

Meeting	People Committee
Date	02 September 2021
Location	Video Conference
Title of Paper	Health & Safety Report Quarter 1 2021
Presented By	James Bertram, Health & Safety Manager Inspector Kirsty MacIntyre, Your Safety Matters Secretariat
Recommendation to Members	For Discussion
Appendix Attached	Appendix A – Chief Constable’s Assault Pledge

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 Health and Safety Board. Matters are currently escalated via Executive Members to the SPA People Committee and then to the SPA Board.

This report also incorporates information on the Your Safety Matters strategic review of all issues related to the prevention of violence and abusive behaviour against police officers and police/SPA staff, including updates on activity supporting Health & Safety priorities.

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/forums 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 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

- Carbon Monoxide Poisoning of Road Policing Officers - Update.
- Operation Talla Update – increase in instances of exposure to the virus across the organisation during the 3rd wave.
- National Custody Audits & Production Audits – update.
- Police Officer and Police Staff Assaults – continued increase but reporting has also increased substantially.
- Issues with BMW N57 engines.
- National Health & Safety Board Update from June meeting.

2.1 Q1 Statistical Summary

- 388 RIDDOR Reports have now been submitted to the HSE in connection with Covid-19.
- When Covid-19 is excluded we see an increase in RIDDOR numbers across all accident categories.
- The three highest injury types in Q1 were assaults, exposure to hazardous substances and injury during arrest/within custody.
- When we remove the Covid figures we see that reporting for Q1 has increased by 40.7%. It should be noted that this is a comparison with Q1 last year when the country was affected by lockdown and a graph has been included to show a wider period for trend comparison.
 - West – up 15.1%
 - East – up 87.6%
 - North – up 46.3%
 - Specialist Divisions – up 81%
- The Divisions with the highest number of assaults in Q1 were Q, D & J Divisions.

3. Q1 HEALTH AND SAFETY UPDATES

3.1 Health & Safety Team

The Health & Safety Team have now moved from being part of People and Development to sit under Governance, Audit and Assurance which is part of ACC Speirs Professionalism & Assurance portfolio where it is felt that Health & Safety will sit better alongside other assurance functions.

3.2 Carbon Monoxide Poisoning

On Sunday 17 January, two Road Policing Officers were taken unwell after returning to the Road Policing Complex at Helen Street near the end of their night shift. It was later found that both officers were suffering the effects of Carbon Monoxide poisoning. The Police Scotland Health & Safety Manager was notified shortly after the incident and the vehicle concerned (a marked BMW X5) was immediately withdrawn from service. The Health & Safety Manager, representatives from Fleet and a Road Policing Vehicle Examiner conducted an initial vehicle examination.

Work has continued and the vehicle has now been examined by DVSA and BMW at the Millbrook testing facility in England. The conditions found on the night of that the incident occurred were recreated including a fault with a fuel injector. While some Carbon Monoxide did enter the vehicle it was nothing like the levels experienced by these officers. In short, DVSA and BMW have been unable to fully recreate the significant incident that caused these officers to take ill. Further work is now underway to review the incident again to see if there could be any other causal factors. The Health & Safety Manager continues to liaise with the HSE.

Both Road Policing Officers have returned to duty.

3.3 National Custody Audits & Production Audits

Work continues to support CJSD with further Custody Audits at ancillary centres in the North. In addition, work is now well underway with Production Audits, with recent audits undertaken at Police Scotland sites in Fraserburgh, Inverurie, Portree, Perth, Kirkwall, Lerwick, Elgin, and Aviemore. SPA Forensics Production store audits have been completed at Nelson Street, Rushton Court, Howden Hall and Gartcosh. Dates have been arranged to audit all other production store sites, with audits expected to be complete by the end of this financial year. Similar to Custody Audits, Production Audits are carried out in conjunction with Staff Associations and Trade Unions.

3.4 Police Officer and Staff Assaults

The Q1 accident statistics highlight a continuing rise in the reported assaults on officers and staff, some of which have been significant. I would highlight two examples for Members.

On Monday 19 July 2021, officers were called to a violent domestic incident in Glasgow. The male suspect at the scene was

brandishing a knife in close proximity to attending paramedics and officers attempted to engage with male to reduce risk to paramedics, however the suspect responded by swinging the knife at officers and striking one officer to the chest. The strike did not penetrate the body armour and therefore no injuries were sustained. Both PAVA and baton strikes were deployed and the male suspect was apprehended.

The second involves the series of events involving large scale disorder which took place in the spring. The most significant being the Rangers celebration in George Square which has significantly impacted on the reported assault figures.

Event	Scope Reports		
	Injury	No Injury	Total
1. 15th May, Ibrox Stadium & George Square - "Rangers title celebrations"	47	33	80
2. 13th May, Kenmure Street - "Immigration Protest"	2	0	2
3. 6th March, Ibrox Stadium "Rangers title celebrations"	2	4	6

These are just two examples of the types of incidents being faced by Police Scotland on a regular basis. Every incident like this is investigated and indeed in terms of the Rangers incident a Gold Group was formed to look at each assault or near miss and learning was shared with specialist officers such as Public Order. All RIDDOR incidents are reviewed by the local Safety Advisor with a further check carried out by the Health & Safety Manager who looks at that individual's accident history and is then in contact with the local Superintendent or Senior Manager. We are constantly looking for any trends, learning or where officers may require further OST inputs.

3.5 BMW N57 Engines

A Safety Alert was received from BWM on Friday 06 August highlighting issues with some BMW engines and as a result control measures were put into place to temporarily replace some of our road policing feet with other makes of vehicles. Work is on-going with BMW and the National Police Chief Council to ensure that this

matter is dealt with and that risk assessments are updated accordingly. This issue affects all UK Police Forces.

3.6 Health & Safety Board - June

The following points were discussed.

- Detailed update provided on Your Safety Matters.
- Fire Safety Update.
- End of year accident statistics presented.
- 3 Year Action Plan – progress update.
- Assurance Model Update presented.
- Detailed Op Talla update presented.
- CJSD update in relation to Health & Safety Audits.
- Network Rail incidents – update in relation to incident where officers require to access Network Rail estate.
- Control of Noise at Work Update – to be discussed further with DCC Taylor.
- Control of Vibration – to be discussed further with DCC Taylor.
- Annual Report Update.
- Vehicle Inspections – update on inspections by the Health & Safety Team.
- Productions Audits – update in respect of the new audits.

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, Custody Audits 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.

In terms of concerns I would highlight the continued increase in Police Officer and Police Staff assaults as detailed within this paper.

4. DATA METHODOLOGY

Data for Health and Safety (H&S) is sourced via the System to Co-ordinate 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.

4.1 GENERAL DATA 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 Jan 2021.
- Data is extracted using 'Date Reported'. Data includes all records uploaded to the accident management system.

4.2 RIDDOR REPORT CAVEATS

- 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 Jan 2021.
- Data has been extracted using 'Date reported to HSE'.

