

| | |
|----------------------------------|---|
| Meeting | SPA Resources Committee |
| Date | 09 February 2021 |
| Location | Video Conference |
| Title of Paper | Q3 Health & Safety Report |
| Presented By | James Bertram, Health and Safety Manager |
| Recommendation to Members | For Discussion |
| Appendix Attached | No |

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

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 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 It is important to note that 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

- Operation Talla Update – increase in instances of exposure to the virus across the organisation. Close liaison between the Health & Safety Team, HR colleagues, HSE and NHS. Learning sought from each incident. Working closely with the new Outbreak Management Team.
- HSE visit to C3, Govan and Dunfermline Police Office.
- Changes to Op Talla PPE.
- National Health & Safety Board Update from meeting 16 December.

2.1 Q3 Statistical Summary

- Covid-19 Scope reports are increasing in line with the second wave of the pandemic; though not to the same levels as noted in Q1.
- Highest numbers of scope reports relating to Covid-19 are noted in Q and G Divisions.
- Total reports – 2257 (increase of 1096 compared to Q3 of previous year).
- The 3 highest type of reports were Exposure to Hazardous Substance, Assault, and Occurrences During Arrest.
- RIDDORS – 130 with 112 of these related to work place related cases of Covid-19.

3. H&S UPDATES

3.1 HEALTH & SAFETY EXECUTIVE VISITS

The Health & Safety Executive contacted Police Scotland in December to say they had received a complaint from a staff member about Covid Safety standards within C3 at Govan. It is important to note that a number of complaints have been made to statutory bodies and the media in relation to C3 and these are believed to have come from one or two staff members. The HSE attended along with the Health & Safety Manager, Safety Advisors, Rep Bodies and Trade Unions. No concerns were found and the HSE stated it was possibly one of the best premises in terms of Covid Safety that they have visited.

The same HSE Inspector asked to visit Dunfermline Police Office in relation to an outbreak of Covid-19 among staff. The visit took place in late December and this time some issues were highlighted. Although there were some issues with the layout of the building, which are now being addressed, a lot of the issues found centred around human behaviour and this is a pattern that we are seeing

across the organisation (Police Scotland & SPA) just now. The HSE have said it is common across all employment sectors in the UK.

We will continue to work closely with the HSE, NHS, Rep Bodies and Trade Unions to improve standards where possible.

3.2 CHANGE TO OP TALLA PPE

Following updated information received from the National Police Chiefs Council in December the Police Scotland risk assessment for Op Talla has been revised. The main change is that any Police Officer or member of Police Staff working within 2 metres of a member of the public now requires to wear an FFP3 mask, nitrile gloves and goggles irrespective of whether they believe there is a risk of the individual being at risk from Covid-19 or not.

3.3 OPERATION VADAR

The Health & Safety Manager and Safety Advisors have been working to provide advice and guidance in respect of a complex body recovery near Bridge of Orchy. This operation commenced on Hogmanay and concluded for us on 20 January.

3.4 HEALTH & SAFETY BOARD – DECEMBER

The following points were discussed.

- A detailed verbal update was provide in relation to Your Safety Matters.
- Fire Safety Update – H&S to continue to highlight any matters where they feel there has been slow progress to named contact within Estates.
- Estates Update: Continued good progress with Covid Safety Equipment such as hand sanitiser stations. Process ongoing for retendering contract for new Hard Facilities Management and will be complete by end of the December.
- Clinical Governance update provided.
- Comprehensive Health & Safety Managers performance report presented with all aspects of the teams work covered including accident stats.
- Update provided on the current 3 Year Action Plan and the draft for the next 3 years.
- Update provided in relation to Health & Safety Training

- Update provided in relation to progress with the National vehicle Equipment Group.
- Specific action to look at a light weight wracking system for vehicles.
- Update provided in relation to the Health & Safety Assurance Model.
- Detailed update provided in relation to Op Talla and Covid-19.
- Update provided in relation to progress with Custody Audits.

Members should note that a variety of actions are raised by both the Health & Safety Team and our Fire Risk Assessors at H&S Board. These are immediately passed to Estates for action and overarching progress is monitored by the Health & Safety Board. In addition H&S meet with Estates and CJSD on a weekly basis to review actions, monitor progress and ensure that compliance is being achieved.

3.5 YOUR SAFETY MATTERS UPDATE

3.5.1 On 22 July, the Chief Constable launched a new set of personal commitments to officers and staff for the period 2020/21. These include a commitment to take action to reduce the impact of violence and to enhance measures to improve safety, including a review of officer safety training and improved conflict resolution skills. The Chief Constable later launched an Assault Pledge in August 2020, which further outlined his commitment to reduce the impact of violence and improve the safety of officers and staff. The Chief Constable once again made clear his position that violence against officers and staff is utterly unacceptable and should never be seen as simply part of the job. The Cabinet Secretary for Justice and Lord Advocate both support the Pledge, which also calls on wider society and the public to support policing.

The Your Safety Matters (YSM) Diamond Group, chaired by DCC Taylor, continues to provide strategic oversight of a variety of research, analysis products and work stream linked to officer and staff safety, including:

3.5.2 Taser

A short life working group review of Police Scotland Taser capability has led to the creation of 37 new Taser hubs and the training of additional officers to maintain the Police Scotland establishment of Specially Trained Officers (STOs) at 520. A Taser review is ongoing and is due to report by the end of this year with recommendations on future Taser roll out options. This review will consider learning

from the initial roll out, current call demand, analysis in relation to assaults on officers and incident types where Taser would provide additional officer safety options.

3.5.3 Police Officer Operational Patrol Boots

Police Scotland has committed to a £1m investment to provide officers with new operational footwear. It is anticipated that the new footwear will enhance officer safety by reducing operational injuries. As a result of the pandemic, the manufacturer has reported issues in meeting demand and as a result Police Scotland will not receive the number of boots ordered for delivery this year. Work is currently being undertaken to assess the impact of the shortfall on supply of the footwear to both officers and PCSO's.

3.5.4 Police Assault Analysis

Police Scotland has conducted extensive research into assaults on officers and staff and produced a report containing 8 recommendations for further work. The recommendations include:

- Further research into the circumstances during which assaults occur to identify procedural improvements.
- Develop academic research proposals with SIPR for commencement during 2020; we continue to await funding options being scoped and confirmed and a suitable candidate being selected.
- Snapshot analysis in divisions where upwards trends are being observed.
- Capturing of feedback from officers and staff who have been assaulted in an effort to identify potential improvements to Officer Safety Training (OST) and/or protective equipment.

Analysis also identified that officers and staff are most likely to be assaulted from the point of arrest onwards. Previously published guidance has been re-circulated to officers and staff regarding processes to ensure the proper management of persons in custody, with further good practice sharing opportunities being examined.

3.5.5 Personal Protection Training /Conflict Management

YSM has examined issues linked to the physical and/or verbal abuse of some Police staff whilst undertaking operational duties. This includes custody personnel, front counter staff and those working within call handling. Custody personnel will receive enhanced OST and first aid training (see Officer Safety Training below) and access to enhanced PPE, including body armour. In addition, two other

courses will be provided to Police staff; a Conflict Management Course and a Personal Protection Course. Training will be rolled out to Police staff following the return to a "new normal" training schedule, with key roles prioritised in the initial stages.

