

BOARD MEETING

19 August 2020

**Minute of the Scottish Police Authority Board Meeting held on
Wednesday, 19 August 2020 via Video-conference**

Board Members Present: David Crichton (Interim Chair)
Martyn Evans
Tom Halpin
Robert Hayes
Grant Macrae
Michelle Miller
Mary Pitcaithly
Matt Smith
Caroline Stuart
Elaine Wilkinson

In attendance: Police Scotland
Chief Constable Iain Livingstone
Deputy Chief Constable Will Kerr
Deputy Chief Constable Malcolm Graham
Deputy Chief Constable Fiona Taylor
Deputy Chief Officer David Page
Andrew Hendry, Chief Digital and Information Officer
James Gray, Chief Financial Officer
Jude Helliker, Director of People and Development
James Bertram, Health and Safety Manger (Item 9)
CS Phil Davidson (Item 10)
Iain McKie, Interim Procurement Improvement Lead, (Item 12)

Scottish Police Authority (SPA)
Lynn Brown, Interim Chief Executive Officer
Tom Nelson, Director of Forensic Services (Items 6-7)
Barry Sillers, Director of Strategy, Performance and Assurance (Item 6)

Fiona Douglas, Temporary Head of Forensic Services 2026 Programme (Items 6-7)
Kirsty Scott, Independent Custody Visitor National Manager (Item 4)

Independent Advisory Group on Police Use of Temporary Powers Related to the Coronavirus Crisis

John Scott QC (Items 10-11)
Susan McVie (Items 10-11)

SPA Secretariat

Catherine MacIntyre, Head of Business Services
Karen Vallance, Committee Co-ordinator

1. WELCOME AND STANDING ITEMS

The Interim Chair opened the meeting and welcomed all Board Members and representatives from the Police Scotland senior leadership team. He confirmed Robert Hayes would Chair the meeting if he were disconnected from the video-conference.

On behalf of the Authority he sent condolences to the loved ones of the three people who lost their lives in the rail accident outside Stonehaven. He also recorded his appreciation for the bravery shown and work undertaken by officers of both Police Scotland and British Transport Police who assisted at the scene.

The Board **RESOLVED** to:

- **NOTE** apologies from Jane Ryder;
- **NOTE** no declarations of interest;
- **ADOPT** the minute of the 30 June 2020;
- **NOTE** the action log and that there were no matters arising;
- **AGREE** that, in accordance with paragraphs 21 and 22 of the SPA Standing Orders, the Board would consider items 14 - 19 in private for the reasons set out on the agenda.

The Interim Chair noted there was one item of private business he would like to raise with just Members once all other business on the agenda had been concluded.

2. SPA INTERIM CHAIR'S REPORT

The Interim Chair provided an overview of his report, drawing particular attention to diversity and funding.

The Interim Chair noted it was vital that Police Scotland and the Authority recognise, respect and reflect the growing diversity of Scotland's people and the way the country works. There are many challenges which policing has to respond effectively and transparently to, therefore Police Scotland presenting a paper on diversity for public discussion was welcomed. He confirmed it was the intention that diversity remain a periodic standing item. The upcoming recruitment of new Board Members will also be an opportunity to build more diversity into the Board.

The Interim Chair highlighted the two main influences on the structural deficit: the budget settlement received from Scottish Government, and the number of police officers and staff. He emphasized that while the Authority does not control either of those it is the Authority which carries the accountability for the difference between the two. He confirmed the Authority will continue to advise, influence and challenge on both those fronts, and will press for efficiencies and productivity improvements in the non-wage components of the budget. If the Authority fundamentally believe that those best endeavors can't produce a balanced budget, the Authority have to be honest and transparent about it. On the basis of the financial information and projections currently seen, the Interim Chair felt there was no easy means of reducing the deficit over the next 2-3 years.

The Board **RESOLVED** to:

- **NOTE** the update

3. CHIEF CONSTABLE'S REPORT

Chief Constable Livingstone (CCLivingstone) provided a detailed summary of the paper and highlighted the following additional points:

- CCLivingstone sent thoughts and condolences to those affected by the rail accident near Stonehaven. He informed Members that Police Scotland representatives attended Aberdeen Train Station for a Minute Silence on 19 August and thanked emergency service workers, rail workers and those within local communities for their work and support.