4.3 SICK DAY CAVEATS

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

5. Covid-19 REPORT

5.1. Operation Talla – Health & Safety

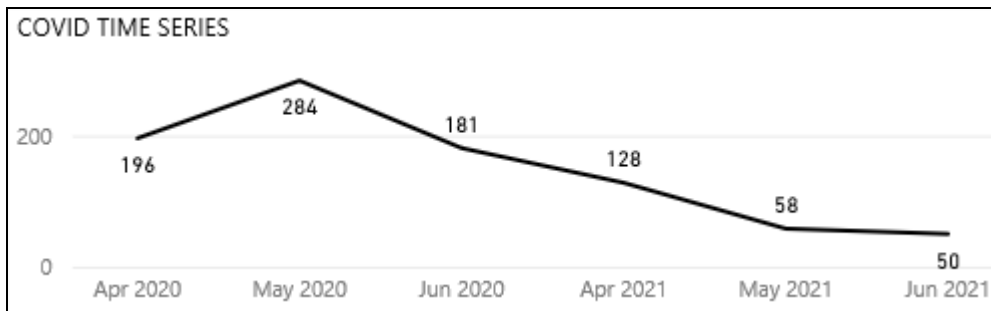
The Health & Safety Team has continued to support Operation Talla at all levels of the organisation. The Covid-19 Health & Safety Group continues to meet regularly and the Health & Safety Manager additionally attends the Silver Command meetings.

The organisation has experienced a 3rd wave of infections and absences in line with the rest of the country. Absences are now declining. At the time of writing this report there has been no change to the PPE available to Police Officers and Staff with FFP3 masks still being worn as and when required. The Health & Safety Team continues to work closely with colleagues in HR, Health & Safety Executive and the NHS to deal with each outbreak as they occur not only to ensure that the working area is safe but to seek learning to prevent re-occurrence.

It is important to note that Police Scotland has not been alone in facing this 3rd wave. Many organisations across Scotland have faced a challenging time in terms of absence this summer.

5.2. Operation Talla Scope Reports

Figure 1: Monthly Covid-19 Reports - 2020/21



Note: Data available from 1st April 2020.

Over the previous quarter (Q1 2021/22) numerous outbreaks have occurred across multiple locations. Common themes from all outbreaks have been largely related to human behaviours. Work is ongoing to try to address these matters.

Figure 2 – Covid-19 Additional Information – Q1 2021/22

Covid Additional Information	TOTAL REPORTS
SELF ISOLATING FOLLOWING EXPOSURE/NOT SELF ISOLATING FOLLOWING EXPOSURE	170
INCORRECT PPE USED	23
NO PRIOR INDICATION OF C19	20
C19 SYMPTOMS DEVELOPED AT LATER DATE AFTER CONTACT	7
ONE OF MULTIPLE REPORTS FROM SAME INCIDENT	7
PPE AVAILABLE BUT NOT WORN	3
REPORT OF C19 SYMPTOMS NOT PASSED ON BY CONTROL ROOM	3
DELIBERATE COUGHING/SNEEZING/SPITTING ON OFFICERS	1
REPORT OF C19 SYMPTOMS NOT PASSED ON BY OTHER AGENCY	1
UNKNOWN	1

The 3 highest contributory factors for Covid-19 scope reports are:

- Self Isolating Following Exposure
- Incorrect PPE Used
- No Prior Indication Of C19

6. Your Safety Matters – People Committee Update

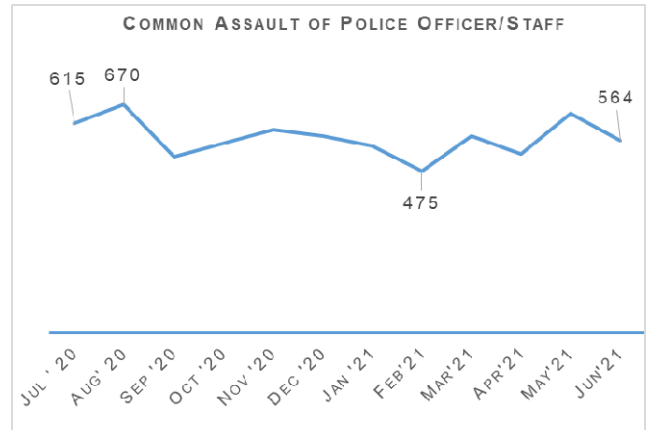
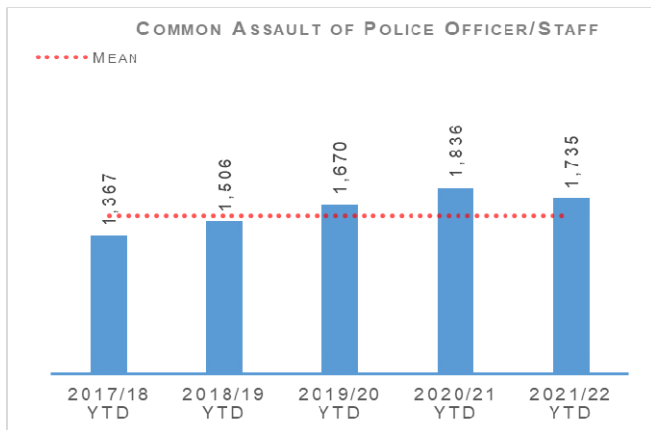
- 6.1 The Your Safety Matters (YSM) Diamond Group, chaired by DCC Taylor, has continued to develop a number of work streams which are supportive of the Chief Constable’s Assault Pledge in relation to assaults on police officers and staff (Appendix A). The Group has representation from Local Policing, Specialist Crime Division (SCD), Operational Support Division (OSD), Health & Safety, Corporate Communications, People & Development, Wellbeing, Corporate Services, SPA Forensic Services, staff associations, and trade unions.
- 6.2 Following the publication of the assault pledge and supporting guidance, work has continued to deliver on the Communication Plan to embed this guidance into daily business. This Plan has led to the creation of a number of publications to raise awareness and reinforce the assault pledge, including messaging within custody suites and front counters, and notices that will be displayed on all police vehicles. A dedicated page and spotlight area on the intranet continues to provide the platform to highlight developments for Your Safety Matters and publish supporting material. A number of lived experience videos have also been created featuring officers and staff discussing incidents which have impacted them, linking to key messages regarding self-help, aftercare/support structures, and reporting processes.

6.3 Using the PowerBi Dashboard system, APU has produced 2 key datasets drawn from 'Police Assault' crime data and SCoPE accident/injury data. The YSM Dashboards provide both quantitative and qualitative data that outlines current performance against previous years, in addition to national, divisional and sub-divisional trend data.

The table and graphs below represent the data recorded in Crime for Q1 2021/22.

Assaults on Police Officers and Staff	2021/21 YTD	2021/22 YTD	% Change from Previous Year	5 Year Mean	% Change from 5 Year Mean
Common assault on Police Officers and staff – number of offences	1,836	1,735	-5.5%	1,560	17.7%
Percentage of assaults leading to injury	35.7%	37.3%	1.6%	n/a	n/a

Note: The figures for crime incidents and injuries to officers / staff are obtained from two separate systems / databases and do not directly correlate, but that are representative of the issue.