3.5.6 Officer Safety Training (OST)

An enhanced two day OST and First Aid Programme has been supported by YSM and was approved by the Strategic Leadership Board in July. This is a re-designed course with updated techniques and an enhanced first aid training syllabus. This course also places an emphasis on verbal de-escalation techniques to provide greater protection to officers when dealing with conflict. On 6 January, the Operation Talla Strategic Oversight Group agreed that delivery of the enhanced OST training should be postponed for a 4 week period, with any resumption subject to further review.

3.5.7 Post Incident Procedures

Post Incident Procedures are designed to facilitate a supportive, efficient investigation into the death or serious injury of a person who has had contact with the Police. Additional guidance has been produced and distributed throughout Police Scotland and a line manager's briefing has been developed to provide support for supervisors whose staff are involved in such incidents.

3.5.8 Forensic Scene Examiner Deployments

YSM has reviewed risks surrounding the deployment of Forensic Scene Examiners. Functionality has now been created within Contact, Command and Control (C3) which provides enhanced oversight of Scene Examiner deployments, allowing controllers to oversee and manage deployments, ensuring pertinent information regarding any safety risks are identified prior to deployment.

3.5.9 Focus Groups

A series of focus groups were carried out across Police Scotland between October 2019 and February 2020, with participation from officers, police staff and Special Constables. Feedback from these focus groups was used to support the development of the Chief Constable's Assault Pledge. In addition, the feedback also supported work to develop enhanced support processes bespoke to Special Constables who are assaulted when undertaking their duties. The focus groups provided a baseline for the experiences of officers and staff and will be built upon during follow-up sessions

that will be delivered via a YSM Champions network (see below) which has now been established across the Service.

3.5.10 Governance Framework / Your Safety Matters Champions

YSM has been incorporated into mainstream activity, with the Chief Constable's Commitments relating to staff safety and the Assault Pledge now reflected within the agendas of relevant Force Governance meetings. A network of YSM Champions has been established in local policing divisions and specialist departments to support operational delivery of YSM activity and provide a single point of contact for YSM products.

3.5.11 Performance Monitoring

A suite of performance metrics have now been developed to identify trends linked to assaults on officers and staff and to measure the impact of YSM activity. This bespoke data dashboard will incorporate data from existing H&S Dashboard relevant to violence against officers and staff to identify emerging trends and implement improvements. YSM has also engaged with the National Police Chiefs' Council in relation to similar work being undertaken throughout the rest of the UK. The first information sharing group has taken place following completion of the self-assessment process and the priority areas for progress have been outlined with a national knowledge database being established. Discussions are ongoing regarding the sharing of data and analysis, benchmarking opportunities, and operational learning and good practice.

3.5.12 External Partners

Significant partnership working has been undertaken with COPFS to highlight the issues faced by officers and staff who are the victims of assault. As a result, processes are being established to improve communication and feedback provided to officers and staff involved in the judicial process, ensuring they are informed of the outcome of any police assault prosecution.

In recent developments an impact sub-section statement has been progressed and approved for inclusion in the Standard Prosecution Report to COPFS. This will allow for the following to be considered when making decisions regarding sentencing 1. The impact on the staff member and their family 2. The subsequent impact on the service delivery of Police Scotland 3. The subsequent impact on the Community.

In addition, the Chief Constable has written to the Lord Justice Clerk, Lady Dorrian, to advise of the comprehensive review of assaults on Police Scotland officers and staff, and to seek support in raising awareness of this issue amongst the Judiciary.

3.6 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. I am not aware of any significant concerns or delays in connection with Health & Safety which require escalation to the Resources Committee at the time of writing this report.

4. METHODOLOGY

Data for Health and Safety (H&S) is sourced via the System to Coordinate 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 Sept 2020.
- 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 Sept 2020.
- Data has been extracted using 'Date reported to HSE'.

4.3 SICK DAY CAVEATS

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

5. COVID-19 REPORT

5.1. OPERATION TALLA – HEALTH & SAFETY

The Health & Safety Team have 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.

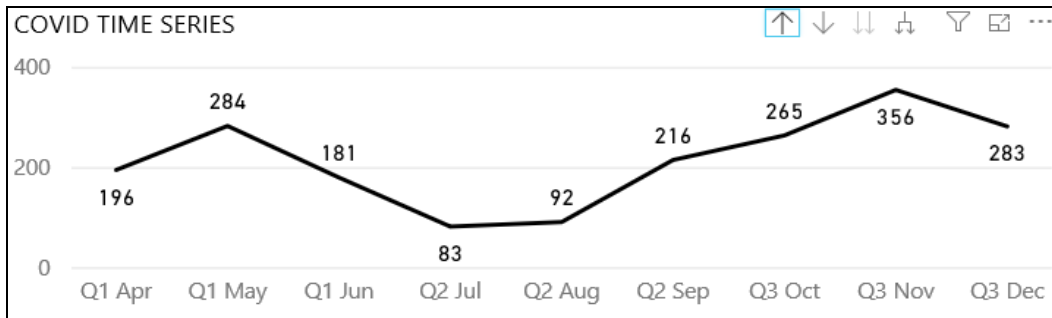
There have been a number of cases of Covid-19 reported across the organisation and we are seeing a change in the impact of the virus. I think it would be fair to say that we have experienced some complacency around the basics of prevention and that is perhaps not surprising having come through the first wave and with the organisation running with this heightened level of awareness for a year now. The Health & Safety Team are working closely with colleagues in HR, Health & Safety Executive and the NHS to deal with each situation as they occur and not only to ensure that the area is safe but to seek learning to prevent re-occurrence.

It is important to note that Police Scotland is not alone in facing this issue. Many organisations across Scotland are in a similar situation. In my last report I highlighted that "something has changed since the first wave of Covid-19" and, of course, we are now aware of the new variant of Covid with significantly increased rates of transmission.

We are now seeing Covid-19 RIDDORs being reported across the organisation.

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 (Q3 2020/21) numerous outbreaks have occurred across multiple locations resulting in visits from regulatory bodies such as the Health & Safety Executive. Reports from both organisations have been, in the main, complementary in our set up and advice and guidance provided by Health and Safety and the Organisation.

Common themes from all outbreaks have been largely related to human behaviours. Work is ongoing to try to address these matters.

As a result of these outbreaks 113 RIDDORS have been submitted to the HSE which have not resulted in any further communication from the enforcing authority.

