

<b>Meeting</b>	<b>Authority Meeting</b>
<b>Date</b>	<b>25 November 2020</b>
<b>Location</b>	<b>Video Conference</b>
<b>Title of Paper</b>	<b>SPA Interim Chief Executive's Report</b>
<b>Presented By</b>	<b>Lynn Brown, Interim Chief Executive</b>
<b>Recommendation to Members</b>	<b>For Discussion and Approval</b>
<b>Appendix Attached:</b>	<b>YES</b>

**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.

Members are also being invited to:

- i) **Approve** the proposed calendar of Authority and Committee meetings for 2021/22 as set out in Appendix B.

## **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. Audit Risk and Assurance (ARAC) Development Day – Tuesday 27 October 2020**

- 2.1 The ARAC held a Development Day on Tuesday 27 October 2020 as part of a programme of continuous improvement to support the Committee's effectiveness.
- 2.2 Prior to the development day stakeholders were asked to complete a questionnaire on the effectiveness of the ARAC and a self-assessment, using the Scottish Government Audit Committee handbook, was also completed.
- 2.3 Committee members were joined by the SPA Interim Chief Executive and SPA officers in considering the effectiveness of the Committee and priorities for the future taking cognisance of the results from the questionnaire and self-assessment.
- 2.4 The Committee followed this with a tripartite meeting with colleagues from the Policing Boards in Northern Ireland and the Republic of Ireland. There was a discussion covering areas of interest to the different audit committees covering risk assurance, the impact of the work of the Audit Committee on the police service and the relationship with policing inspectorates. The conversation identified both commonalities and differences of approach, and it was agreed the merit of maintaining the specialist dialogue.
- 2.5 Following the day's discussions, the ARAC will be following up recommendations for any improvements as well as framing the Committee's future work plans.

## **3. Engagement with the Scottish Parliament**

- 3.1 The Authority has made two submissions to Parliament since the last Authority meeting:

- 28 September 2020 - [SPA Governance and Accountability](#)
- 9 November 2020 - [SPA - Work of the Independent Advisory Group \(IAG\)](#) reviewing Police Scotland's use of temporary police powers to tackle coronavirus.

#### **4. Scottish Railways Policing Committee**

- 4.1 A meeting of the Scottish Railways Policing Committee (SRPC) took place on Friday 13 November 2020 via tele and video conference. The SPA was represented by Authority Members Tom Halpin and Bob Hayes.
- 4.2 A full report from the November 2020 meeting is included at Appendix A. The next meeting is due to take place on 17 February 2021.

#### **5. SPA Organisational Development and Design**

- 5.1 This is the ninth time I have reported to an Authority meeting on the SPA 2020 organisational change project. Excellent progress has been made since my update at the 30 September 2020 Authority meeting and work continues apace to deliver the new SPA Corporate structure within the existing budget and headcount.
- 5.2 Following a period of formal consultation with staff, I presented final proposals for the new structure to the Joint Negotiating and Consultative Committee on the 1 October 2020. Trade Unions confirmed that they were content with proposals and also commented positively on the way in which our formal consultation with staff had been conducted.
- 5.3 On 2 November 2020 the new structure went live, with the majority of existing staff formally moving to their new roles, terms and conditions. As reported at the last meeting, recruitment to four senior roles commenced in September 2020 and appointments have now been made. Recruitment to remaining roles is ongoing.

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- 5.4 Transitional arrangements have been put in place until the SPA is fully staffed in the New Year and arrangements to ensure a smooth handover of work to new teams are well advanced. Notice and vetting requirements mean that we expect the majority of new recruits to start in post in January and early February 2021.
- 5.5 Induction materials, meetings and events will enable a 'virtual' introduction to the SPA. Once the structure is fully populated, there will be a focus on strategic and team planning, and objective setting. This will include arrangements for getting to know colleagues and meeting with Authority members, policing bodies and other key stakeholders. I also wrote to key stakeholders on 30 October 2020 to update them on the new structure and provide key contacts. We will continue to provide updates as the structure beds in.