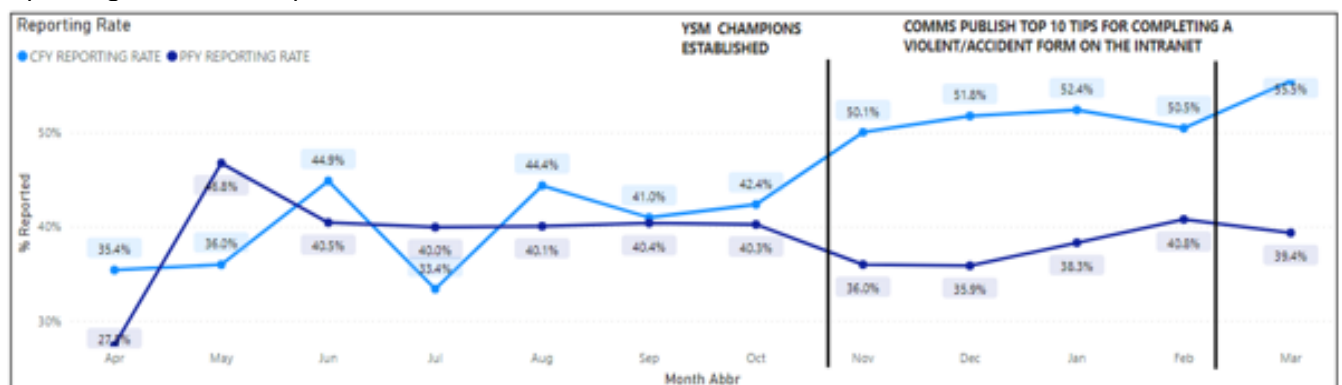


6.4 Common assaults of Police Officers/Staff have decreased by 5.5% (101 fewer) compared to the same period last year. Crimes are however 17.7% above the 5 year mean (175 more). High numbers of assaults in Quarter 1 last year which coincided with the first lockdown may be of a result of assaults relating to COVID-19. As restrictions have eased in Quarter 1 this year, assaults related to COVID-19 have decreased 29.0% from 317 to 225 (92 fewer). The

1.6% increase in percentage of injuries as a result of assault may also be because of the number of COVID-19 related assaults falling as they are less likely to cause injury due to their nature (e.g. cough/spit).

- 6.5 The qualitative data in relation to where officers and staff were assaulted, how the assault was perpetrated, whether it caused injury or resulted in absence from work is recorded in the Health & Safety element of the YSM Dashboard. Discrepancies between the number of incidents recorded on the crime and Health & Safety systems were identified during initial scoping and there has been significant work undertaken to improve Health & Safety reporting.
- 6.6 The establishment of the YSM Champions Network encouraged local review, identifying and sharing best practise to improve reporting rates. Furthermore there was publication of a Health & Safety Guide for completing a Violent/ Accident Form and the introduction of a process to cross refer all recorded crimes with relevant Health & Safety forms. The following graph and table demonstrate the improvements.

Reporting Rate from April 2020 until March 2021



Reporting Rate from 2021/22 = 1st April 2021 until 31st March 2022

Reporting Rate 2020/21 = 1st April 2020 until 31st March 2021

Region	2021/22 Reporting Rate	2020/21 Reporting Rate	Percentage Point Diff
EAST	59.6%	27.6%	32.0
Edinburgh	43.8%	20.3%	23.6
Fife	83.5%	22.2%	61.3
Forth Valley	31.3%	20.9%	10.4
The Lothians and Scottish Borders	90.5%	50.5%	40.0
NORTH	67.0%	33.5%	33.5
Highland and Islands	65.3%	18.0%	47.3
North East	41.7%	20.4%	21.3
Tayside	104.2%	67.0%	37.3
WEST	47.5%	42.9%	4.6
Argyll and West Dunbartonshire	43.8%	46.3%	-2.5
Ayrshire	69.0%	49.0%	20.0
Dumfries and Galloway	73.5%	20.0%	53.5
Greater Glasgow	30.2%	24.8%	5.4
Lanarkshire	63.0%	73.2%	-10.2
Renfrewshire and Inverclyde	45.0%	28.6%	16.4
Total	54.5%	37.4%	17.1

- 6.7 The first chart above shows the positive impact observed on the reporting rates as a result of the establishment of the YSM Champions Network and thereafter the publication of the Health & Safety user guide. The table demonstrates regionally some of the improvements that have been made. The reporting rate recently updated in July 2021 is now 54.5%, a significant improvement in overall reporting.
- 6.8 Work will continue to be progressed to encourage reporting. The improved intelligence and data allows for more accurate analysis in relation to how and where officers and staff are being injured, so findings can be incorporated into Officer Safety Training (OST) to improve techniques and tactics. Importantly, the increased reporting and review also ensures that officers are being directed to the appropriate support mechanisms.
- 6.9 Roll out of the new two day enhanced OST training programme recommenced in March this year maintaining adherence to social distancing guidelines. Since the recommencement 419 courses have been delivered to 4245 students, with a further 2516 students scheduled to attend over the next three months. The course, which includes updated techniques and an enhanced first aid training syllabus, also places an emphasis on verbal de-escalation techniques to provide greater protection to officers and staff when dealing with conflict. This includes scenarios based within the custody environment as a result of observations in dashboard data. Feedback on the enhanced OST programme has been overwhelmingly positive with students commenting that the enhanced course is better matched to the frontline policing environment. Students like the simplified techniques, which are

more instinctive and balance theory and practical elements. The inclusion of enhanced practical first aid training has also been very well received.

- 6.10 The YSM Champions Network, consisting of senior management level representation from all local policing divisions, SCD, Forensic Services and Custody, continues to drive local implementation and review of YSM Diamond Group recommendations. The YSM Champions meet quarterly and provide focused feedback and discussion in relation to officer and staff perception around violence and abusive behaviour. The YSM Champion for Ayrshire recently developed a local partnership pledge with key partners from Scottish Fire and Rescue Service, Scottish Ambulance Service, NHS, Crown Office and Procurator Fiscal Service (COPFS), Scottish Prison Service and Victim Support Scotland. The purpose of the group is to raise awareness in relation to the impact that physical violence and verbal abuse can have on an individual when carrying out their duties within their workplace and to highlight that assaults and threatening behaviour towards emergency workers will not be tolerated. The initiative is supported by a media campaign replicating existing YSM messaging and will now be used as a guide for other divisions to replicate.
- 6.11 Significant partnership work is ongoing with the COPFS to highlight the issues faced by officers and staff who are the victims of assault. As a result, processes are being developed to improve communication and feedback provided to officers and staff involved in the judicial process, to ensure they are informed of the outcome of any police assault prosecution. Recent work has led to the development of an individual impact sub-section within the Standard Police Report, which will assist in providing additional background information to better inform Court decisions regarding sentencing. This is currently progressing through COPFS governance. A briefing is also being prepared for future presentation to the Judicial Institute.
- 6.12 Partnerships, Prevention and Community Wellbeing (PPCW) continue to make progress in all areas on their YSM Prevention Plan. The Plan examines a number of societal issues which potentially influence public interaction with police and seeks to develop long term solutions, making interventions to reduce violence and abuse towards police officers and staff. The Plan also identifies multiple partners that are engaged with Police Scotland through existing and emerging work streams. This partnership work is anticipated to support the establishment of a national partnership pledge following the Ayrshire Partnership Pledge as a template. Partnerships will also highlight opportunities for organisational learning across health and

