



People Committee

29 August 2024

Minutes of the People Committee held on Thursday 30 May 2024 via MS Teams.

Committee Members present:	Fiona McQueen (Chair) Paul Edie Michelle Miller
Committee Member apologies:	Tom Halpin Alasdair Hay
In attendance:	<p>Scottish Police Authority (SPA) Chris Brown, Deputy Chief Executive Jackie Kydd, Workforce Governance Lead John Maclean, Workforce Governance Lead Karen Vallance, Governance Support Officer</p> <p>Forensic Services Dr Victoria Morton, Chief Operating Officer</p> <p>Police Scotland ACC Emma Bond T/ACC Stuart Houston Katy Miller, Director of People and Development Dawn MacLean, Health and Safety Manager Tina Maclucas, Principal Analyst Chief Superintendent Alan Gibson Barry Donnachie, Engagement Manager</p> <p>HMICS Mark Hargreaves, Assistant Inspector Jill Harper, Lead Inspector</p>

	<p>Staff Association and Trade Union Representatives Brian Jones, Scottish Police Federation Dave Ferguson, Unison Chief Supt Rob Hay, Association of Scottish Police Superintendents Derek Balfour, Unite</p>
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1. STANDING ITEMS

The Committee Chair opened the meeting and welcomed all Members and representatives from SPA, Police Scotland, Forensic Services, Staff Associations and Trade Unions.

Attendees were reminded that, after each paper had been presented, Authority Members would be able to ask questions and thereafter Staff Association and Trade Union colleagues would be invited to provide any perspectives they feel would be helpful to the discussion.

Attendees were informed that Staff Association and Trade Union colleagues would be present for all public items, and Items 6, 8.1, 8.2 and 8.3 in private. Item 9 would only be discussed with Members and associated SPA staff.

The Committee **RESOLVED** to:

- **NOTE** apologies from Tom Halpin and Alasdair Hay.
- **NOTE** no declarations of interest or connections.
- **APPROVE** the minute of 6 February 2024.
- **AGREE** the action log, with the caveat that PC – 20231127 – 005 remain open.
- **AGREE** that, in accordance with paragraph 20 of the SPA Standing Orders, the Board would consider items 6-9 in private for the reasons set out on the agenda.

2. WELLBEING AND INCLUSION

2.1 Q4/ END OF YEAR WELLBEING REPORT

Members considered the paper which provided oversight of Police Scotland/SPA health and wellbeing activity during Q4 and from across the financial year 2023/24. Katy Miller (KMiller) highlighted a number of key points as detailed in the paper.

In discussion the following matters were raised:

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- Members were informed that it was not possible to separate physiological work and life reasons for those retiring under ill health as often they were intertwined.
- Members referred to the average ill health retirement age being 48, noting it was a young age to be deemed not fit for work. The Committee Chair suggested that the forthcoming joint meeting with the Legal committee could look at the end stage of health and wellbeing of the workforce in more detail. KMiller advised that she read every assessment for ill health retiral, and the cumulative reason was the effects of policing roles and trauma. KMiller emphasised that the retirals are based on being unfit for officer duties, as opposed to unfit for work. Before an Officer is retired, the organisation works hard to find alternatives whilst abiding by the medical assessments.
- Both Trade Union representatives shared their disappointment that the paper mainly covered Officer detail and urged future reports to provide detail on staff. Staff Association representatives commented that the ill health retiral numbers and ages were indicative of greater pressures on fewer officers. An ageing workforce and a greater number on modified duties can acerbate the problems of the operational workforce being smaller.
- KMiller offered to undertake a deep dive of staff injury on duty and provide the Committee with the outcomes.
- Vicki Morton confirmed Forensic Services utilise various wellbeing mechanisms and use effectively. Modified duties are also considered for Forensic Services staff and ill health retirals are low.

The Committee **RESOLVED** to:

- **NOTE** the report.
- **AGREE** the following action:

A deep dive of staff and Officer injury on duty to be undertaken, with outcomes provided to the Committee.

PC – 20240530- 001

2.2 ILL HEALTH RETUREMENT REVIEW CLOSURE REPORT

Members considered the paper which provided an update on ill health retirement and injury on duty considerations. Jackie Kydd highlighted a number of key points as detailed in the paper, confirming the paper specifically covered Officers due to Chief Executive Officer delegations.

Members had no follow up questions.

The Committee **RESOLVED** to:

- **NOTE** the report.