Figure 2 – Covid-19 Additional Information – Q3 2020/21

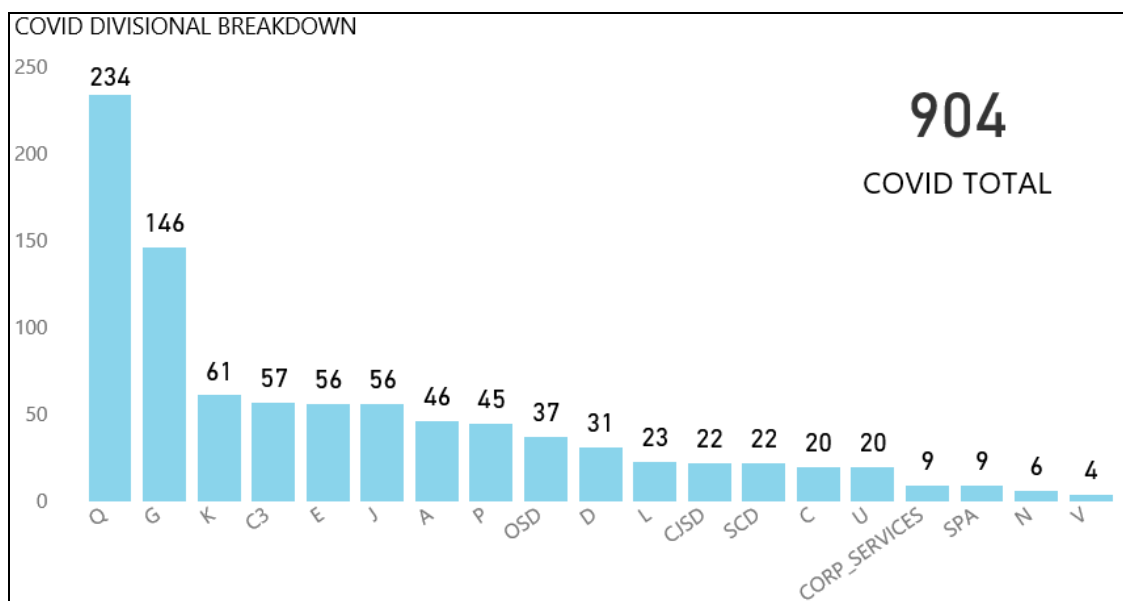
| Covid Additional Information | TOTAL REPORTS |
|---|---------------|
| SELF ISOLATING FOLLOWING EXPOSURE/NOT SELF ISOLATING FOLLOWING EXPOSURE | 628 |
| NO PRIOR INDICATION OF C19 | 167 |
| ONE OF MULTIPLE REPORTS FROM SAME INCIDENT | 44 |
| DELIBERATE COUGHING/SNEEZING/SPITTING ON OFFICERS | 18 |
| LACK OF DISTANCING WITHIN OFFICES | 11 |
| PPE AVAILABLE BUT NOT WORN | 8 |
| C19 SYMPTOMS DEVELOPED AT LATER DATE AFTER CONTACT | 5 |
| REPORT OF C19 SYMPTOMS NOT PASSED ON BY CONTROL ROOM | 5 |
| INCORRECT PPE USED | 4 |
| CHANGES OF PPE NOT AVAILABLE FOR EXTENDED DUTIES | 3 |
| UNKNOWN | 3 |
| ALLERGIC/PHYSICAL REACTION TO EQUIPMENT | 2 |
| EQUIPMENT/VEHICLE NOT CLEANED AFTER SUSPECTED CONTAMINATION | 2 |
| LACK OF PPE - GLOVES | 2 |
| LACK OF PPE - MASKS | 2 |

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

- Self-Isolating Following Exposure
- No Prior Indication of C19
- One of Multiple Reports from the Same Incident

5.3 COVID-19 REPORTS BY DIVISION

Figure 3: Covid-19 Reports by Division



Note: the figure below includes all Covid-19 – related scope reports for Q3 Only.

The distribution pattern across Divisions has remained fairly constant throughout the pandemic with the highest numbers of reports submitted in G and Q Divisions.

6. SCOPE H&S DATA – Q3 2020/21 (01 OCTOBER 2020 – 31 DECEMBER 2020)

6.1 TOTAL REPORTS SUBMITTED ON SCOPE

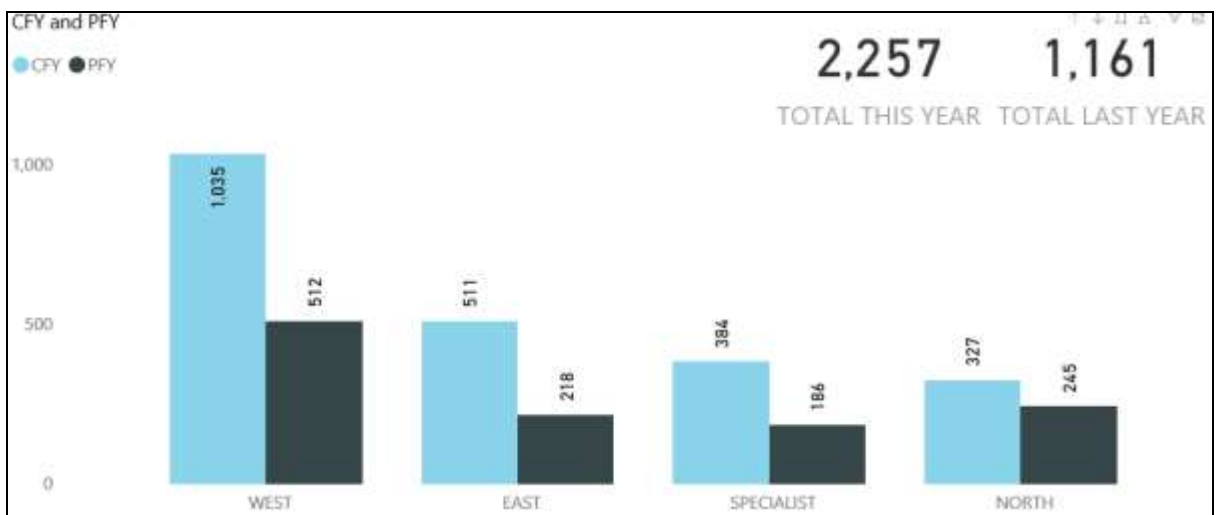
For Q3 2020/21 there were a total of 2257 accidents, near misses and undesired circumstances, while in Q3 2019/20, this figure was 1161; **an increase this year of 1096 (94.4%)**. This significant increase is due to the submission of reports relating to Covid-19. (To date, end of Dec 2020, over 1900 reports have been submitted relating to Covid-19 since the start of the pandemic).

6.2 COMMAND AREA BREAKDOWN

Figure 5: Command Area Breakdown – Q3 Year on Year Comparison

| Area | CFY | PFY | FY DIFF | % CHANGE |
|------------|-------|-----|---------|----------|
| WEST | 1,035 | 512 | 523 | 102.1% |
| EAST | 511 | 218 | 293 | 134.4% |
| SPECIALIST | 384 | 186 | 198 | 106.5% |
| NORTH | 327 | 245 | 82 | 33.5% |

Figure 4: Total Reports Submitted by Command Area –Q3 2020/21

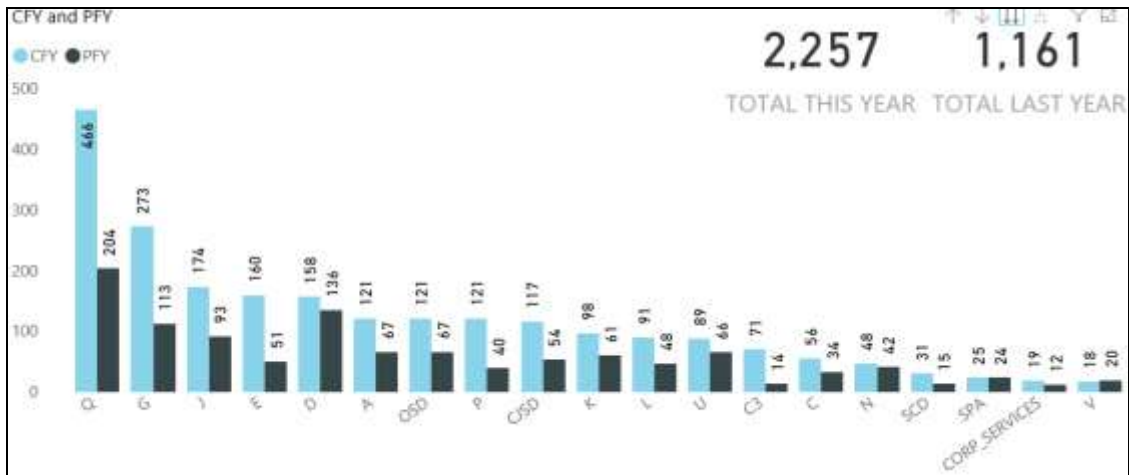


The highest number of reports submitted by the West Area. SPA/Forensic Services are included within the 'Specialist category',

with 25 reports submitted in Q3. The previous year’s data are also included, with significant increases notable across all 3 geographical employing Command Areas due to Covid-19.