- Officers from Major Investigation Teams are working with local communities following the shooting of a man in Blantyre on Monday 17 August. Officers are pursuing all investigative opportunities with increased patrols in the local area to provide reassurance.
- Focus on COP26 preparations has been enhanced and CCLivingstone advised that it would bring significant operational demand, require mass mobilisation and mutual aid from other forces.
- Brexit may result in potential disruption at entry ports and bring vulnerabilities as a result of the removal of some investigative tools, however contingency plans continue to be developed for all scenarios.
- CCLivingstone stated he did not consider it prudent to reduce officer numbers when such acute and significant operational demand persisted. He reassured Members that work continues to develop the Strategic Workforce Plan in order to close the gap between allocated funding and costs incurred. He confirmed Police Scotland are committed to providing best value to the public and the public purse. The reform of policing has already removed £200million from the core cost base compared to legacy arrangements, while service improvements have been consistent. CCLivingstone stated the service has the people, leadership, vision and plans to drive transformation forward and investment in infrastructure will benefit other partners. With appropriate investment, reform and transformation will allow the gap to be closed between allocated funding and core costs. However, as pay is the most significant cost against current funding, workforce size and profile is not sustainable and strategic workforce planning will help develop the most efficient way of using funding. CCLivingstone emphasised policing faces monumental challenges and significant operational pressures and supported the comments made by the Interim Chair and Members to have a wider discussion.
- Work continues to capture benefits from new ways of working brought about by Covid-19. Although new practices have been adopted, CCLivingstone felt it important key milestones in officers and staff careers, such as events and ceremonies, are not diminished and continue to be marked such as virtual Promotional Parades and Recognition of Service Ceremonies.

- To support national health guidelines, Police Scotland can flexibly provide any additional resources necessary to support communities and will continue to exercise powers in relation to restrictive measures when necessary. CCLivingstone thanked John Scott for the work undertaken through the Independent Advisory Group and stated that increased contact between police and citizens has been a contributory factor in improving levels of public confidence.
- CCLivingstone referenced the Police Scotland Assault Pledge recently launched, underlining that violence against police officers and staff is disgraceful and deplorable and outlined his commitment to provide appropriate support where it does occur.

In discussion the following matters were raised:

- The Interim Chair and CCLivingstone paid tribute to the probationers who started in March 2020 and the trainers involved.
- CCLivingstone agreed the Strategic Workforce Plan requires to be flexible to respond to changing demands and requirements across Scotland. During discussion at both the Chief Constable's Council and the Strategic Capabilities Board, it was apparent that workforce planning is a common issue and a discipline that has not been fully developed. He noted the plan has to have a structure that provides options and allows the organisation to make choices and have debates. CCLivingstone agreed that the focus had been on people and development, however the underlying dependency is understanding demand data therefore it was critical that a full picture of demand is presented.
- With regard to legislation and enforcement action of lockdown restrictions, CCLivingstone advised that once the rigidity of lockdown changed, it was apparent there would be difficulties in public messaging and understanding, specifically over what can be legally enforced. DCC Will Kerr (DCC Kerr) informed Members the most appropriate response is one that focuses on public health advice rather than enforcement, however enforcement action will be taken if appropriate. He informed Members there is a remarkably high level of compliance in Aberdeen where local restrictions had been imposed, so enforcement has not often been required.
- With regard to public commentary on recent protests, CCLivingstone emphasised that Police Scotland have policed numerous events and

positive feedback has been consistently received and one reported incident does not represent the overall response. DCC Kerr added reviews are completed after every operation where tactical and operational lessons are captured. Police Scotland welcomed specific activity from Scottish Government on how protests can be actively managed within legislation.

- Members noted that the ICO had published a report in England and Wales on mobile phone data extraction and questioned whether Police Scotland intend to test internal recommendations against the ICO recommendations. DCC Malcolm Graham (DCCGraham) confirmed there is an internal examination of recommendations and continued engagement with ICO where it is anticipated the Scottish report will be more instructive. The level of commitment and learning taken during the introduction of cyber kiosks has resulted in the development of a strong system.

The Board **RESOLVED** to:

- **NOTE** the update.