2.3 HMICS REVIEW OF CULTURE IN POLICE SCOTLAND – POLICE SCOTLAND RESPONSE

ACC Stuart Houston (ACCHouston) provided a progress update in relation to Police Scotland's response to the HMICS report. A Short Life Working Group has been established and has met a number of times, whilst also engaging with business areas to understand any crossovers with other HMICS reports. Meetings between Police Scotland and HMICS have taken place where actions have been mapped out. A draft recommendation improvement plan has been circulated to business leads and feedback will be incorporated, as well as learning from the MET culture change programme. The next step is the Organisational Culture and Improvement Plan where progress will be reported through the Police Scotland People Board and will be presented to the SPA People Committee in August.

Members emphasised the importance of milestones against activity being included in improvement plans, to which ACCHouston advised that culture dashboards were assisting with this work.

The Committee **RESOLVED** to:

- **NOTE** the report.

2.4 YOUR VOICE MATTERS BI-ANNUAL UPDATE

Members considered the paper which provided an update on closing the remaining actions from the 2021 Your Voice Matters survey and the next organisational survey which will take place this summer. Barry Donnachie (BDonnachie) highlighted a number of key points as detailed in the paper.

In discussion the following matters were raised:

- Members were assured that future surveys will assist measuring the impact and will be relatable to the action plan.
- Members were advised the report covered Police Scotland, SPA and Forensic Services.
- The Committee Chair noted that the paper included a lot of narrative of intention but little on what actions have been taken against the workforce voice. BDonnachie responded that the last paper included the 'you said, we did' narrative but this has not been included in the report in order to look at longer term ambitions. Stakeholder engagement will involve seeking views and learning on how surveys are communicated and deployed.
- Chief Superintendent Rob Hay (CSHay) encouraged the service to ask the same questions twice to allow direct comparison, as well as timeous publication of results with disaggregate results to meaningful level. BDonnachie confirmed these areas points would be considered for future surveys.

The Committee **RESOLVED** to:

- **NOTE** the report.

2.5 HMICS FRONT LINE FOCUS – WELLBEING

Members considered the HMICS Front Line Focus – wellbeing report. Mark Hargreaves provided a detailed summary of the key findings noted in the paper.

In discussion the following matters were raised:

- The Committee Chair questioned whether the wellbeing impact assessment is routinely completed across the UK. Jill Hargreaves (JHargreaves) responded that HMCIS tried to identify where they were being used but struggled to do so. Notwithstanding, JHargreaves commented that there was still value in pursuing the assessments in terms of identifying impacts and determining how they can be mitigated.
- On behalf of Unite, Brian Jones (BJones) commented that the report was welcomed, and the outcomes corroborate with what their membership are reporting.
- Members heard HMICS are expecting an action plan from Police Scotland by mid-July.

The Committee **RESOLVED** to:

- **NOTE** the report.

2.6 HEALTH AND WELLBEING PROGRAMME – THE WAY FORWARD

Members considered the paper which provided an update on key findings and recommendations from the recent independent review of Police Scotland's Health and Wellbeing programme and the HMICS Frontline Focus – Wellbeing inspection. KMiller highlighted a number of key points as detailed in the paper.

In discussion the following matters were raised:

- Members sought clarity on the definition of the theory of change and heard it was making connections between aspirations and what the reality is.
- Trade Union and Staff Association representatives welcomed the report and the approach taken by HMICS. CSHay commented that the report appeared to indicate a renewed focus on the front line. DFerguson added that Unions had raised concerns in relation to the Operational Base Levels (OBL).
- The Committee Chair requested clarity on the definition of OBL and the impact of the workforce not being to take annual leave as a result of it.

The Committee **RESOLVED** to:

- **NOTE** the report.
- **AGREE** the following action:

Members to be provided clarity on the definition of OBL and the impact of the workforce not being to take annual leave as a result of it.

PC – 20240530- 002

2.7 POLICING TOGETHER BI-ANNUAL UPDATE

Members considered the paper which provided an overview of the Policing Together 6 Monthly Performance Report. Tina MacLucas highlighted a number of key points as detailed in the paper.

Members had no follow up questions.

The Committee **RESOLVED** to:

- **NOTE** the report.

2.8 SEX EQUALITY AND TACKLING MISOGYNY IMPACT MEASURES

Paper Withdrawn

3. STRATEGY POLICY AND PLANNING

3.1 PEOPLE STRATEGY AND STRATEGIC WORKFORCE PLANNING – IMPLEMENTATION PLANS

Members considered the paper which provided an update on year one priority activities to support the delivery of the People Strategy and Strategic Workforce Plan (SWP) along with a broader update on the planning approach over the three-year cycle of the People Strategy and SWP, and key outcome measures/evidence to support the assessment of the impact of the People Strategy and SWP. KMiller highlighted a number of key points as detailed in the paper.

Members had no follow up questions.

The Committee **RESOLVED** to:

- **NOTE** the update.