6.3 DIVISIONAL/BUSINESS AREA BREAKDOWN

Figure 6: Total Reports by Division/Business Area – Q3 Year on Year Comparison



This figure displays the divisions in ranked order of the number of reports in Q2 2020/21. Most divisions show an increase in the number of reports submitted. Q, G and J reported the highest numbers of incidents this year.

Figure 7: Total Reports per thousand head count by Division / Business Area – Q3 2020/21

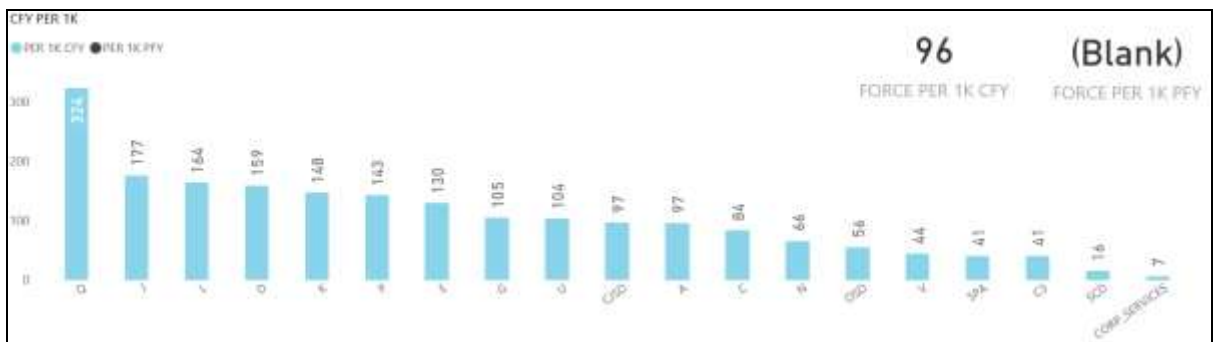


Figure 7 displays the total number of reports during Q3 2020/21 per thousand headcount. Q, J and L Divisions report the highest numbers of incidents per thousand employees.

6.4 OCCURENCE TYPES - Q3 2020/21

Figure 8: Report Type and Category – Q3 2020/21

| Type of Occurrence | ACCIDENT | NEAR MISS | UNDESIREDCIRCUMSTANCE | Total |
|-----------------------------------|--------------|------------|-----------------------|--------------|
| ASSAULT | 657 | 148 | | 805 |
| CONTACT WITH ANIMAL | 19 | | | 19 |
| DURING ARREST/CUSTODY PROCESS | 146 | 37 | | 183 |
| EXPOSURE TO HAZARDOUS SUBSTANCE | 902 | 10 | | 912 |
| MANUAL HANDLING | 36 | | | 36 |
| NEEDLESTICK INJURY | 6 | 2 | | 8 |
| OTHER | 109 | 14 | 36 | 159 |
| ROAD TRAFFIC OCCURRENCE/COLLISION | 38 | 13 | 1 | 52 |
| SLIP, TRIP OR FALL | 80 | 1 | | 81 |
| UNKNOWN | 2 | | | 2 |
| Total | 1,995 | 225 | 37 | 2,257 |

The three highest accident types in Q3 were:

- **Exposure to Hazardous Substance** – 902 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.

- **Assault** - 675 were assaults with injury or contact/no injury.
- **During Arrest/Custody** – 183 of all reports were occurrences where injury was sustained during the arrest or custody process.

The three highest near miss types in Q3 were:

- Assault - 148
- During Arrest - 37
- Other – 14

Figure 9: Report Type – Q3 Year on Year Comparison

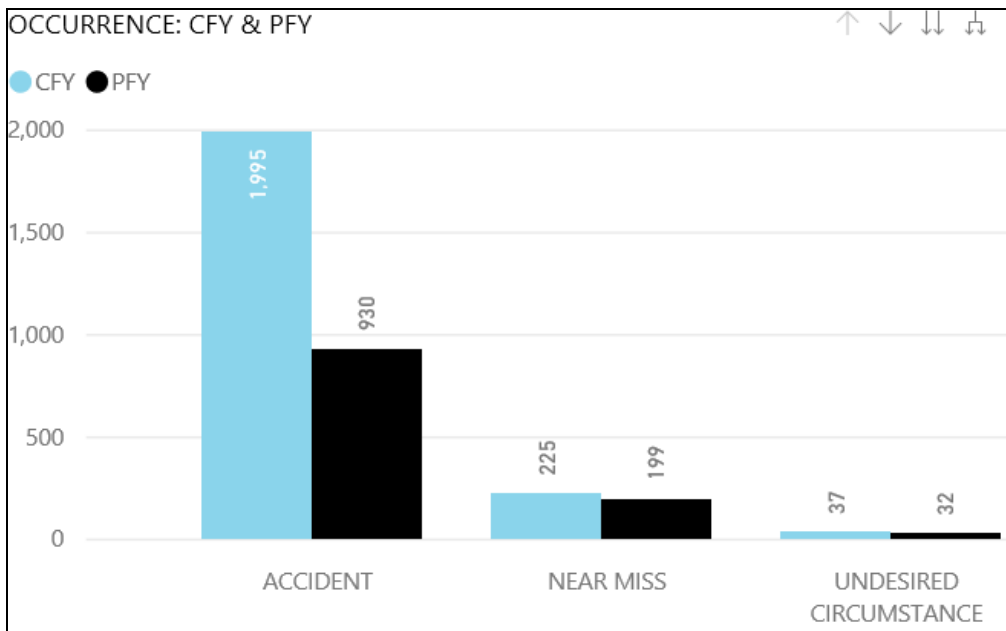
| Type of Occurrence | CFY | PFY | FY DIFF | % CHANGE |
|-----------------------------------|-----|-----|---------|----------|
| EXPOSURE TO HAZARDOUS SUBSTANCE | 912 | 7 | 905 | 12928.6% |
| ASSAULT | 805 | 619 | 186 | 30.0% |
| DURING ARREST/CUSTODY PROCESS | 183 | 203 | -20 | -9.9% |
| OTHER | 159 | 156 | 3 | 1.9% |
| SLIP, TRIP OR FALL | 81 | 77 | 4 | 5.2% |
| ROAD TRAFFIC OCCURRENCE/COLLISION | 52 | 40 | 12 | 30.0% |
| MANUAL HANDLING | 36 | 18 | 18 | 100.0% |
| CONTACT WITH ANIMAL | 19 | 17 | 2 | 11.8% |
| NEEDLESTICK INJURY | 8 | 9 | -1 | -11.1% |
| UNKNOWN | 2 | | 2 | |
| TRAINING | | 15 | -15 | -100.0% |

When compared to Q3 of the previous year, increases are noted in all types with exception of During Arrest/Custody Process and Needlestick Injuries.