4. SPA INTERIM CHIEF EXECUTIVE'S REPORT

Lynn Brown (LBrown) provided a summary of the report which detailed activities carried out by the Interim Chief Executive since the previous Authority Meeting. She highlighted:

- All Committees and Authority Meetings have been publically accessible through live streaming, and most recently, video-streaming.
- Work continues to put in place arrangements for returning to work within Government guidelines, and to record lessons learned from remote working.
- The impact of Covid-19 has seen an 80% drop in custody detainees compared to the same period in 2019, however the impact has also brought new challenges which has required additional oversight. The ICVS team have established a critical path for returning to business as usual, based on the route map out of lockdown under Scottish Government. ICVS continue to report on a number of issues of ongoing risk emphasised during the COVID-19 period, including: concerns over the length of time spent by detainees in vehicles; the

restricted access to showers/washing facilities and exercise; and a delay in repairs to the fabric of the estate. The National Manager for ICVS has been involved in meetings at ministerial level and national level with other partners to ensure that detainees receive what is required.

- The final report of the Independent Review of Complaints Handling, Investigation and Misconduct Issues in relation to Policing is expected in autumn 2020.
- Following formal staff consultation on the new SPA organisational design, counter proposals will be considered prior to a progress update being presented to JNCC in September 2020. Transition arrangements are currently being planned to ensure smooth progression and full implementation of all changes.

In discussion the following matters were raised:

- Matt Smith (MSmith) confirmed the Complaints and Conduct Committee have been active in the work of the Independent Review of Complaints Handling, Investigation and Misconduct Issues in relation to Policing.
- Members sought assurance that estates repair work continued to be treated as priority. LBrown responded that a robust system is in place to prioritise and some issues are a result of Covid-19 restrictions. David Page (DPage) agreed, confirming Covid-19 had delayed construction work.
- Members requested more information regarding the ICVS MOU with HMICS. Kirsty Scott (KScott) confirmed the MOU is working effectively and collaboration and communication between HMICS and ICVS is positive. When HMICS inspections are due, they liaise with visitors to seek opinions and views of both detainees and custody estate. HMICS are starting to arrange inspections and ICVS are looking to restart physical visits in September 2020.
- Members sought assurance that concerns on healthcare within custody suites can be raised and addressed with the NHS. KScott confirmed HMICS are leading on this work and report yearly. Both ICVS and HMICS are pushing to ensure consistency and Police Scotland are working well with partners to develop a partnership approach to healthcare. A progress update on the approach was requested.

The Board **RESOLVED** to:

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

Police Scotland to provide an update on the partnership working approach in relation to healthcare in custody suites.

190820-SPABM-01

5. WORKFORCE DIVERSITY, INCLUSION AND EQUALITY IN POLICING

DCC Fiona Taylor (DCCTaylor) referred to the paper and highlighted:

- While the report highlights a year on year rise in hate crime reporting, under-reporting remains a concern for Police Scotland.
- A campaign was launched in March 2020 to encourage people who have experienced hate crime to report it.
- To maintain and build a relationship of trust with the public, Police Scotland need to continually improve how it reflects and represents communities.
- Progress has been made within Police Scotland regarding the proportion of officers who are female. This progress is also reflected within the recruitment process.
- Increasing representation from minority ethnic communities remains a challenge.
- A dedicated team are in place to increase the diversity of candidates applying, including from BAME backgrounds. Other potential factors are being explored to improve diversity such as working with other organisations and analysis of the implications of initial recruitment testing of multi lingual candidates.

In discussion the following matters were raised:

- DCCTaylor confirmed all new recruits and promoted officers and staff receive bespoke diversity training. Work continues to explore how a training process can be put in place for others.
- Progress has been made against activities identified in the People and Development Annual Delivery Plan for 2020/21. Work has been undertaken to understand the implications of the standard entry

test. It has been refreshed and renewed, using external providers. Further work, however, is still required.

- Future reports will focus on recruitment, retention and diversity in specialist areas, plus studies along with statistical information.
- Members sought more information on benchmarking. DCCTaylor advised benchmarking information regarding female representation across Police Scotland, GMP and the MET had been received to which Police Scotland had compared favourably. CCLivingstone added the challenges faced across the Justice Sector were acknowledged during discussions with the Director General and work with partners in this area continues to progress.
- Members suggested it would be interesting to see qualitative data including the experience of new recruits.
- DCCTaylor advised that Police Scotland are fully engaged with diversity staff associations to understand the experiences of colleagues within Police Scotland and to utilise their knowledge to demonstrate that Police Scotland is an employee of choice for all, irrespective of background.
- With a focus on those with a BAME background, Members sought more information on the number of applications received compared to the number of applicants recruited. DCCTaylor noted the application process is a multi-stage process and applicants drop out at various stages. Further work is required to understand the issues identified at each stage of the recruitment process and the recruitment team are working to identify the conversion rates of applicants.
- The Interim Chair requested the report be presented bi-annually.