3.2 Q4/ END OF YEAR WORKFORCE REPORT

Members considered the paper which provided an update on the Police Scotland workforce as at the end financial year 2023/24. KMiller highlighted a number of key points as detailed in the paper.

In discussion the following matters were raised:

- Members welcomed the improved dashboards and encouraged their use in other reports.
- In terms of Officer numbers, Members were informed work is ongoing to identify intake numbers and provide flexibility against scenario planning on retirements.
- Members requested that when future reports detail the annual turnover rate, comparative detail from previous years is also provided for benchmarking.
- The Committee gave thanks to Peter Blair for the work undertaken in the area and wished him well in his retirement.

The Committee **RESOLVED** to:

- **NOTE** the report.

3.3 Q4 POLICY ASSURANCE REPORT

Members considered the paper which provided an update on Police Scotland's approach to the prioritisation and assurance of People Policy. KMiller highlighted a number of key points as detailed in the paper.

In discussion the following matters were raised:

- Members asked if there was a template for criteria that you would be included in all policies. KMiller responded that the categorisation within Appendix A has helped prioritise, and EQHIA covers other areas although further work is required on the 'so-what' question of how it can help colleagues.
- CSHay sought comment on the impacts from increased force training. Chief Superintendent Alan Gibson (CSGibson) responded that running concurrent courses will bring challenges and these are currently being addressed, however, he provided assurance that the ambition is not to detriment any other part of learning and development.

The Committee **RESOLVED** to:

- **NOTE** the report.

4. HEALTH AND SAFETY

4.1 Q4 HEALTH AND SAFETY REPORT

Members considered the paper which provided a strategic overview in relation to health & safety within the SPA and Police Scotland. Dawn Maclean (DMaclean) highlighted a number of key points as detailed in the paper and clarified that the RIDDOR figure on Slide 7 within the appendix should actually indicate that the number of RIDDORS is 41 (132 is the

five-year total). L Division have seen increase in a month – some operations such as football.

In discussion the following matters were raised:

- Referencing the 20% increase in assaults on officers and staff, Members asked if there were any underlying reasons and heard most take place during first contact, in custody facilities and getting in and out of vehicles. Further analysis is being undertaken on the data to provide more insight.
- Members were informed that a near miss is defined by a person having tried to assault but failed, and the organisation is trying to increase support and advise of reporting near misses.
- Referencing dangerous dogs being an area of concern, Members were advised that it did not just relate to XL Bully dogs, but all dangerous dogs covered by the legislation.
- Referencing another area of concern, sure-fire earpieces, Members sought assurance that people can get access and heard that every division has a SPOC and a record of who has the kit. ACCBond explained that while access is available, the main issue is availability of sizes as resupply is a challenge. Members were assured stock had been reordered and was expected in 3-4 weeks.
- Members sought more comment on concerns around nitrous oxide productions and heard Police Scotland is in consultation with the Procurator Fiscal service to determine what can or can't be stored. One possibility is that a digital image would be accepted in court therefore long-term cylinder storage would not be required.
- In terms of operational safety compliance levels, Members were informed numbers have dropped due to the training pause but as many spaces as possible are now being offered to improve numbers. One challenge is not just the ability of spaces but for staff to be released. As such, training and development are working with the Resource Deployment Unit to try prioritise front facing staff. The Committee Chair requested further detail on compliance levels is reported to the next meeting.
- Members heard there continued to be a backlog in driver training, but the organisation was looking to provide fixed terms contracts for suitable trainers to help clear. The Committee Chair requested a progress updated is provided to the next meeting.
- CSHay commented that the increase in assaults to officers could be contributed to the pause in officer safety training. BJones added that when training was paused, concerns were raised on the potential impact.

The Committee **RESOLVED** to:

- **NOTE** the report.
- **AGREE** the following actions:

Further detail on operational safety compliance levels to be reported to the next meeting.

PC – 20240530- 003

Progress update on driver training to be provided to the next meeting.

PC – 20240530- 004

5. LEARNING AND DEVELOPMENT

5.1 HIS MAJESTY’S INSPECTORATE OF EDUCATION MODERN APPRENTICESHIP REVIEW

Item withdrawn.

5.2 LEARNING AND DEVELOPMENT REPORT

Members considered the paper which provided detail on learning and development processes. CSGibson highlighted a number of key points as detailed in the paper.

In discussion the following matters were raised:

- The Committee Chair requested that future reports include evidence of outcomes of mandatory and statutory training.
- BJones reiterated earlier comments regarding the impact of training on OBL levels.

The Committee **RESOLVED** to:

- **NOTE** the report.
- **AGREE** the following action:

Future reports to include evidence of outcomes of mandatory and statutory training.

PC – 20240530- 005