6.5 SEVERITY & RIDDOR REPORTABLE ACCIDENTS – Q3 2020/21

6.5.1 CATEGORIES

Figure 10: Category Comparison – Q3 Year on Year Comparison



When compared with Q3 of the previous year – accidents have increased by 114.4%. This is due to Covid-19 reports during the pandemic. Near Misses and Undesired circumstances have also increased.

6.5.2 RIDDOR REPORTS

Figure 11: Quarterly RIDDORs from 2016/17 onwards

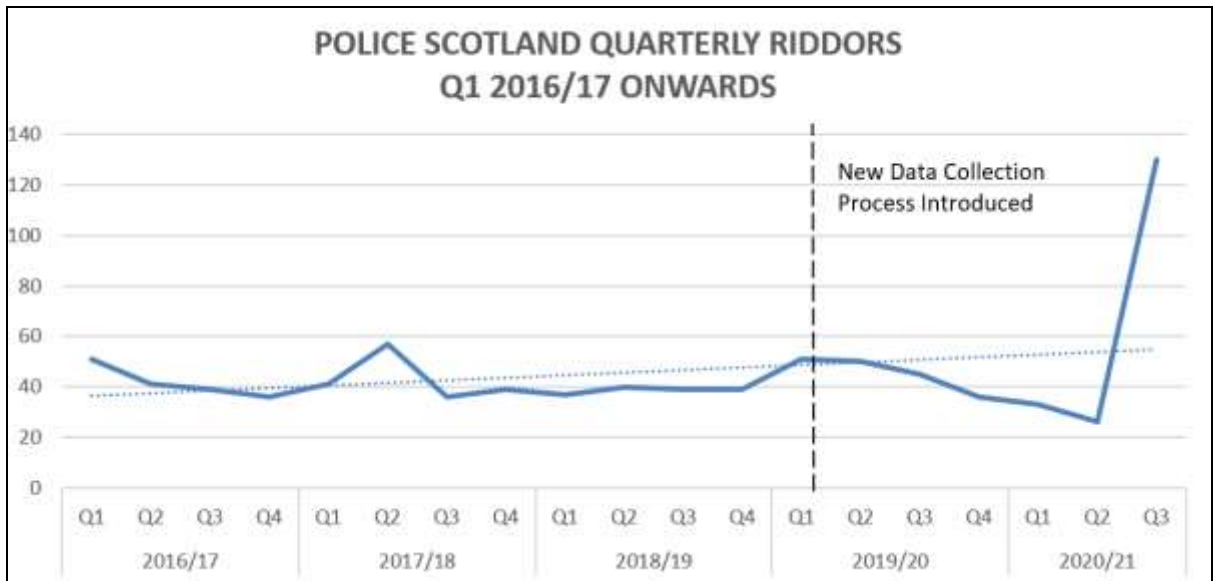
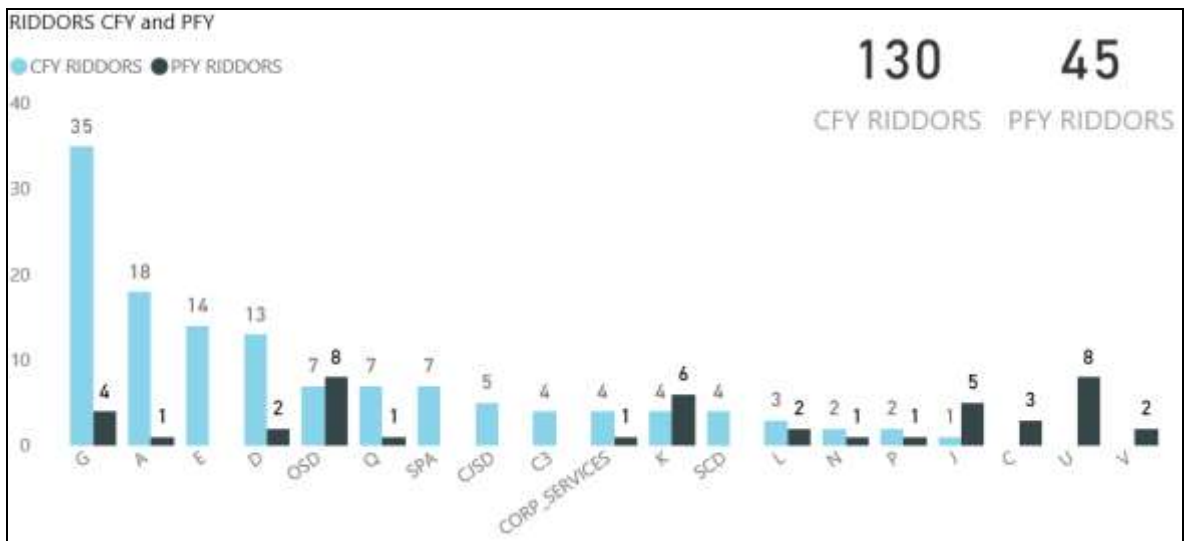


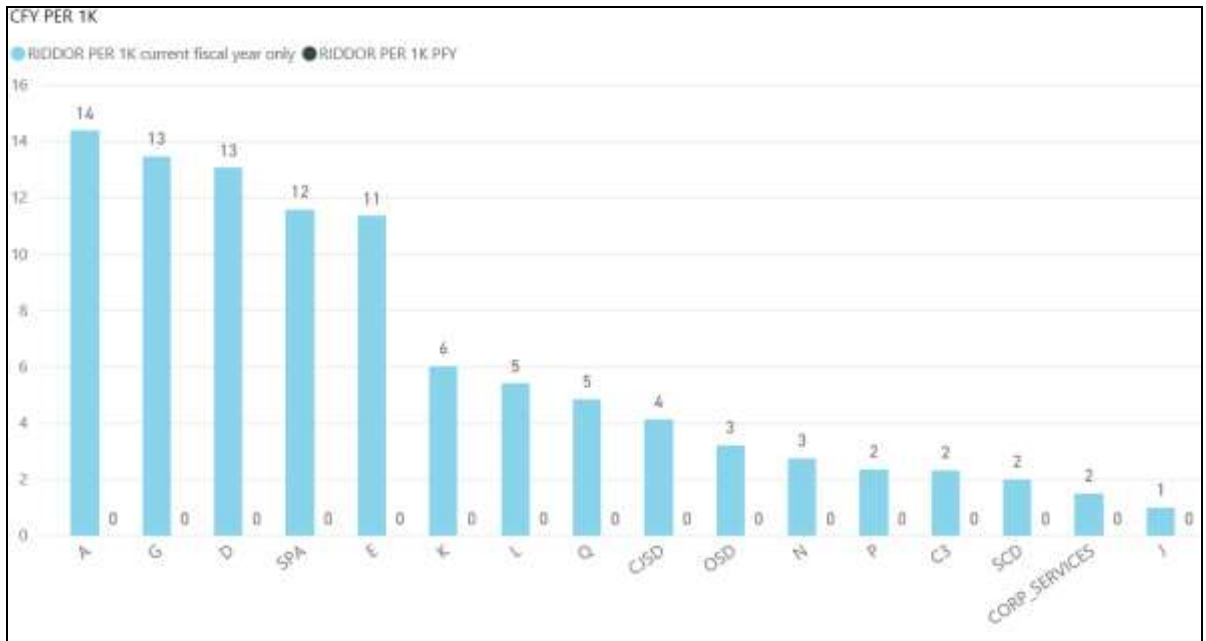
Figure 12: RIDDORS by Division/Business Area – Q3 Year on Year



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

In Q3 2020/21, RIDDORS have **increased by 85** when compared with Q3 of the previous year. This can be explained by the submission of Covid-19 related RIDDORS which may have occurred over Quarters 1, 2 & 3 however were under investigation and awaiting further clarity on HSE guidance relating to COVID-19 RIDDORS. For Q2 2020/21, the highest number of RIDDORS were submitted in G, A, and E Divisions.

