

Meeting	Authority Meeting
Date	30 September 2020
Location	Video Conference
Title of Paper	SPA Interim Chief Executive's Report
Presented By	Lynn Brown, SPA Interim Chief Executive
Recommendation to Members	For Discussion
Appendix Attached:	YES

PURPOSE

To update Authority Members on activities carried out by the Interim Chief Executive since the previous Authority Meeting.

Members are recommended to consider this report and to raise any matters for clarification or further detail with the Interim Chief Executive.

1. Background

- 1.1 This report provides Members with an update on key SPA activity which is not already covered elsewhere on the agenda.

2. COVID-19 and Policing – Public Opinion Survey

- 2.1 SPA staff have worked with input from the IAG and SPA members to develop a complementary and progressive set of questions for the third wave of SPA public confidence and support polling. This will re-examine some previous questions for comparison and new questions designed to capture the experience and views of those disproportionately impacted by the restrictions.
- 2.2 The survey was shared with the Police Scotland convened Public Confidence Governance Board on 28 September 2020 and is now out to the 28,000 members of Scotpulse.
- 2.3 The results of the survey will be analysed and will be available for publication on the SPA website during October 2020 which will then support a deeper discussion at the SPA Policing Performance Committee on 17 November 2020.

3. Annual Report and Account 2019-20

- 3.1 The draft Annual Report and Accounts, were presented to the Audit Risk and Assurance Committee along with the draft Audit Scotland Annual Audit Report on Tuesday 15 September 2020. It was highlighted by Audit Scotland that the Authority is expected to be in a minority of public bodies who submitted the accounts on time despite the challenges of COVID-19. Throughout the accounts preparation process, SPA and Police Scotland have worked collaboratively, agreeing a challenging but achievable timetable with clear roles and responsibilities that would see the draft accounts submitted in line with the original timeline. Members should also be aware that there was some relaxation around the requirements for the performance report, but the decision was taken to proceed as planned pre-COVID-19, resulting in a full performance report included in the annual report and accounts.

3.2 Within SPA Corporate, Forensics and Police Scotland, staff across a number of disciplines have worked together to produce a high quality annual report and for the first time, this includes the annual review of policing which before this year had been published as a separate document. The dedication and hard work by staff and colleagues, including Audit Scotland, has delivered the high quality annual report and accounts that is being presented for approval to members today and I would like to extend my thanks to everyone involved.

4. Corporate Governance Review

4.1 The review of the Corporate Governance Framework is at an advanced stage. The Standing Orders and terms of reference for Committees have been revised. Work is ongoing in relation to the SPA Scheme of Delegation, with input being provided from Police Scotland Legal and Finance.

4.2 In relation to the Governance and Accountability Framework of the Scottish Police Authority, the updated draft has been returned to Scottish Government and we await its sign off. Terms of reference for the new People and Resources Committees are being drafted. This work is being overseen by the GDIG group. The revised Corporate Governance Framework will be brought to the Board in November 2020 for approval.

5. Independent Custody Visiting Annual Review 2019-20

5.1 A detailed update on the work of the Authority's independent custody visiting service (ICVS) during the period of continuing COVID restrictions was provided in my report to the last meeting.

5.2 The Authority publishes its annual report on ICVS for 2019-20 in late September 2020 which captures both activities and thematic issues identified over that longer time period. The report has already been considered in draft form by the Policing Performance Committee. The issues raised within it will continue to inform the Authority's scrutiny of the custody environment, and are a salient

reminder of the scale and depth of commitment made by these volunteer members of the public.

6. HMICS Thematic Inspection of Police Scotland Training and Development

- 6.1 The Authority notes the recent report from HMICS. The report will be tabled at a forthcoming Committee meeting, and Members will seek assurance that an action plan is developed in response to the recommendations and oversee resulting implementation. HMICS has offered to attend the committee to explain the background to the report and give further explanation, where required, on the findings and recommendations.

7. Scottish Railways Policing Committee

- 7.1 A meeting of the Scottish Railways Policing Committee (SRPC) took place on Thursday 3 September 2020 via tele and video conference. The SPA was represented by Tom Halpin and Bob Hayes.
- 7.2 A full report from the September 2020 meeting is included in Appendix A. The next meeting is due to take place on 13 November 2020.