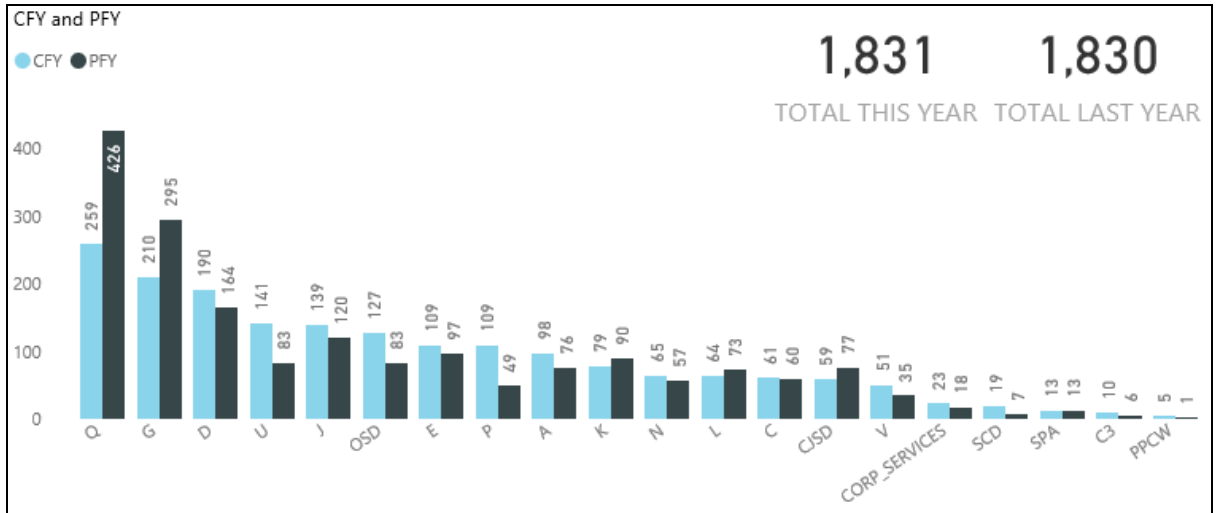
other emergency services, identifying partner activity designed to reduce harm and support their own staff. By sharing data and engaging in joint initiatives, there is an opportunity to not only highlight the level of violence and abuse faced by all front line emergency services, but to develop complementary approaches to the support of emergency workers subjected to violence and abusive behaviour.

- 6.13 YSM continues to engage with national activity being undertaken by the National Police Chiefs' Council (NPCC) in relation to assaults on officers and staff. This includes participation in the Op Hampshire peer knowledge sharing group, involving all forces in England and Wales, Police Service of Northern Ireland, Civil Nuclear Constabulary, and British Transport Police. Engagement with the group maximises opportunities to identify operational learning, common themes, good practice and strategies collectively across UK Policing. Continued informal benchmarking via the group indicates that Police Scotland policy development and activity is in line with activity elsewhere in the UK and, in some areas, is in advance of some other UK forces.
- 6.14 The National Enabling Programme is in the early stages of developing a PowerBi Dashboard to display data in relation to assaults on officers and staff for all Police Forces in England and Wales. Police Scotland is already in discussion to share feedback and insight with the developers in relation to the development of the YSM Dashboards. Involvement in the peer knowledge network continues to ensure Police Scotland remains in a strong position to identify potential areas of future policy development in support of YSM and the Chief Constable's assault pledge.

7. SCOPE H&S DATA – Q1 2021/2 (01 April 2021 – 31 June 2021)

7.1 DIVISIONAL/BUSINESS AREA BREAKDOWN

Figure 3: Total Reports by Division/Business Area – Q1 Year on Year Comparison



Note: PPCW is Partnerships, Prevention & Community Wellbeing Division which were known as Safer Communities within the overall Specialist Crime Division.

This figure displays the divisions in ranked order of the number of reports in Q1 2021/22. Most divisions show an increase in the number of reports submitted. Q, G and D reported the highest numbers of incidents this year although Q and G have shown a decrease in the number of reports from Q1 last year.

7.2 OCCURENCE TYPES – Q1 2021/22

Figure 4: Report Type and Category – Q1 2021/22

OCCURRENCE: CFY				
Type of Occurrence	ACCIDENT	NEAR MISS	UNDESIREDCIRCUMSTANCE	Total
ASSAULT	860	170	1	1,031
CONTACT WITH ANIMAL	19	1	0	20
DURING ARREST/CUSTODY PROCESS	134	46	0	180
EXPOSURE TO HAZARDOUS SUBSTANCE	230	6	0	236
MANUAL HANDLING - OBJECT	37	0	0	37
MANUAL HANDLING - PERSON	60	3	0	63
NEEDLESTICK INJURY	5	3	0	8
ROAD TRAFFIC OCCURRENCE/COLLISION	29	13	1	43
SLIP, TRIP OR FALL - FROM HEIGHT	4	0	0	4
SLIP, TRIP OR FALL - SAME LEVEL	78	1	0	79
OTHER	79	13	38	130
Total	1,535	256	40	1,831

The three highest accident types in Q1 were:

- **Assault** - 860 were assaults with injury or contact/no injury.
- **Exposure to Hazardous Substance** – 230 related to incidents involving Covid-19.

Categorisation note: Due to the difficulty of ascertaining whether one isolated incident at work resulted in an exposure to the virus, all reports where Covid-19 was mentioned are categorised as accidents. Therefore not all of these reports resulted in the person suffering from the virus as a result of the incident.

- **During Arrest/Custody** – 134 of all reports were occurrences where injury was sustained during the arrest or custody process.

Figure 5: Report Type – Q1 Year on Year Comparison

OCCURRENCE CFY & PFY					
Type of Occurrence	CFY	PFY	FY DIFF	% CHANGE	-
ASSAULT	1,031	754	277	36.7%	▲
CONTACT WITH ANIMAL	20	16	4	25.0%	▲
DURING ARREST/CUSTODY PROCESS	180	160	20	12.5%	▲
EXPOSURE TO HAZARDOUS SUBSTANCE	236	703	-467	-66.4%	▼
MANUAL HANDLING - OBJECT	37	8	29	362.5%	▲
MANUAL HANDLING - PERSON	63	4	59	1475.0%	▲
NEEDLESTICK INJURY	8	4	4	100.0%	▲
ROAD TRAFFIC OCCURRENCE/COLLISION	43	28	15	53.6%	▲
SLIP, TRIP OR FALL - FROM HEIGHT	4	6	-2	-33.3%	▼
SLIP, TRIP OR FALL - SAME LEVEL	79	53	26	49.1%	▲
OTHER	130	94	36	38.3%	▲
Total	1,831	1,830	1	0.1%	▲

Figures 6-8 below compare the 3 most common occurrences in Q1 2020/21 with Q1 for 2019/20.