Figure 13: RIDDORS per thousand by Division Q3 2020/21



The highest number of RIDDORS per thousand head count were submitted for A, G and D Divisions.

6.5.3 RIDDOR TYPES

Figure 14: RIDDOR Type – Q3 Year on Year Comparison

| Type of Occurrence | CFY RIDDORS | PFY RIDDORS | RIDDOR DIFF | RIDDORS % CHANGE |
|-----------------------------------|-------------|-------------|-------------|------------------|
| EXPOSURE TO HAZARDOUS SUBSTANCE | 112 | | 112 | |
| SLIP, TRIP OR FALL | 6 | 8 | -2 | -25.0% |
| OTHER | 4 | 7 | -3 | -42.9% |
| DURING ARREST/CUSTODY PROCESS | 3 | 11 | -8 | -72.7% |
| ROAD TRAFFIC OCCURRENCE/COLLISION | 3 | 5 | -2 | -40.0% |
| ASSAULT | 1 | 9 | -8 | -88.9% |
| MANUAL HANDLING | 1 | 2 | -1 | -50.0% |
| TRAINING | | 3 | -3 | -100.0% |

The 3 highest RIDDOR types are Exposure to Hazardous Substance, Slip, Trip or Fall and Other.

6.5.4 RIDDOR REPORTS – COVID-19

Reports of COVID-19 occurrences refer to positive test results for Covid-19 where there is reasonable evidence to suggest the virus was contracted during a work-related activity. The number of RIDDOR reports will increase over the short to medium term as test results for those instructed to self-isolate following close contact in

the workplace become known. In addition, it is noteworthy that the retrospective completion of these reports has resulted in a spike in the numbers of RIDDOR reports within the Q3 data (their “reported to HSE” date will be within Q3).

6.5.5 RIDDORS BY OFFICER/STAFF

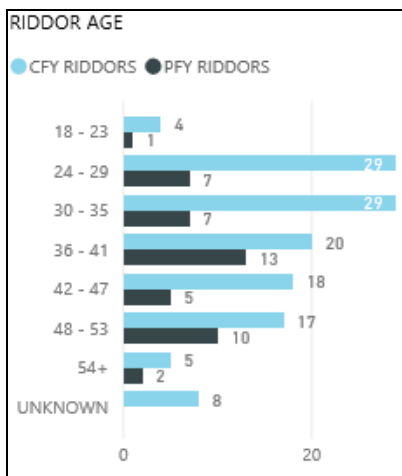
Figure 15: RIDDORS by Employee Category – Q3 Year on Year Comparison

| Injured/ Involved | CFY RIDDORS | PFY RIDDORS | RIDDOR DIFF |
|-------------------|-------------|-------------|-------------|
| OFFICER | 105 | | 105 |
| POLICE STAFF | 25 | | 25 |

In Q3 2020/21, 22 of the 130 RIDDOR reports submitted, 105 related to officers, with the remaining 25 reports relating to members of staff.

6.5.6 RIDDORS BY AGE

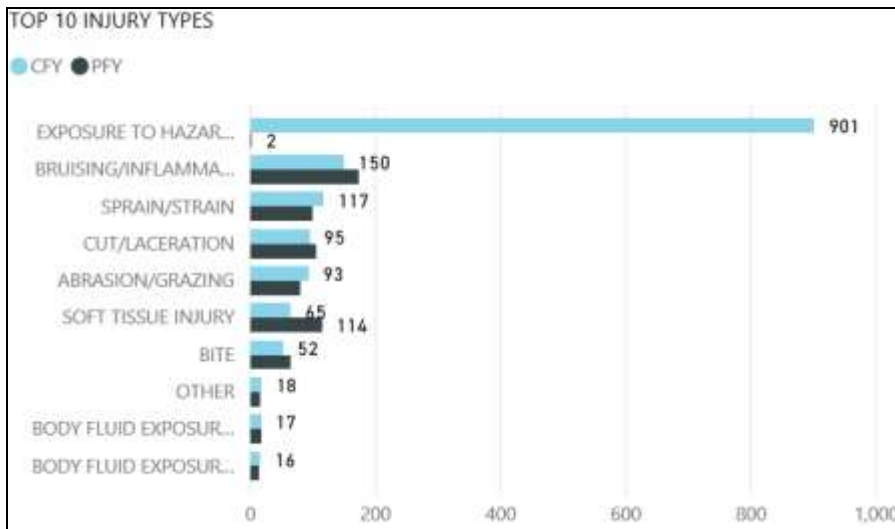
Figure 16: RIDDORS by Age Q2 20/21



In Q3 of 2020/21, the highest number of RIDDORS were submitted for a higher age brackets 34-35.

6.6 INJURY TYPE – ALL ACCIDENT TYPES

Figure 17: Top 10 Injury Types – Q3 Year on Year Comparison

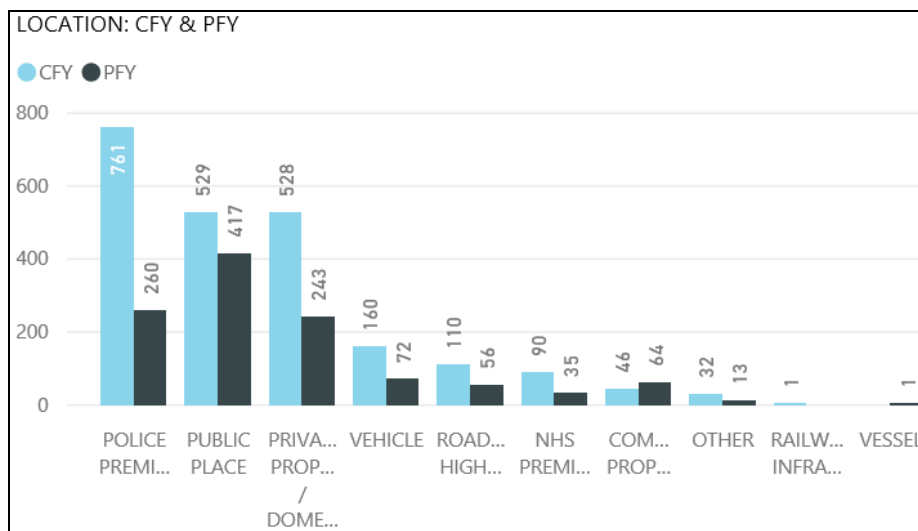


The 3 most common in Q2 2020/21 were:

