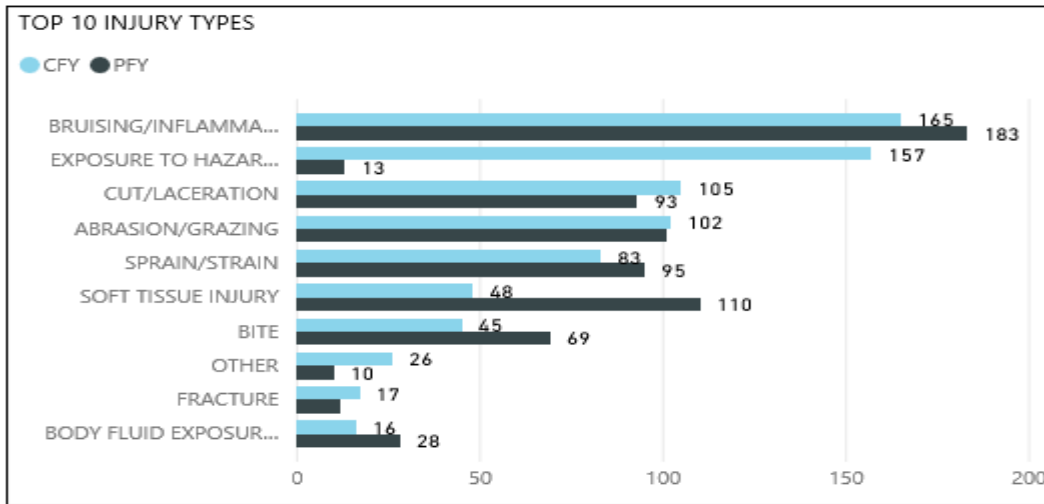
Figure 11 consists of accidents broken down into the top 10 injury types. The 3 most common in Q2 2020/21 were:

- **Bruising/inflammation** - 165
- **Exposure to Hazardous Substance** – 157 (as stated above – not all of these reports would have resulted in contracting the virus). This has obviously increased dramatically when compared to Q2 of

the previous year (however as detailed above, it has halved in comparison to Q1 2020).

- **Cut/Laceration** - 105

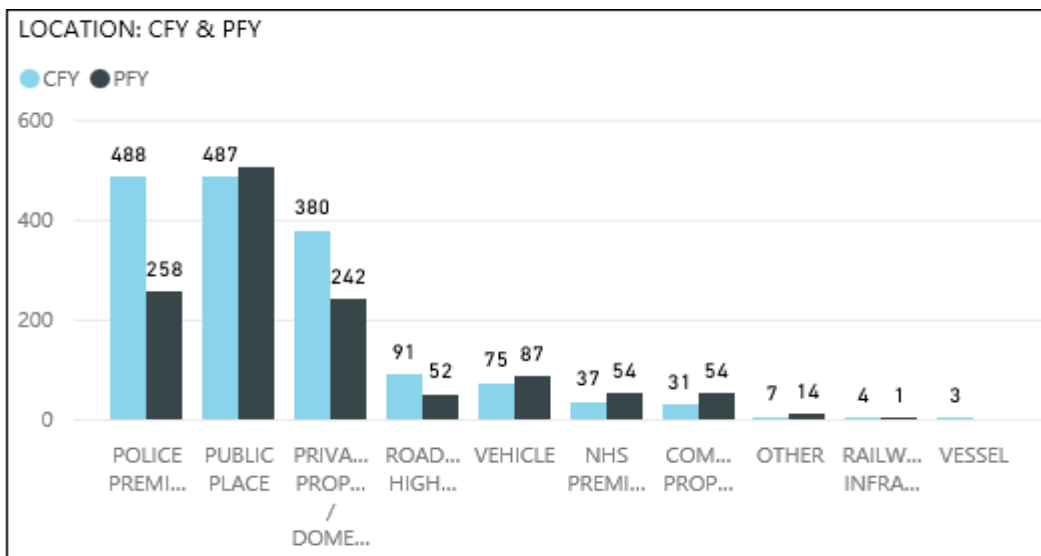
Figure 11 Top 10 Injury Types Q2 20/21 compared with Q2 19/20



4.7 LOCATION TYPE – ALL SCOPE REPORTS

The location type showing the highest number of incident reports in Q2 (Figure 12) was within police premises followed by public place or street then private property/domestic premises. Occurrences in police premises have increased significantly when compared to the previous year. This is due to Covid-19 reports.