When compared to Q1 of the previous year, increases are noted in:

- Assault
- Slip, Trip or Fall
- Manual Handling – Person & Object
- RTC
- Needlestick Injuries

Figure 6: Q1 comparison for Assaults

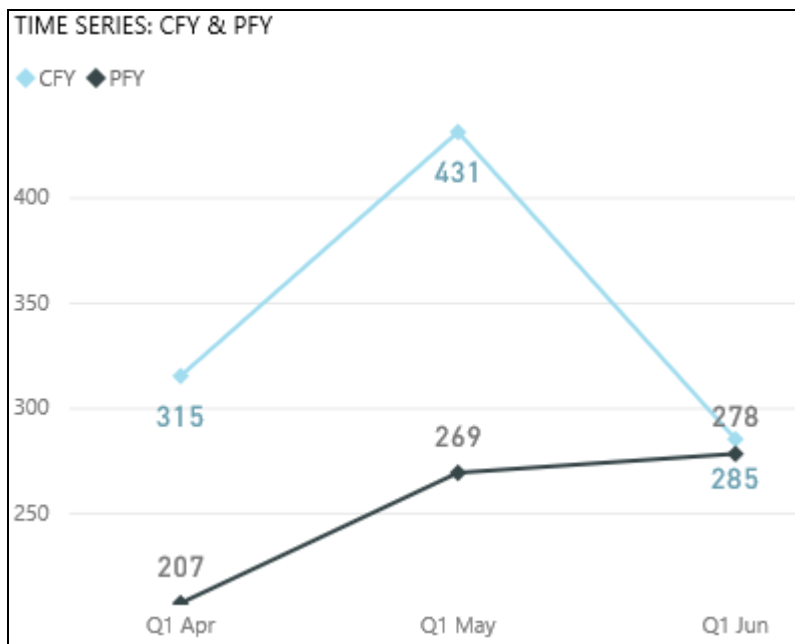


Figure 7: Q1 Comparison for Exposure to Hazardous Substance

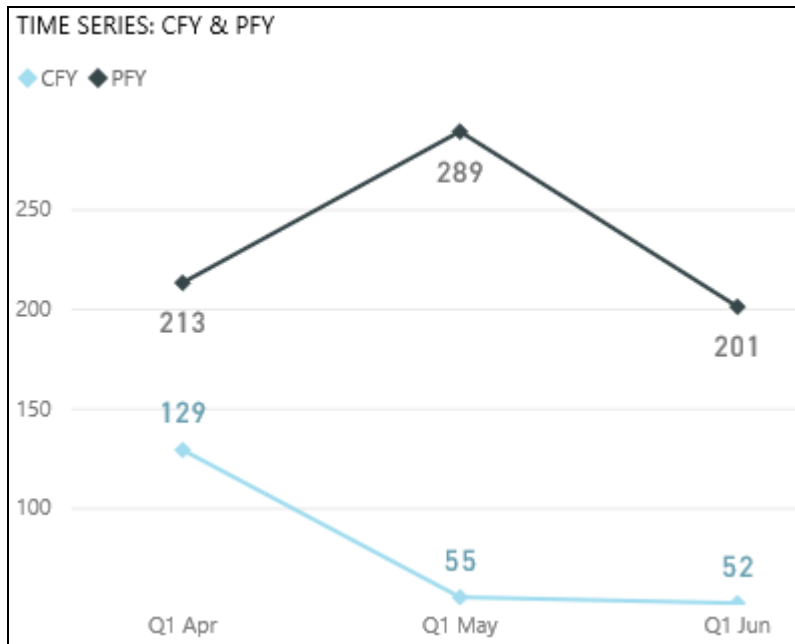
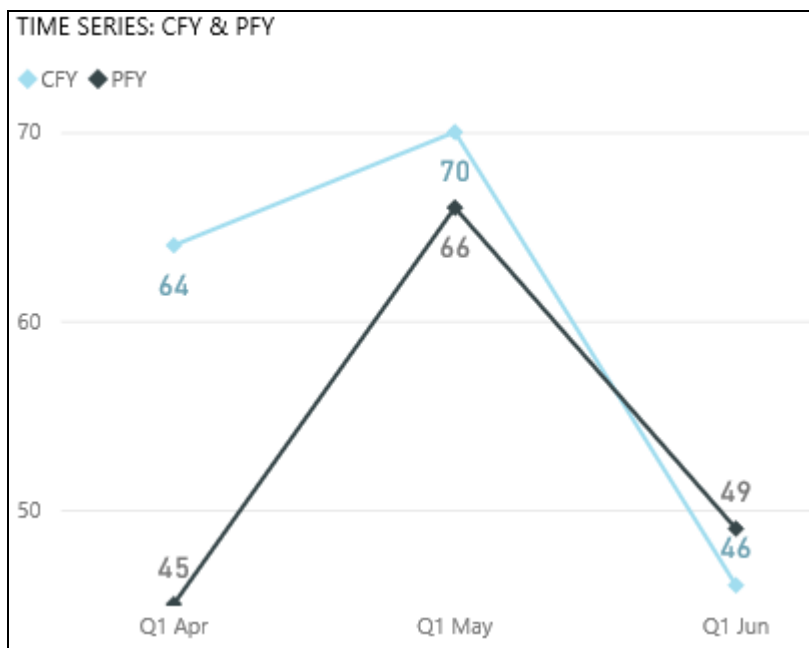


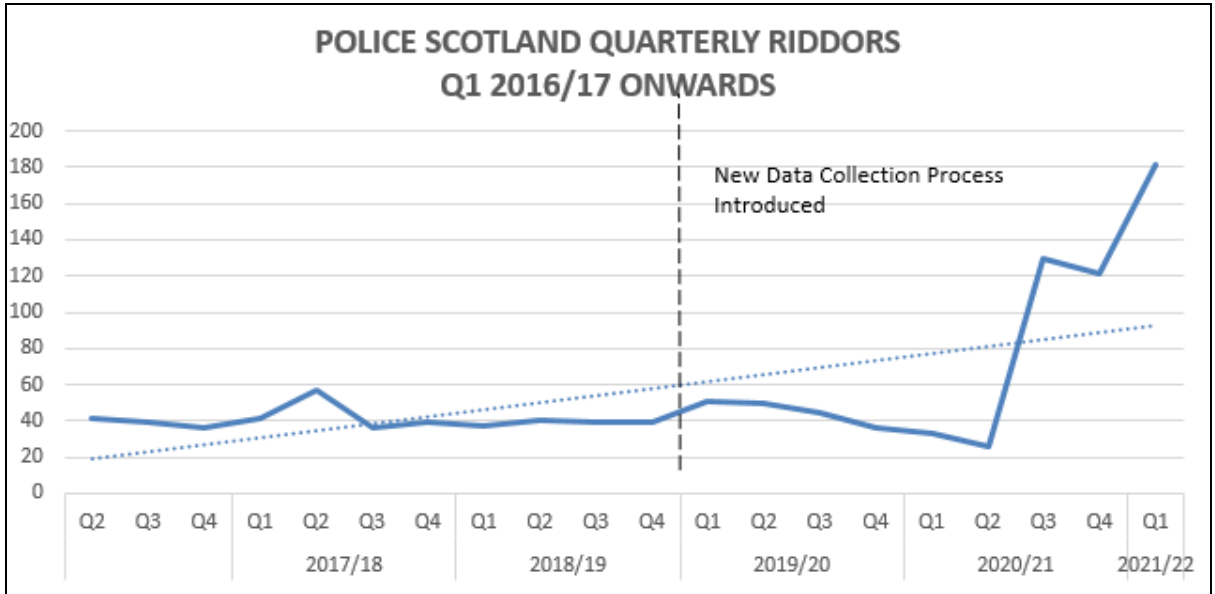
Figure 8: Q1 Comparison for During Arrest Process



