



## Policing Performance Committee

11 June 2024

Minutes of the Policing Performance Committee held on 11 June 2024 via Webex

Board Members present:	Alasdair Hay - Chair Tom Halpin Katharina Kasper Mary Pitcaithly
Board Member apologies:	Nil
In attendance:	<u>Scottish Police Authority (SPA)</u> Amanda Coulthard, Head of Strategy & Performance Scott Ross, Head of Change & Operational Scrutiny Barry Sillers, Director of Strategy & Performance Martin Smith, Strategy & Research Lead Lesley Carnegie, Performance & Impact Lead Catherine Reid, Governance Support Officer  <u>Police Scotland (PS)</u> ACC Emma Bond, Local Policing North & C3 ACC Gary Ritchie, Operational Support ACC Wendy Middleton, Criminal Justice Tom McMahon, Director of Strategy & Analysis Chief Superintendent Alan Waddell, Operational Support Division Chief Superintendent Matt Paden, Partnerships, Prevention & Community Wellbeing

	<p>Chief Superintendent Emma Croft, Operational Support Division Chief Inspector Colin Convery, Operational Support Division Angela Wood, Head of Policy, Audit, Risk &amp; Assurance Gillian Jones, Head of Biometrics Gillian Cherry, Head of Demand &amp; Productivity Unit Tina MacLucas, Principal Analyst Nicola Hamilton, Senior Planning Performance Officer</p> <p><u>ICVS</u> Keith Jakeman, ICVS Visitor</p> <p><u>COSLA</u> Councillor Maureen Chalmers Lesley Weber, Policy Manager – Communities</p> <p><u>Scottish Biometrics Commissioner</u> Dr Brian Plastow, Scottish Biometrics Commissioner</p>
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## **1. WELCOME AND STANDING ITEMS**

The Chair welcomed everyone to the meeting, which was held via Webex. He advised that there were no Member apologies and welcomed the Biometrics Commissioner, Dr Brian Plastow.

## **1.2 DECLARATIONS OF INTEREST AND CONNECTIONS**

There were no declarations of interest or connections.

## **1.3 MINUTE FROM MEETING OF POLICING PERFORMANCE COMMITTEE FOR 12 March 2024 - FOR APPROVAL**

Members approved the Minute of the Policing Performance Committee held on 12 March 2024 as an accurate record of the meeting.

## **1.4 ACTION LOG AND MATTERS ARISING**

Members noted the updates provided and agreed with the proposed recommendations for closure.

## **2.1 QUARTERLY POLICING PERFORMANCE REPORT – Q3 2023/24 – TOM MCMAHON**

Members considered the report which provided the Committee with an

update in relation to Police Scotland's Performance at the end of Quarter 4 2023/24. During discussion and in addition to the written report, the following points were noted and discussed.

- Members considered a brief overview of the report. It was highlighted that occurrences of the following have all increased in this reporting period: youth violence, drink & drug driving, acquisitive crime and assaults on officers and staff. Fraud continues to grow and is up almost 30% on the 5-year mean.
- The Committee focussed their oversight and scrutiny on the following areas: proportionate use of taser on young & vulnerable people, use of funds generated from Proceeds of Crime Act to improve policing outcomes in Scotland, training of Officers and Staff and the reasons for the increase in both youth violence and stop & search incidents.
- There was significant discussion around the increase in youth violence. ACC Emma Bond provided context around the potential reasons that are contributing to the increase. Members found this information helpful. However, the Committee requested that the Q1 Report provides additional narrative to explain the reason for an increase in youth violence and that it articulates the actions taken to work with Partners to reduce this type of crime.
- Councillor Maureen Chalmers commended the work that Police Scotland do to engage with youth workers and local schools and advised that the issue of youth violence was discussed at the COSLA Police Scrutiny Convenor's forum.
- Members sought and received assurance from Police Scotland that Stop & Search is being used proportionately.

**Members noted the report and agreed the following action.**

**PPC20240611-002** - Q1 report to include:

- Detail around how the £30m generated from Proceeds of Crime is spent and how it is used to improve policing outcomes in Scotland.
- the reason for increase in youth violence and detail actions taken to work with Partners to reduce this type of crime.

**2.2 CHIEF CONSTABLE'S ASSESSMENT OF POLICING PERFORMANCE 2023/24 – TOM MCMAHON**

Members considered the report which provided an update in relation to the Chief Constable's Assessment of Policing Performance for the reporting year 2023/24. During discussion and in addition to the written report the following points were noted by the committee and discussed.