The Board **RESOLVED** to:

- **NOTE** the report

6. TRANSFORMATIONAL CHANGE

6a. OVERSIGHT OF CHANGE IN POLICING

6b. POLICE SCOTLAND TRANSFORMATIONAL CHANGE

6c. SPA FORENSIC SERVICES TRANSFORMATIONAL CHANGE

The Interim Chair invited Barry Sillers (BSillers), Andrew Hendry (AHendry) and Tom Nelson (TNelson) to introduce papers 6a, 6b and 6c before opening for questions

BSillers referred Members to paper 6a which summarised the revised strategic direction and context which underpins the development and delivery of change, in order to enable continuous improvement and progress toward the strategic outcomes approved by the Authority and the Authority's recent change oversight activities. He drew Members attention to the accelerated pace of change driven by Covid-19, and examples of change activities overseen by the Authority. He informed Members that central to the strategic narrative on change, was the articulation of the source and changing nature of demand, reviewing the planned change portfolio and adapting to the new challenges and opportunities of post COVID-19.

Andrew Hendry (AHendry) referred to paper 6b and provided a summary of the key decisions in the last 6 months; the impact of Covid-19 on the programme including the accelerated implementation of CAM across the country; the impact of change and benefits realisation and the finance and resourcing position.

He provided examples of key implementations to date, namely mobile working, ADEL and custody remodelling.

He also presented a broad overview across the Police Scotland change portfolio, providing information on future development over the next 18 months, highlighting design and consideration of the national body worn video solution and progression of the digital evidence sharing capability programme.

Fiona Douglas (FDouglas) referred to paper 6c and provided a summary of work undertaken during phase one and two of the change programme, and what is anticipated during phase three. She drew Members attention to the projects due to be implemented during phase two, the benefits realised and the challenges raised.

In discussion the following matters were raised:

- Members noted all papers identified the dependency on funding and removal of the deficit.
- DPage informed Members Police Scotland are working hard on best value and to maximise investment. He agreed it was important to

track and capture benefits from each project and annual dip sampling into projects to capture additional benefits may be undertaken.

- DPage confirmed that external validation on benefits realisation is ongoing from Internal Audit, Audit Scotland and HMICS.
- In response to joint working between Police Scotland and Forensic Services, DPage advised Members Forensic Services management are invited to Police Scotland internal governance meetings to gain insight to how information is used, sourced and reported. Data are provided to Forensic Services for them to then capture and report benefits. Tom Nelson (TNelson) acknowledged Forensic Services need to improve the way benefits are captured.
- DPage advised Members that Police Scotland are working collaboratively with partners across the justice system to get best outcome from the system and to utilise internal experience and capacity to support others.
- Members noted the positives within the Police Scotland report, however emphasised the need for lessons learned from some projects, specifically around demand data. DPage responded that the level of data reported in some projects is reflective of the amount invested. He stated the demand and productivity unit is fit for purpose however it required investment in order to increase data capability.
- Members sought further information on the new unit to look at analysis, insight and performance including demand and productivity.

The Board **RESOLVED** to:

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

Progress update to be provided on new unit to look at analysis, insight and performance including demand and productivity.

190820-SPABM-02

7. FORENSIC SERVICES PERFORMANCE REPORT QUARTER 1

TNelson provided a summary of the paper. He informed Members the Aberdeen Forensic Facility was affected by flooding and the Business

Continuity Plan was initiated. He confirmed the Biology department was the most affected although there has been no impact on productions or casework. He thanked Forensic Services staff, DPage and Police Scotland estates for their support.

In discussion the following matters were raised:

- Members acknowledged that performance during the Covid-19 lockdown period demonstrates the robustness of the crime scene to court approach. DCCGraham agreed a high service was maintained during Covid-19 and Forensic Services continued to provide a high response to major investigations.
- DCCGraham raised concern on demand and backlog in relation to drugs. He sought assurance that the Business Continuity Plan was robust in relation to staffing and service levels, particularly on the examination side, in the event of a further resurgence of Covid-19. TNelson confirmed there had been a significant increase in drugs output, supported by Police Scotland and the Crown Office. He confirmed the Business Continuity Plan worked well during Covid-19 lockdown and would continue to do so. The national set up of four laboratory facilities also provides flexibility.