Figure 12 Location Type Q2 20/21 compared with Q2 19/20



4.8 ASSAULT & OCCURRENCES DURING ARREST & INTERNAL BENCHMARKING

Assault and Occurrences During Arrest/Custody processes are still closely monitored as two of the highest types of accidents.

4.8.1 ASSAULT

Figure 13 below shows the quarterly trend in the number of assault accidents (excluding near misses and undesired circumstance). As stated above from a statistical perspective the data from Q3 2019-20 onwards should ideally not be used alongside earlier data, it is collated using a different methodology. Nevertheless the data is included below for indicative purposes.

Assaults are showing a further slight increase in Q2 of 2020/21. This is likely a result of the Covid-19 reports highlighting deliberate spitting and coughing at officers by those infected (or claiming to be infected).

Figure 13 Assaults from 2017 onwards

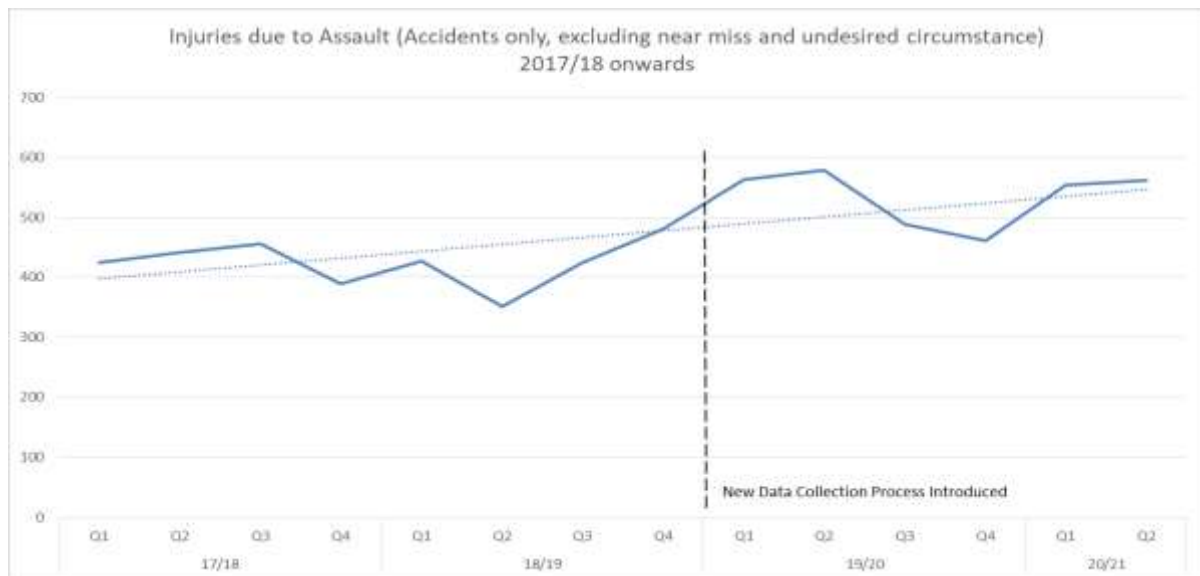


Figure 14 below shows the total number of assaults per 1000 employees. The divisions reporting the **highest numbers of assaults per 1000 headcount in Q2 this year are D, P and Q Divisions.**