- **Exposure to Hazardous Substance** – 190 (as stated above – not all of these reports would have resulted in contracting the virus). This has obviously increased dramatically when compared to Q3 of the previous year.
- **Bruising/inflammation** - 150
- **Sprain/Strain** - 117

6.7 LOCATION TYPE – ALL SCOPE REPORTS

Figure 18: Location Type Q2 20/21 compared with Q2 19/20



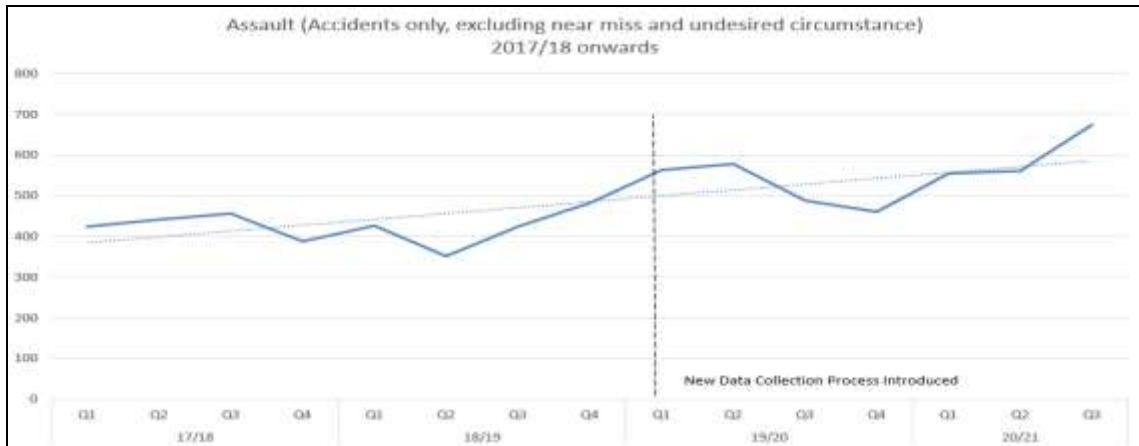
The location type showing the highest number of incident reports in Q3 was within police premises followed by public place or street then private property/domestic premises. Occurrences in police premises have increased significantly when compared to the previous year. This is due to Covid-19 reports within Offices and Stations.

6.8 ASSAULT & OCCURRENCES DURING ARREST & INTERNAL BENCHMARKING

Assault and Occurrences During Arrest/Custody processes are still closely monitored as two of the highest types of accidents.

6.9 ASSAULTS

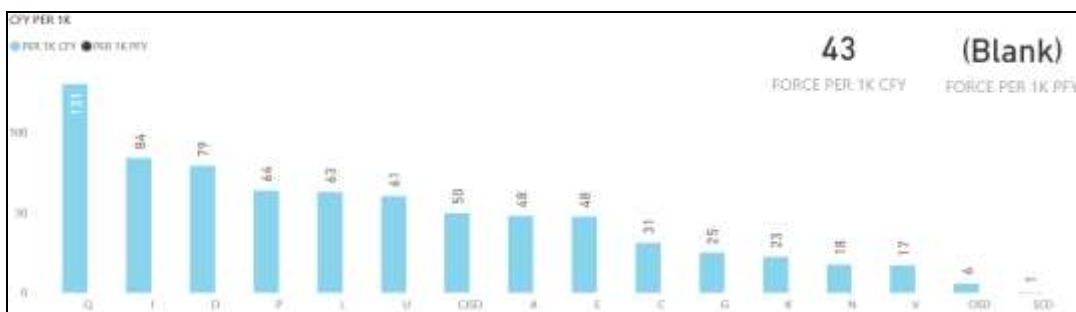
Figure 19: Assaults from 2017 onwards



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 Q3 of 2020/21. This is likely a result of increased promotion of reporting assaults through the Your Safety Matters Work Stream.

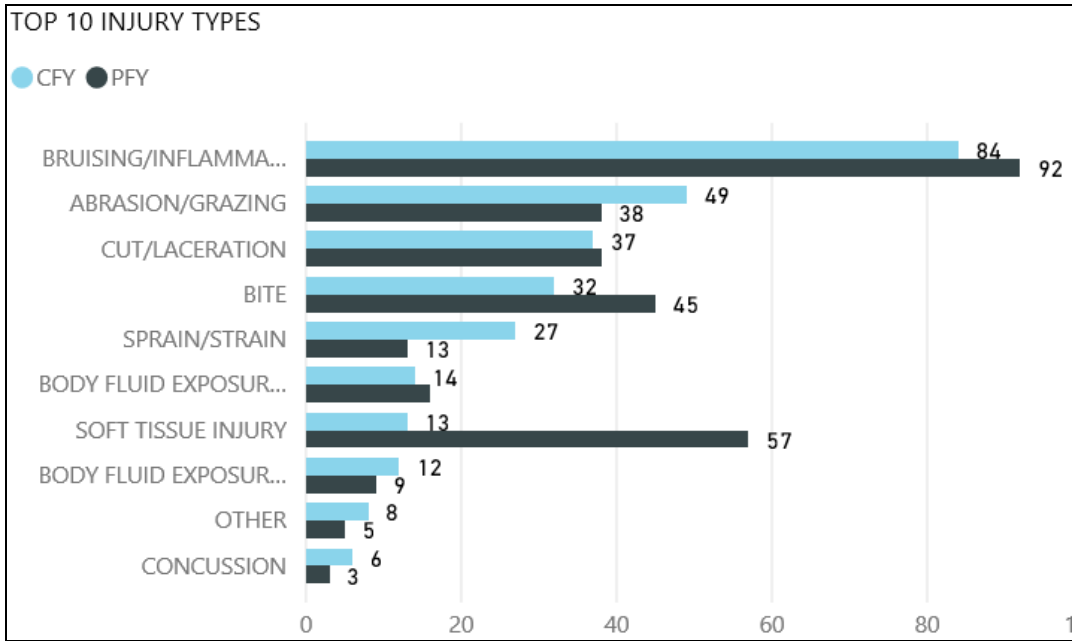
Figure 20: Number of Assaults per 1000 headcount Q3 20/21



The divisions reporting the highest numbers of assaults per 1000 headcount in Q2 this year are Q, J and D Divisions.

6.9.1 ASSAULT INJURY TYPE

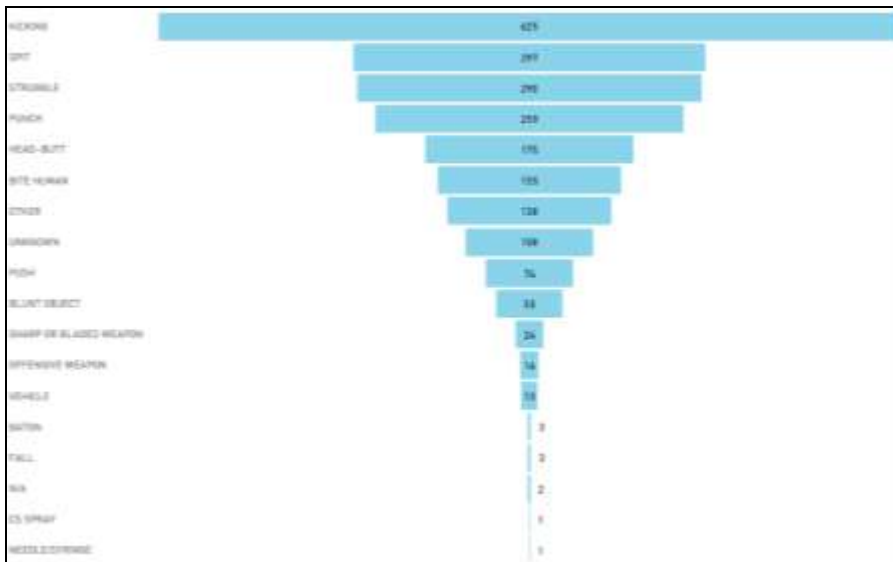
Figure 21: Assault Injury Types – Q3 Year on Year Comparison



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

6.9.2 ASSAULT PRIMARY HAZARD TYPE

Figure 22: Assault – Primary Hazard Type Q3 2020/21



The 3 highest are Kicking, Spitting and Struggling with a subject.