8. SPA Organisational Development and Design

- 8.1 I have been reporting regularly to the Authority Board Meeting on the SPA 2020 organisational change project. Good progress has been made since work began twelve months ago and includes the publication of a three year Corporate Plan and an Annual Business Plan.
- 8.2 Work on the new structure is progressing at pace and will deliver best value, remaining within the existing budget and headcount for SPA Corporate whilst providing strong foundations for continuous improvement.

- 8.3 The focus this month has been on concluding formal consultation with staff, and work to put the new structure in place and transition to the new arrangements is underway.

Formal Consultation

- 8.4 The outcome of formal staff consultation will be shared at the JNCC meeting on the 1 October 2020, which will signal the end of formal consultation and the start of the transition to the new structure.
- 8.5 Formal consultation with all permanent SPA staff has been ongoing since the 10 July 2020 and staff have been engaged and supported throughout the process. All proposals submitted by staff have been considered and management responses provided. There will be minimal changes to the structure as a result of consultation and the majority of changes relate to job titles and job descriptions.
- 8.6 A key consideration has been to mitigate against potential redundancies. The majority of existing staff will transfer to a post in the new structure. Discussion is ongoing with a small number of staff who will be eligible to apply for voluntary redundancy or voluntary early retirement, or will be redeployed.

Recruitment

- 8.7 At its meeting on 2 September 2020 JNCC confirmed that it was content for us to recruit to key vacancies within the new structure prior to the conclusion of staff consultation on the basis that these posts would not be filled by existing staff. Recruitment to the four new 'Head of' posts (Strategic Business Management; Finance, Audit & Risk; Change and Operational Scrutiny; Strategy & Performance) closed on 24 September 2020. Recruitment for the Executive PA to the Chair and a Governance Support Officer is also underway. All additional posts are covered within the current SPA corporate budget.
- 8.8 Further recruitment will be phased over the coming weeks and is expected to be concluded by December 2020. I would like to thank

all the staff who have worked on this project over the last few months and I especially welcome the advice and support of Police Scotland People & Development.

Transition

- 8.9 Transition planning is well underway to ensure the smooth transfer of staff and responsibilities into the new structure.
- 8.10 Once concluded, the SPA 2020 project will fulfil the organisation's commitment to respond to issues identified in previous internal and independent reviews.

RECOMMENDATIONS

Members are invited to discuss the content of this report.

Summary report from the Scottish Railway Policing Committee

3 September 2020

SPA Members – Tom Halpin and Bob Hayes

Main items of business

Performance and Delivery of BTP in Scotland

The Scottish Railway Policing Committee (SRPC) were provided an update on the performance and delivery of BTP in Scotland. Headlines discussed included:-

- COVID-19 restrictions have caused significant reduction in footfall Q1 and crime levels are significantly lower as a result
- Policing response has adapted throughout each phase of the pandemic to face challenges, ensure safety and minimise any violence and disruption on the network
- Scotland remains a safe place to travel, with low level of serious violence and robbery (1% of total crime; 4 out of 302 crimes)
- BTP continue to utilise embedded resources and work with partners to achieve national and local objectives

The SRPC were provided an update on the work of BTP to adapt over the changing phases of the pandemic and the planning in place looking ahead to meet the upcoming demands anticipated with the number of rail passengers starting to increase

BTP were asked to consider inclusion of the following in future performance reports the SRPC:-

- Use of emergency COVID-19 powers
- Hate Crime
- Diversity of the workforce

Thematic – Vulnerability

The SRPC were provided an in-depth presentation outlining changes BTP has made in relation to the overarching concept of vulnerability, outlining its recent journey, culminating with the introduction of an enhanced Public Protection & Vulnerability structure. Good partnership working was highlighted as a key enabler to improvements in respect to vulnerability.

Evaluation of the SRPC

The committee were presented with a methodology to enable the effectiveness of the SRPC to be evaluated which will be updated and reported to future meetings

Best Value

A paper was presented on the budget for BTP in Scotland and the consideration of best value/value for money. Further work is required on the role/remit of the SRPC in respect to this matter

Stonehaven derailment

The SPRC received a briefing on the Stonehaven derailment which occurred on 12 August 2020 when a passenger train hit a landslip killing three individuals and injuring six others. Committee members expressed their condolences and thoughts for those who had lost their lives, their families and those who were injured in the derailment. The committee also noted its appreciation for the outstanding work of all emergency services and partner agencies in responding to the incident and dealing with a particularly challenging scene.

The formal minute of the meeting will be available at the next meeting which is scheduled for 13 November 2020. This will also be published on the BTPA's website.