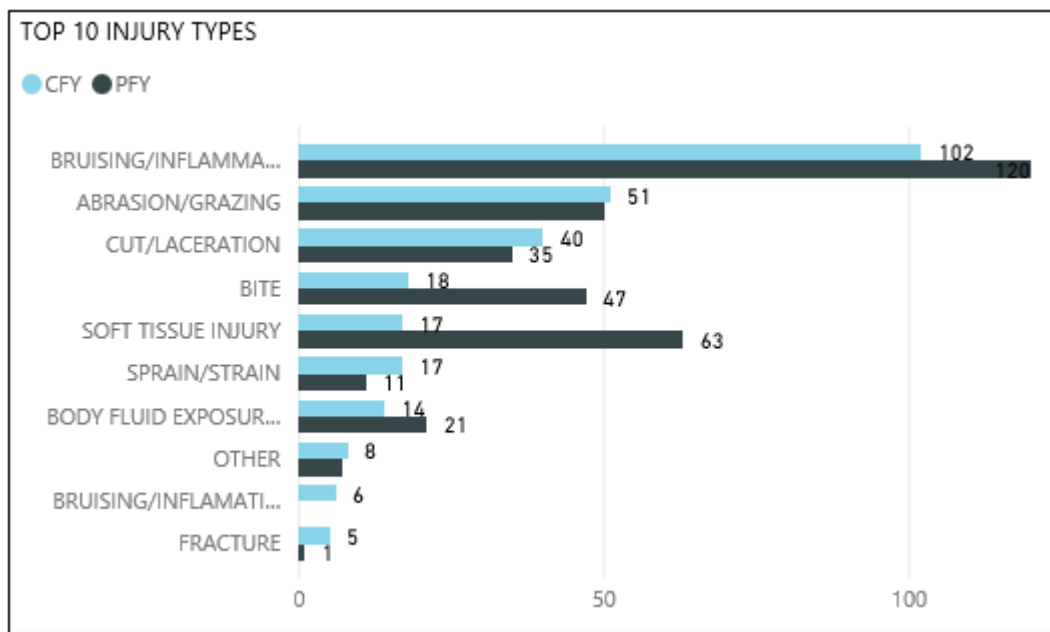
Figure 14 Number of Assaults per 1000 headcount Q2 20/21



ASSAULT INJURY TYPE

For assault accidents (excluding near miss & undesired circumstance), the 3 highest types of injury were bruising, abrasion and cut/laceration.

Figure 15 Assault Injury Types Q2 2020/21 and Q2 2019/20



ASSAULT PRIMARY HAZARD TYPE

Figure 16 below illustrates the primary factors involved in the Assaults reported on SCoPE. The 3 highest are Kicking, Unknown and Struggling with a subject.

Table 7 Assault – Primary Hazard Type (Contributory Factors) Q2 2020/21

Primary Hazard Type	CFY
KICKING	163
UNKNOWN	144
STRUGGLE	123
SPIT	71
PUNCH	64
HEAD-BUTT	37
OTHER	35
BITE HUMAN	31
PUSH	18
BLUNT OBJECT	8
SHARP OR BLADED WEAPON	8
VEHICLE	5
OFFENSIVE WEAPON	2