### **6. Board and Committee Calendar**

- 6.1 Standing Order 6 of the current Standing Orders states that prior to the beginning of each calendar year, a provisional schedule of ordinary meetings of the Board, its Committees and any Sub-Committees for that calendar year shall be approved by the Board and published on the website. A proposed calendar of meetings for the Authority and its Committees from 1 April 2021 to March 2022 is, therefore, set out in the attached Appendix B.
- 6.2 Members are asked to note that dates for the proposed new People Committee which will be considered later on today's agenda have not been included until approval from the Authority to establish the new Committee has been granted. If the Authority does agree to establish the People Committee, it is anticipated that the first meeting will take place early in the New Year once membership of the Committee has been confirmed.
- 6.3 Standing Order 7 further states that the Chair (or in their absence, the Vice Chair) or Committee Chair may alter the time and/or place of any particular Board or Committee meeting and may convene such additional meetings as may be deemed necessary for the due

fulfilment of Authority functions. The proposed calendar may, therefore, be subject to amendment during the course of the year.

**RECOMMENDATIONS**

Members are invited to:

1. **Approve** the proposed calendar of Authority and Committee meetings for 2021/22 as set out in Appendix B.

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## Summary report from the Scottish Railway Policing Committee

13 November 2020

SPA Members – Tom Halpin and Bob Hayes

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### 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: -

- Crime levels remain low but have risen since the initial lockdown period in March with Q2 seeing similar crime levels to 2019
- An increase in recorded crime related to drugs can be attributed to the increase in County Lines days of action that have taken place across BTP in Scotland in conjunction with Police Scotland. The overall positive detection rate for BTP drug crime in Scotland is 96%.
- BTP Scotland have recorded 51 breaches of COVID-19 regulations since 01/03/2020. These have all been processed via the use of Fixed Penalty Notices, except one by report and two by custody report. There have also been 55 crimes that have been directly associated with COVID-19, such as Assault by directed coughing or spitting, the smearing of phlegm on surfaces or suspects claiming to be infected to a victim whilst committing a crime.

The SRPC agreed that an update on diversity and inclusion will be provided to a future meeting.

#### COVID-19 Update

The SRPC were provided an update on the policing response and tactics employed by BTP in response to COVID-19. Key points included: -

- Overall compliance and co-operation from the public has been good
- Ongoing close oversight and tracking of staff absence. Service has been maintained throughout

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- Operational adaption to differing legislation across the UK
- Longer term use of the rail network and resultant demand on BTP not known
- Transition from current position to full vaccine roll out will be challenging

### BTP Scottish Policing Plan

A virtual meeting held in October to gain input from stakeholders and the rail industry to inform the plan for 2021/22. Draft plan to be presented to next meeting of the SRPC in February.

### Evaluation of the SRPC

The committee were presented with a framework to enable the effectiveness of the SRPC to be evaluated against the original design principles. The framework, which looks back on matters considered by the SRPC, will be supported by forward looking work plan.

### Demand and Resource Data

An update was provided to the SRPC on the resource allocation across territorial division against key measures including crime statistics, track length and journeys. This provided assurance to the SRPC on the equitable allocation of resources to Scotland

### Closed Session

Members were provided verbal updates on the Stonehaven derailment and the implications of the recent change in threat level

The formal minute of the meeting will be available at the next meeting which is scheduled for 17 February 2020. This will also be published on the BTPA's website.

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Jun		1	2	3	4	5	6	7	8 PPC	9 DD	10	11	12	13	14	15	16	17 RC	18	19	20	21	22	23	24	25	26	27	28	29	30 BM					Jun		
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- BM Board Meeting
- DD Board Development Day
- SPA Succession Planning and Appointments Committee
- CC Complaints and Conduct Committee
- RC Resources Committee
- FS Forensic Services Committee
- ARAC Audit Risk and Assurance Committee
- PPC Policing Performance Committee
- LACA Legal Actions, Claims and Appeals Committee