The Board **RESOLVED** to:

- **NOTE** the report

8. FINANCIAL PERFORMANCE REPORT QUARTER 1

JGray referred to the paper, highlighting:

- The draft quarter 1 forecast submissions highlighted a potential £8m overspend versus budget. However, as a result of specific management actions agreed, the revenue core operating deficit is restricted to a £1.0m overspend against budget.
- The delivery of the income forecast is the single biggest risk to the quarter 1 forecast position.
- Actual capital spend mirrors the forecast. The profile of capital spend was prepared knowing the lockdown restrictions and so is back-loaded. The later part of the year will see high monthly spend increases. Budget holders are confident that, subject to no further lockdown restrictions, the capital budget can be delivered.

- Reform budget forecast indicated the full allocation will be spent.

In discussion the following matters were raised:

- EWilkinson advised the Authority that unexpected income from historical rental offset pressures associated with Covid-19. The media reported money is required to cover those pressures however there was a windfall. The Resources Committee was satisfied there was a strict and robust approach being taken in relation to the cost of staff recruitment and probationer intake.
- JGray advised Members the starting position of next year is likely to be a deficit of £50m before any pay award is included. He informed the Authority that Police Scotland are working closely with Scottish Government colleagues on this as it will be the third year the organisation has required a cash injection.

The Board **RESOLVED** to:

- **NOTE** the report

9. HEALTH, SAFETY AND WELLBEING

9a. HEALTH AND SAFETY REPORT QUARTER 1 2020

DCCTaylor presented a summary of the report which provided a strategic overview in relation to Health & Safety within the Authority and Police Scotland.

In discussion the following matters were raised:

- EWilkinson highlighted the Resources Committee had noted the downward trend in RIDDOR figures which was positive. The Committee also noted significant progress on the 3 year action plan. She confirmed there is a regular review of Covid-19 related incidents.
- Members requested clarity be provided on whether the reduction in RIDDOR figures during arrest is due to the reduction in numbers of people in custody and requested future reports include any new emerging areas as business as usual work resumes.

The Board **RESOLVED** to:

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

Clarity to be provided on whether the reduction in RIDDOR figures during arrest is due to the reduction in numbers of people in custody.

190820-SPABM-03

9b. WELLBEING REPORT QUARTER 1 2020

Jude Helliker (JHelliker) provided a summary of the report which provided an update on Q1 Wellbeing activities and proposed next steps to continue to mainstream the wellbeing agenda.

In discussion the following matters were raised:

- JHelliker confirmed Police Scotland were using virtual ways to access help and progress areas, such as medicals.
- EWilkinson informed the Authority the number of Officers on modified duties was highlighted within the people dashboard presented to the Resources Committee. JHelliker advised that reasons for modifications were being included in SCoPE and confirmed not all modification results in a change to operational duties.

The Board **RESOLVED** to:

- **NOTE** the update.

10. PUBLIC CONFIDENCE

DCKerr introduced the item, highlighting that despite the longevity of the pandemic, public confidence remains high due to the consistency of the approach taken by Police Scotland. He advised Members Police Scotland are setting up a Public Confidence Governance Board chaired by ACC Hawkins which will coordinate disparate public work and how it can be used.

CS Phil Davidson (CSDavidson) provided a summary of the report, drawing Members attention to operational activity conducted over the last 16 weeks, and the outcome of the inaugural meeting of the Police Scotland Public Confidence Governance Board.

In discussion the following matters were raised:

- Members welcomed the opportunity for Authority representation to join the Public Confidence Governance Board

- Members sought further information on the reasons why the confidence dip recovered. CSDavidson explained fluctuations were due to public expectations changing over time. It was the long term goal to understand how expectations change and the effects they have. DCCKerr added it was difficult to differentiate between pure and proxy indicators, particularly when there are few outlets for the public to express their views.
- CSDavidson advised benchmarking was an action raised at the Public Confidence Governance Board, noting that a detailed comparison against other forces will provide a better foundation for a longer term view.
- Members sought information on plans to analyse data at a local policing level. DCCKerr responded that the Public Confidence Governance Board will challenge how the organisation can balance between national and local.
- Members questioned how public confidence data will be used to add value internally and build confidence within diverse groups. DCCKerr informed Members the Independent Advisory Group had worked as a bridge to hear from unheard from groups on their experience. It is Police Scotland's ambition to expand the principles of the Independent Advisory Group to respond to other areas and events such as COP26.
- With regards to how decisions are prioritised, DCCKerr highlighted the value of hearing, through the Independent Advisory Group, first hand experiences of autism groups and other groups disproportionately affected. He agreed learning taken from hearing the views of diverse communities can be used to assist in attracting a diverse workforce.
- Members sought clarity on the correlation between workforce availability and confidence levels. DCCKerr responded that the visibility of officers was a point consistently raised in surveys therefore will be considered during planning of COP26, and ACC Hawkins will report on this at the Policing of COP26 Oversight Group.
- CCLivingstone stated that confidence remains at the heart of Police Scotland's legitimacy, purpose and mission. He emphasised the significance of formalising the Public Confidence Governance Board