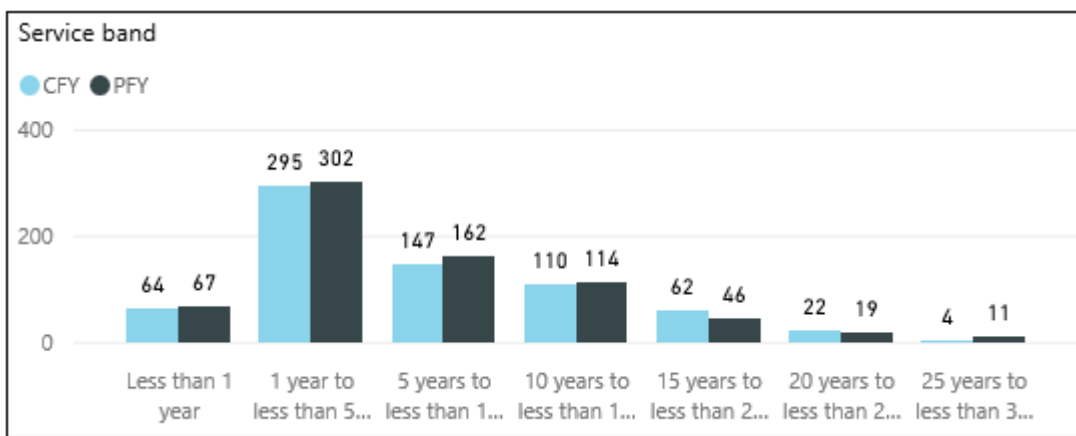
ASSAULT BY SERVICE BAND

In Table 8 and Figure 16 below, for Q2 2020/21, 42% of all assaults for officers occur involving those with between 1 and 5 years’ service (a decrease of 2% for this band when compared to Q2 of the previous year). This does not necessarily suggest that officers within this service band are assaulted more often – they may be less likely to accept assault as a routine part of their work than those with longer service, and may thus be more likely to report it. This could also be due to this service bracket having more officers on the “front line”.

Table 8 Assault – Service Band Q2 2020/21 and Q2 2019/20

Service band (Actual police service)	CFY	PFY	FY DIFF	% CHANGE	-
Less than 1 year	64	67	-3	-4.5%	▼
1 year to less than 5 years	295	302	-7	-2.3%	▼
5 years to less than 10 years	147	162	-15	-9.3%	▼
10 years to less than 15 years	110	114	-4	-3.5%	▼