6.9.3 ASSAULT BY SERVICE BAND

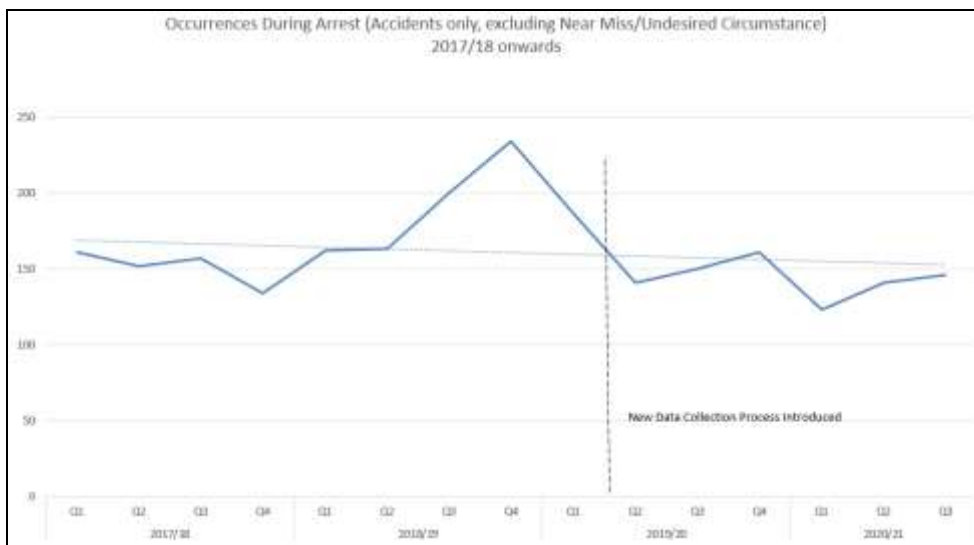
Figure 23: Assault – Service Band Q3 Year on Year Comparison

| Service band (Actual police service) | CFY | PFY | FY DIFF | % CHANGE | - |
|--------------------------------------|------------|------------|------------|--------------|----------|
| Less than 1 year | 58 | 56 | 2 | 3.6% | ▲ |
| 1 year to less than 5 years | 323 | 268 | 55 | 20.5% | ▲ |
| 5 years to less than 10 years | 203 | 144 | 59 | 41.0% | ▲ |
| 10 years to less than 15 years | 109 | 91 | 18 | 19.8% | ▲ |
| 15 years to less than 20 years | 70 | 33 | 37 | 112.1% | ▲ |
| 20 years to less than 25 years | 21 | 12 | 9 | 75.0% | ▲ |
| 25 years to less than 30 years | 12 | 8 | 4 | 50.0% | ▲ |
| 30 years or over | 2 | 1 | 1 | 100.0% | ▲ |
| Total | 798 | 613 | 185 | 30.2% | ▲ |

Note: Service band only includes data that is on SCOPE and Health and Safety

6.10 OCCURRENCES DURING ARREST

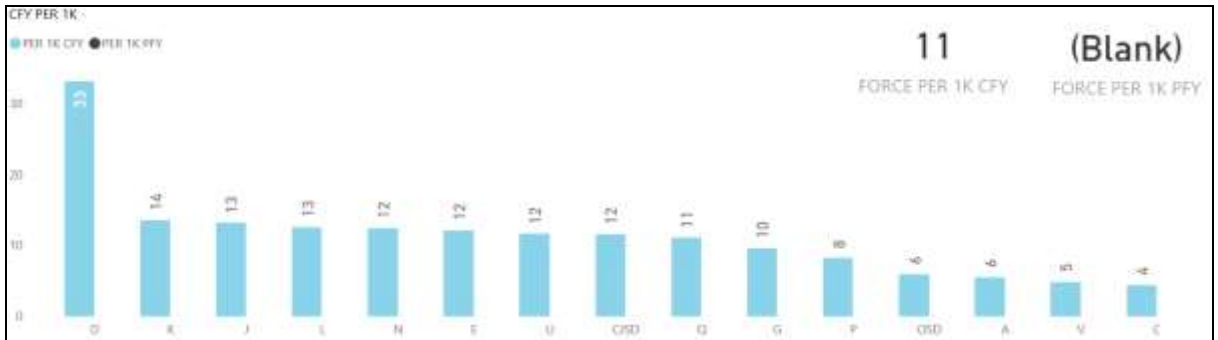
Figure 23: Occurrences During Arrest 2017/18 onwards



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 below for indicative purposes.

Occurrences During Arrest are have increased slightly since Q2 2020/21, though the overall trend is downwards.

Figure 24: Occurrences During Arrest by 1000 headcount Q3 2020/21



The divisions reporting the highest numbers of Occurrences During Arrest / Custody processes per 1000 headcount are D, K and J Divisions.

6.11 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.

6.12 ABSENCE ARISING FROM WORK RELATED ACCIDENTS

Figure 26: Sick Days by Accident Type – Q3 Year on Year Comparison

| Type of Occurrence | CFY SICK DAYS | PFY SICK DAYS | SICK DAYS DIFF | SICK DAYS % CHANGE |
|-----------------------------------|---------------|---------------|----------------|--------------------|
| EXPOSURE TO HAZARDOUS SUBSTANCE | 3,598 | | 3,598 | |
| SLIP, TRIP OR FALL | 252 | 473 | -221 | -47% |
| ASSAULT | 233 | 575 | -342 | -59% |
| ROAD TRAFFIC OCCURRENCE/COLLISION | 202 | 152 | 50 | 33% |
| OTHER | 163 | 196 | -33 | -17% |
| DURING ARREST/CUSTODY PROCESS | 111 | 228 | -117 | -51% |
| MANUAL HANDLING | 57 | 166 | -109 | -66% |
| TRAINING | | 29 | -29 | -100% |

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 Q3 3598 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.

7. FINANCIAL IMPLICATIONS

- 7.1 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.

8. PERSONNEL IMPLICATIONS

- 8.1 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.

9. LEGAL IMPLICATIONS

- 9.1 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.

10. REPUTATIONAL IMPLICATIONS

10.1 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.

11. SOCIAL IMPLICATIONS

11.1 There are no currently no social implications.

12. COMMUNITY IMPACT

12.1 There are no current implications for community impact.

13. EQUALITIES IMPLICATIONS

13.1 There are no current implications for equalities.

14. ENVIRONMENT IMPLICATIONS

14.1 There are no current implications for environmental impact.

RECOMMENDATIONS

Members are invited to discuss the content of this report.