7.3 RIDDOR REPORTABLE ACCIDENTS – Q1 2021/22

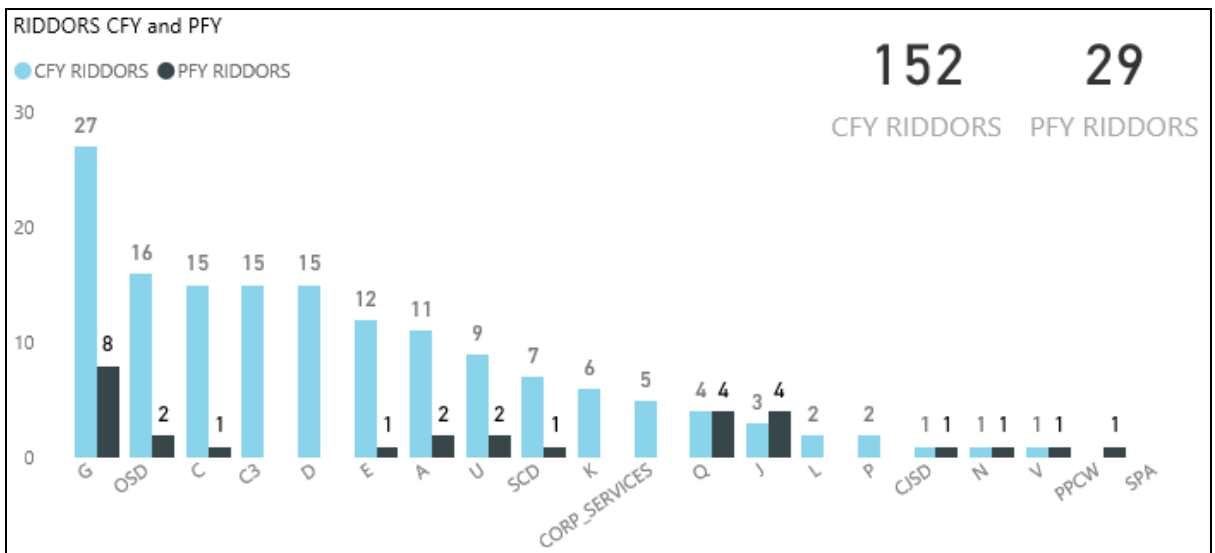
7.3.1 RIDDOR REPORTS

Figure 6: Quarterly RIDDORs from 2016/17 onwards



In Q1 2021/22, RIDDORS have increased by 123 when compared with Q1 of the previous year. This can be explained by the submission of Covid-19 related RIDDORS (104).

Figure 7: RIDDORS by Division/Business Area – Q1 Year on Year



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

For Q1 2021/22, the highest number of RIDDORS were submitted in G, OSD, and C Divisions.

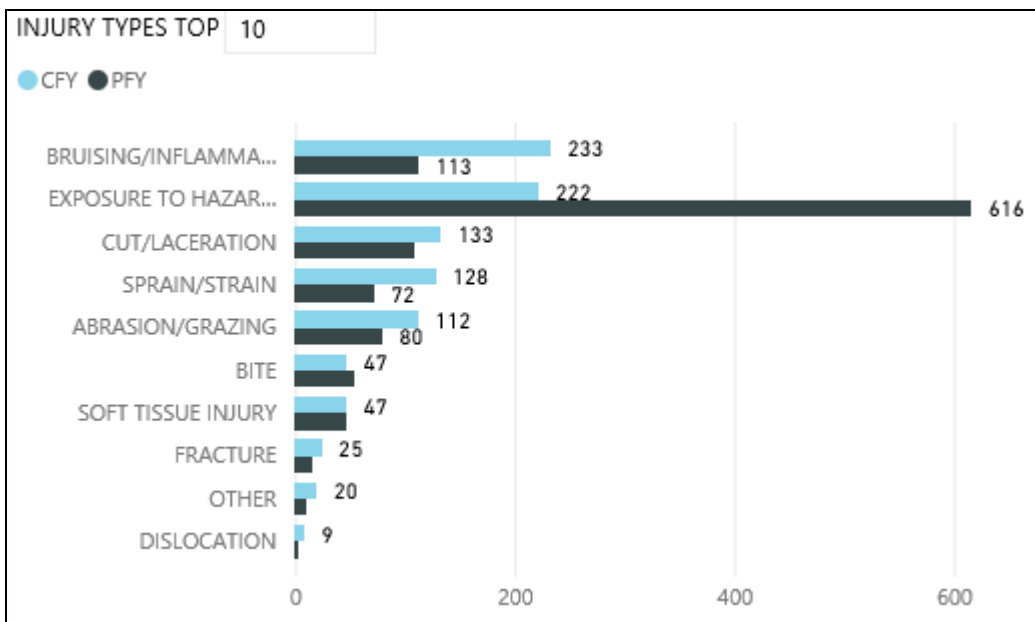
Figure 8: RIDDOR Type – Q1 Year on Year Comparison

Type of Occurrence	CFY RIDDORS	PFY RIDDORS	RIDDOR DIFF	RIDDORS % CHANGE
EXPOSURE TO HAZARDOUS SUBSTANCE	104	1	103	10300.0%
ASSAULT	15	8	7	87.5%
SLIP, TRIP OR FALL - SAME LEVEL	14	7	7	100.0%
OTHER	8	7	1	14.3%
MANUAL HANDLING - OBJECT	6		6	Infinity
SLIP, TRIP OR FALL - FROM HEIGHT	2	1	1	100.0%
DURING ARREST/CUSTODY PROCESS	1	4	-3	-75.0%
MANUAL HANDLING - PERSON	1		1	Infinity
ROAD TRAFFIC OCCURRENCE/COLLISION	1	1	0	0.0%
SLIP, TRIP OR FALL		4	-4	-100.0%

The 3 highest RIDDOR types are Exposure to Hazardous Substance, Assault and Slip Trip Fall. Those noted as Exposure to Hazardous Substance are workplace related cases of Covid-19.