15 years to less than 20 years	62	46	16	34.8%	▲
20 years to less than 25 years	22	19	3	15.8%	▲
25 years to less than 30 years	4	11	-7	-63.6%	▼
30 years or over				-100.0%	-
Total	704	721	-17	-2.4%	▼

Figure 16 Assault by Service Band Q2 2020/21 and Q2 2019/20



4.8.2 OCCURRENCES DURING ARREST

Figure 17 below shows the quarterly trend in the number of Occurrences During Arrest (accidents only, excluding near misses and undesired circumstance). As stated above, the data after Q3 of 2019/20 should ideally not be used alongside earlier data as it is collated using a different methodology. Nevertheless it is included for indicative purposes. Occurrences During Arrest are have increased slightly since Q1 2020/21, though the overall trend is downwards.

Figure 17 Occurrences During Arrest 2017/28 onwards

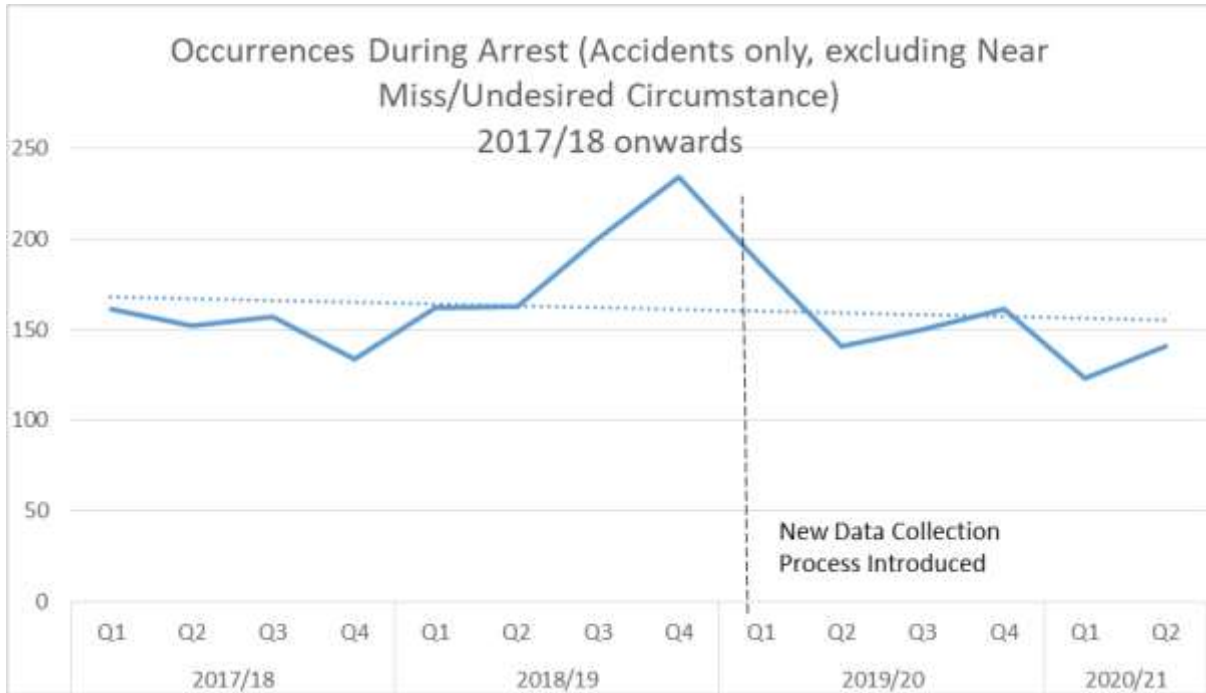
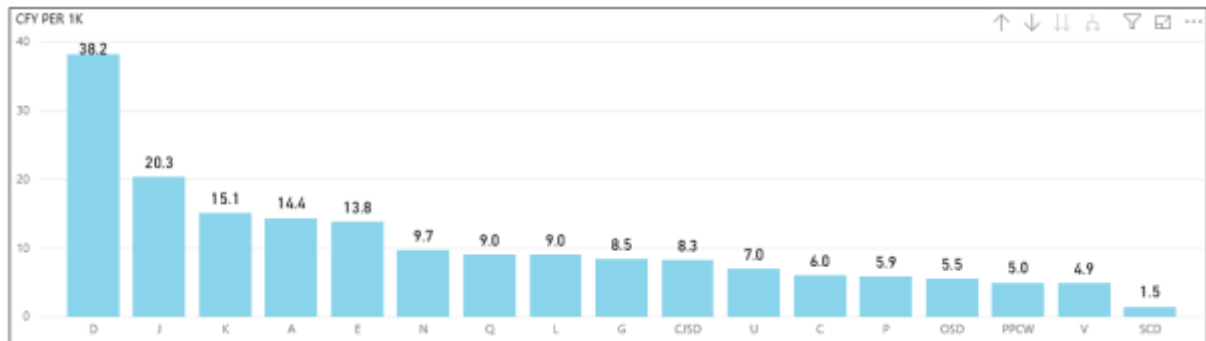