The Board **RESOLVED** to:

- **NOTE** the report

11. INDEPENDENT ADVISORY GROUP ON POLICE USE OF TEMPORARY POWERS RELATED TO THE CORONAVIRUS CRISIS

John Scott QC (JScott) referred to the report and highlighted the following:

- The report adds to the understanding of the most severe time of restrictions. While the media focus on lockdown breaches, the group has recognised a theme of remarkable levels of compliance.
- Another theme highlighted to the group has been inequalities exasperated by the pandemic.
- Recent questions raised have been on local lockdowns and the group have reached out to policing in Victoria, Australia to discuss experience and implications of local lockdowns. He noted the regulations for local lockdowns appear to be more to do with premises than people movement.

Susan McVie (SMcVie) provided a summary of the Data Report on Police Use of Fixed Penalty Notices under the Coronavirus Regulations in Scotland, concluding that it was not possible to draw conclusion on any disproportionality of fixed penalty notices. She thanked the Police Scotland Optical group for their assistance.

In discussion the following matters were raised:

- On the issue of human rights impact assessments being carried out in advance of the Scottish Government laying legislation before the Parliament, JScott indicated that members of the group have raised concern that some of the consultation that was an built-in part of pre-legislative scrutiny before the pandemic has been dropped even though there is now knowledge of what the contingencies might be and what the range of responses might be.
- Members questioned whether there is any benefit in Police Scotland having an internal human rights resource. JScott responded that the group are providing that resource however there may be other sources available for guidance.
- Members noted there was a significant minority who believe tougher action should be taken and sought advice on the issue of balancing public interest and public safety. JScott responded that it was

anticipated responses would be different, however based on evidence, it was the group's impression that Police Scotland has been getting the balance right. SMcVie added it was harder to gain and keep public confidence than lose it, so public confidence remaining high is testament to the work of the service.

- CCLivingstone thanked the group for the work undertaken, praising the value of the work outcomes which has challenged the organisation and provided learning.
- The Interim Chair thanked those involved in writing the report and endeavoured to identify other opportunities to discuss the appendices in more detail.

The Board **RESOLVED** to:

- **NOTE** the update.

12. PROCUREMENT STRATEGY 2020/21

JGray referred to the paper, highlighting that the longer term effects of Covid-19 and lack of clarity on Brexit has made it impossible to develop a new three year strategy. Therefore, it is recommended that the existing strategy is extended to cover the period 2017 – 2021, with a number of minor updates. Iain McKie (IMcKie) added this approach was in line with practice across the Scottish public sector, including the Scottish Government.

EWilkinson confirmed the Resources Committee supported the recommendation.

The Board **RESOLVED** to:

- **APPROVE** the Procurement Strategy 2020/21.

13. COMMITTEE AND OVERSIGHT GROUP REPORTS

The Interim Chair invited Committee and Oversight Group Chairs to highlight any additional information not contained within the written reports.

- **Legal Action, Claims and Appeals Committee:** Mary Pitcaithly referred to the written report.

- **Policing of COP26 Oversight Group:** Tom Halpin referred to the written report.
- **Audit, Risk and Assurance Committee:** Committee Members referred to the written report.
- **CAM Oversight Group:** Martyn Evans referred to the report and highlighted that work has commenced on the mental health pathways hub and suggested Members have sight of early observations of the pilot.
- **Forensic Service Committee:** Tom Halpin referred to the written report.
- **Resources Committee:** Elaine Wilkinson referred to the written report and highlighted that the Committee had requested an evidence base for interdependencies of the Strategic Workforce Plan. What was provided to the Committee had not provided sufficient evidence therefore the Committee received no assurance.
- **Succession Planning and Appointments Committee:** The Interim Chair referred to the written report.

The Board **RESOLVED** to:

- **AGREE the following action:**

Members to have early observations of Mental Health Pathway pilot outcomes.

190820-SPABM-04