7.4 INJURY TYPE – ALL ACCIDENT TYPES

Figure 9: Top 10 Injury Types – Q1 Year on Year Comparison

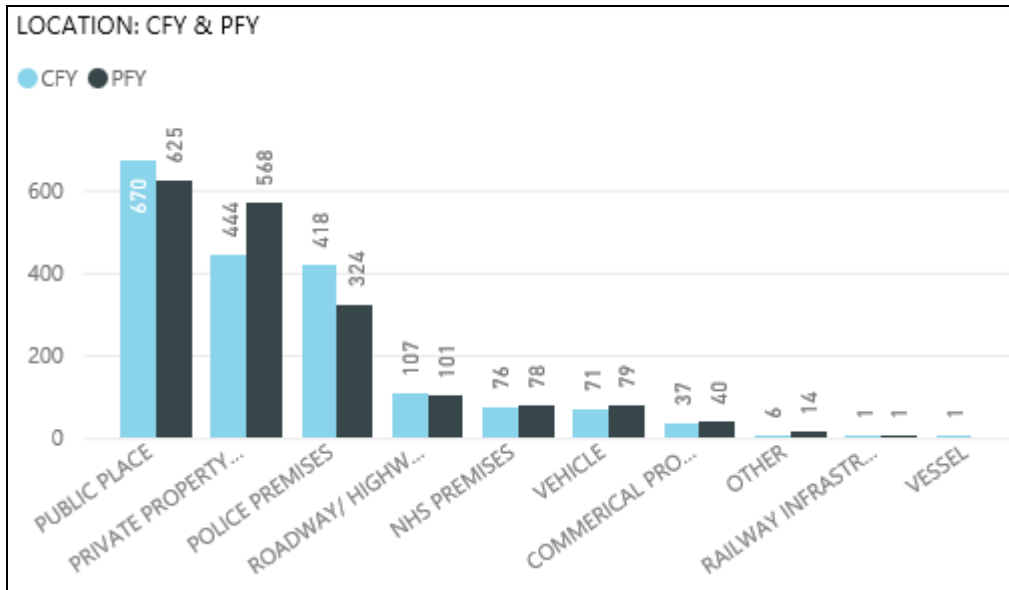


The 3 most common in Q1 2021/21 were:

- **Bruising/Inflammation** – 233
- **Exposure to Hazardous Substance** – 222 which has decreased from the previous year.
- **Cut/Laceration** – 133 and increase from the previous year Q1.

7.5 LOCATION TYPE – ALL SCOPE REPORTS

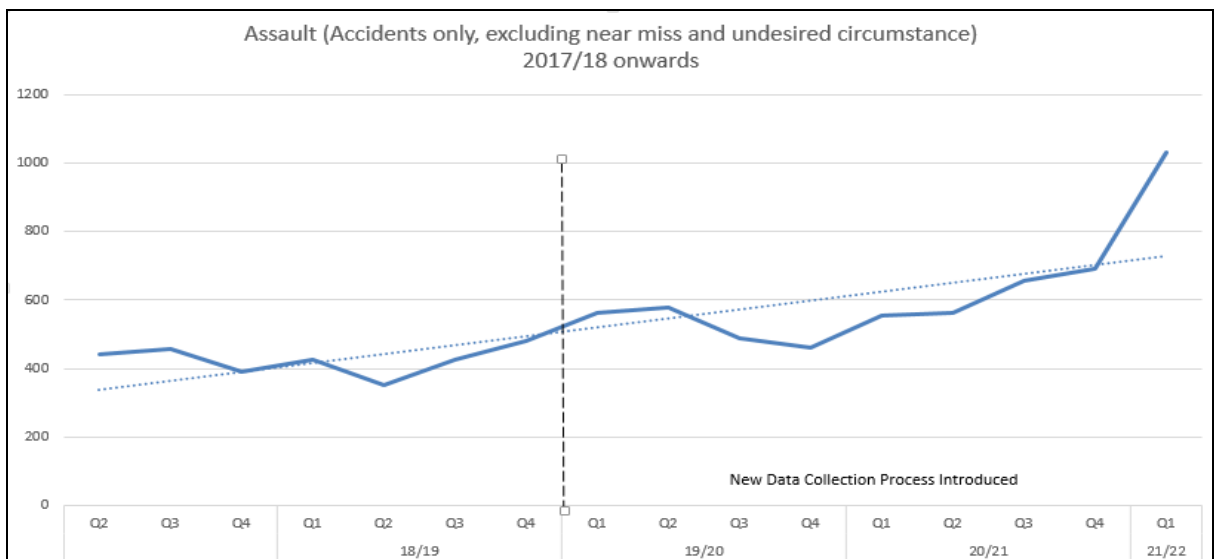
Figure 10: Location Type Q1 21/21 compared with Q1 20/221



The location type showing the highest number of incident reports in Q1 was within public places or street followed by private property/domestic premises. Occurrences in police premises have increased significantly when compared to the previous year. This is due to Covid-19 reports within Offices and Stations.

7.6 ASSAULTS

Figure 11: Assaults from 2017 onwards

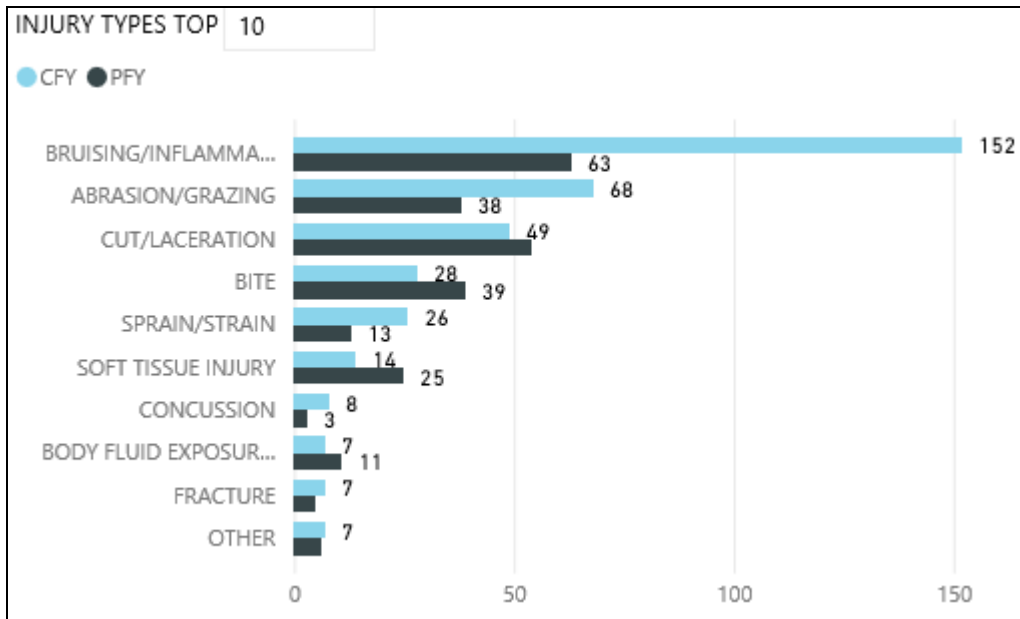


Note: From Q3 2019-20 onwards should ideally not be used alongside earlier data, it is collated using a different methodology. This data is included below for indicative purposes.

Assaults are showing a further increase in Q1 of 2021/22. This is likely a result of increased promotion of reporting assaults through the Your Safety Matters Work Stream.