Figure 18 below shows the number of Occurrences During Arrest / Custody processes per 1000 employees by Division/business area.

Figure 18 Occurrences During Arrest by 1000 headcount Q2 2020/21



The divisions reporting the highest numbers of Occurrences During Arrest / Custody processes per 1000 headcount are **D, J and K Divisions**.

4.9 REMEDIAL MEASURES – HIGHEST TYPES

Remedial measures in H&S accident/near misses should be targeted according to the primary causal/contributory factors. At present, our recording system does not capture this. It has been added to the recently reviewed proposed SCoPE accident form.

For Assaults – the ‘Your Safety Matters’ work stream is focused on reviewing assaults from the incident, through to the reporting and welfare support provided to the injured person. The Chief Constable also launched the Assault Pledge and associated publicity campaign in order to raise awareness of this issue in an attempt to reduce occurrences. A Force memo was also distributed on 14th July 2020 reiterating the importance of control of persons in police custody.

4.10 ABSENCE ARISING FROM WORK RELATED ACCIDENTS

Table 9 – Summary - Absence from work related accidents to date

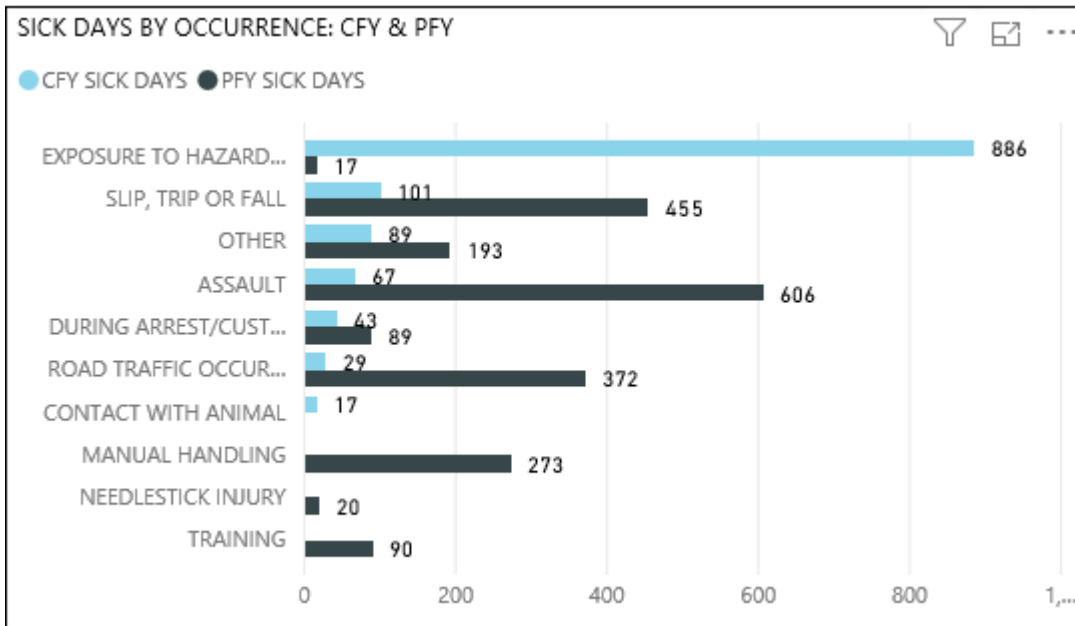
Note: This figure only counts completed absence where the employee has returned to work. Absences still ongoing at the time of the count will cause these figures to increase over time. A more accurate figure will be available as the fiscal year progresses.

Days lost summary for Q2 2020/21	
Absence due to accidents Q2 2020/21	1,232
Average number of days lost per occurrence	10
Median number of days lost per occurrence	4

In Q2 2020/21 at the time of the data collation/count, 1,232 working days were lost due to work related accidents.

In Q2 2020 as detailed below, 886 of the days lost were related to potential or actual exposure to Covid-19 (highest category). (These instances do not all relate to actual exposure/virus symptoms, most are precautionary isolation). Note – these figures will change over time as ongoing absences are counted.

Figure 19 – Sick Days by Accident Type Q2 2020/21 and Q2 2019/20



5. FINANCIAL IMPLICATIONS

5.1 There will be considerable financial implications from on-going Estates works including Fire Safety actions. A significant number of actions have been identified from the Fire Risk Assessments and also from the on-going Custody Audits. It is essential that SPA/Police Scotland are provided with sufficient budget to allow them to operate safely and to comply with Health & Safety and Fire Safety legislation. The age of the Estate and the financial restrictions placed on the organisation mean that costs will only continue to rise.

6. PERSONNEL IMPLICATIONS

6.1 There may be issues in relation to Human Resources such as the link between RIDDORs and the number of lost working days. Having a robust Health & Safety Management System in place with appropriate resources can help the organisation in terms of challenges around physical resources and cost savings.

7. LEGAL IMPLICATIONS

7.1 There are legal implications associated with this paper. Police Scotland requires to be compliant with the Health & Safety at Work etc. Act 1974 and Fire (Scotland) Act 2005. Failure to ensure compliance both in terms of our Estates and working practices may lead to enforcement action against SPA/Police Scotland by the Health & Safety Executive and/or the Scottish Fire & Rescue

Service. The Health & Safety Executive also charge a “fee for intervention” on an hourly basis should they have to come into the organisation to investigate a breach.

8. REPUTATIONAL IMPLICATIONS

8.1 There are reputational implications associated with this paper. The potential for enforcement action by the Health & Safety Executive and/or the Scottish Fire and Rescue Service due to unsafe working practices and/or breaches of legislation leaves SPA/Police Scotland exposed to reputational harm. In particular the Health & Safety Executive have the power to issue publicity orders to highlight any breaches found.

9. SOCIAL IMPLICATIONS

9.1 There are no currently no social implications.

10. COMMUNITY IMPACT

10.1 There are no current implications for community impact.

11. EQUALITIES IMPLICATIONS

11.1 There are no current implications for equalities.

12. ENVIRONMENT IMPLICATIONS

12.1 There are no current implications for environmental impact.

RECOMMENDATIONS

Members are invited to discuss the content of this report.