7.8 ASSAULT INJURY TYPE

Figure 12: Assault Injury Types – Q1 Year on Year Comparison



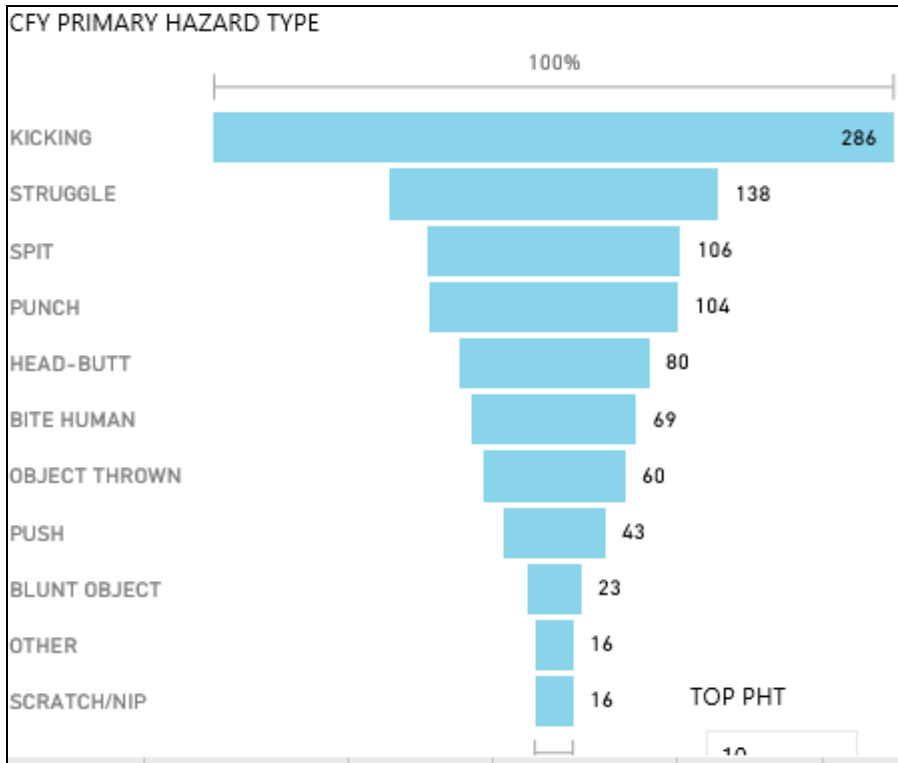
Note: The above only shows assault where there is an injury noted. Any “No Injury” Assaults include:

- *Assaults where contact has been made however no injury was sustained. Example: The accused punched officer to face but no injury was sustained.*
- *Near Miss Assaults where an attempt to assault has not been successful. Example: The accused threw a punch towards the officers face but did not make contact with the officer.*

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

7.9 ASSAULT PRIMARY HAZARD TYPE

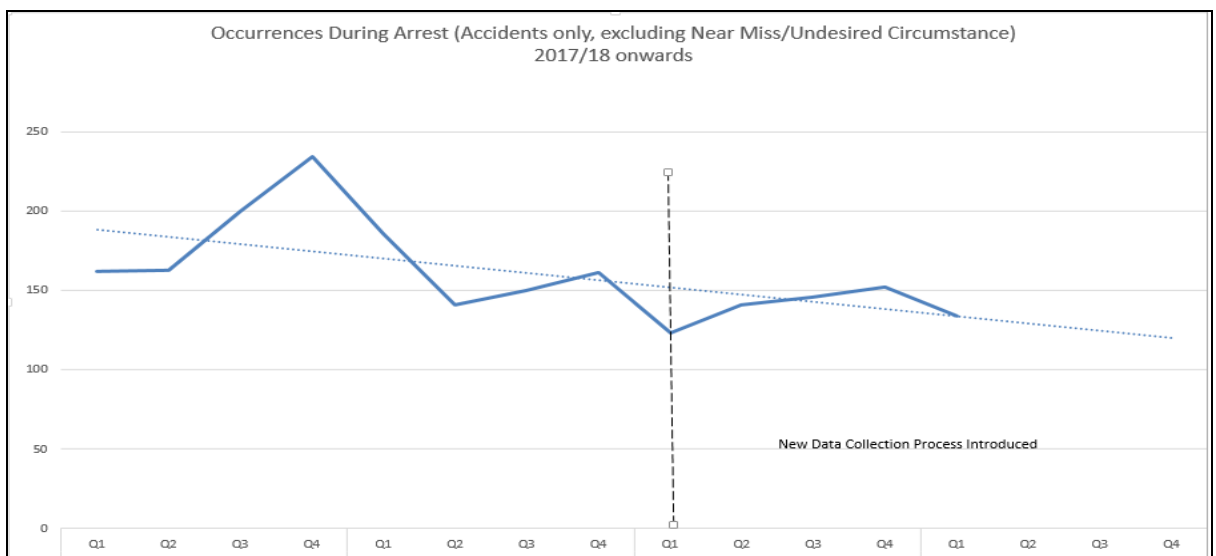
Figure 13: Assault – Primary Hazard Type Q1 2021/22



The 3 highest are Kicking, Struggle and Spit with a subject.

7.10 OCCURRENCES DURING ARREST

Figure 14: Occurrences During Arrest 2017/18 onwards



Note: From Q3 2019-20 onwards should ideally not be used alongside earlier data, it is collated using a different methodology. This data is included for indicative purposes.

Occurrences During Arrest are have decreased slightly since Q1 2020/21.

7.11 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.

7.12 ABSENCE ARISING FROM WORK RELATED ACCIDENTS

Figure 15: Sick Days by Accident Type – Q1 Year on Year Comparison

Type of Occurrence	CFY SICK DAYS	PFY SICK DAYS	SICK DAYS DIFF	SICK DAYS % CHANGE
ASSAULT	225	538	-313	-58%
CONTACT WITH ANIMAL	5	6	-1	-17%
DURING ARREST/CUSTODY PROCESS	55	24	31	129%
EXPOSURE TO HAZARDOUS SUBSTANCE	910	872	38	4%
MANUAL HANDLING - OBJECT	59	7	52	743%
MANUAL HANDLING - PERSON	66	5	61	1220%
OTHER	171	146	25	17%
ROAD TRAFFIC OCCURRENCE/COLLISION	34	44	-10	-23%
SLIP, TRIP OR FALL - FROM HEIGHT		8	-8	-100%
SLIP, TRIP OR FALL - SAME LEVEL	287	428	-141	-33%

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.

In Q1 910 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.*

The remaining 899 Sick Days related to Accidents such as Slips, Trips and Falls (287 days) and Assault (225) having the highest count of sick days after Covid-19.

Overall the median amount of sick days per assault is 5.

8. FINANCIAL IMPLICATIONS

- 8.1 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.

9. PERSONNEL IMPLICATIONS

- 9.1 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.

10. LEGAL IMPLICATIONS

- 10.1 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.

11. REPUTATIONAL IMPLICATIONS

11.1 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.

12. SOCIAL IMPLICATIONS

12.1 There are no currently no social implications.

13. COMMUNITY IMPACT

13.1 There are no current implications for community impact.

14. EQUALITIES IMPLICATIONS

14.1 There are no current implications for equalities.

15. ENVIRONMENT IMPLICATIONS

15.1 There are no current implications for environmental impact.

RECOMMENDATIONS

Members are invited to discuss the content of this report.



Chief Constable's Assault Pledge

Violence or abusive behaviour against you is not part of the job and will not be tolerated.

I understand and care about the impact violence has on you and will support you accordingly.

The officers and staff of Police Scotland are the key to the success of policing and I am committed to my ethical, moral and legal duty to ensure your safety.

Therefore, as Chief Constable, I will:

Provide the training and tools you need to do your job safely.

Ensure the service responds to violence or abuse when it happens to you with the same care and compassion as we do for members of the public.

Advocate for you to secure the support of partners and the public we serve.

Iain Livingstone QPM
Chief Constable

Here to keep you safe.
Not to take abuse.



#NotPartOfTheJob