- Members were advised that the report describes progress against the achievement of the strategic outcomes and the associated objectives set out in the Joint Strategy and Annual Police Plan and

that it contains an overview of public confidence in policing throughout the year.

- The Committee sought and received assurance that the incomplete actions in this space are being progressed. Tom McMahon advised that there is a dependency on the VR/ VER work & the programme to reshape Corporate Services and that the Chief Constable has set out commitments to progress these workstreams.
- The Committee look forward to seeing this piece of work progress and improve. The Chair requested that Tom McMahon pass on the Committee's thanks to the Chief Constable for this report.

### **Members endorsed the report.**

### **2.3 ANNUAL POLICE PLAN – 2024/25 MILESTONES AND DELIVERABLES – TOM MCMAHON**

This paper was withdrawn at the request of Police Scotland. The Chair expressed his disappointment that this item was not presented as Police Scotland had provided assurance at the Authority Meeting on 21 March 2024 that it would be available for consideration at the 11 June 2024 PPC.

#### **The following action was agreed:**

**PPC20240611-001** - Paper to be written detailing the qualitative and quantitative measures in place in respect of delivering the 2024/25 APP. Paper will be circulated to PPC Members for review and made publicly available. Tom McMahon agreed this paper will be sent to Police Scotland in July 2024.

### **2.4 INDEPENDENT CUSTODY VISITING SCOTLAND (ICVS) ANNUAL REPORT 2023-24 – SCOTT ROSS & KEITH JAKEMAN**

Members considered the report which provided an annual update on Independent Custody Visiting Scotland. In addition to the written report the following points were noted and discussed.

- Members considered a comprehensive summary of the work of ICVS delivered by an Independent Custody Visitor, Keith Jakeman.
- There was discussion regarding the condition of the custody suites. Members sought and received assurance that these issues will be addressed within the Estates Masterplan workstream.
- The Committee expressed their gratitude to Mr Jakeman and all volunteers for their valuable work.

### **Members noted the report.**

### **2.5 PUBLIC POLLING INSIGHTS – MARTIN SMITH**

Members considered the report which detailed the key findings and insights gained from the in-depth, aggregated analysis of four waves of

Authority commissioned independent public polling. The paper also updated the Committee with details of ongoing focus group research which will produce more in-depth insights into the dynamics and drivers of trust and confidence in the police among segments of the Scottish population. During discussion and in addition to the written report the following points were noted and discussed.

- Members considered an overview of the work both completed and planned to understand public confidence in relation to the work of Police Scotland.
- The Committee sought and received assurance that the results of this work will be communicated to the public in partnership with Police Scotland.
- Members were reassured that this work will be used to inform the future of Policing in Scotland.

**Members noted the report.**

**2.6 COSLA UPDATE REPORT – COUNCILLOR MAUREEN CHALMERS**

Members noted the verbal update. The following points were highlighted and discussed:

- Members noted the updates on the key areas of work undertaken by COSLA in relation to policing including; COSLA Police Scrutiny Forum on 31 May 2024 and an update on the Equally Safe Strategy.
- The Chair gave thanks to Cllr Chalmers for the update and welcomed Lesley Weber - Policy Manager - Communities, to the Committee.

**Members noted the verbal update.**

**3.1 MENTAL HEALTH, DISTRESS AND POLICING UPDATE – AMANDA COULTHARD & CS MATT PADEN**

Members considered the report which provided the Committee with an overview of the work underway across the policing system and with Partners, in relation to mental health distress, vulnerability and policing. During discussion and in addition to the written report, the following points were noted and discussed.

- Members were advised that a Mental Health Strategic Oversight Board, chaired by DCC Alan Speirs, is in place to ensure alignment of commitments to the work progressing within Police Scotland. Members were reassured by this as it demonstrates the prominence this area has within Police Scotland.

- The Committee agreed that training in this area was significant and it was noted that training materials are currently being reviewed to ensure they are fit for purpose.

**Members noted the report.**

**3.2 HMICS INSPECTIONS IMPROVEMENT PLANS – PROGRESS SUMMARY FOR DEMAND, CUSTODY, FIFE AND DUMFRIES & GALLOWAY – ANGELA WOOD**

Members considered the report which provided an update of recommendations from HMICS Inspections selected for review. During discussion and in addition to the written report, the following points were noted and discussed.

- Members considered the report which was presented in a new format. Instead of individual reports for different review areas, the new format combined them. Members welcomed the new style of reporting and agreed that the consolidation streamlined the information and provided a more comprehensive and strategic overview.
- The Committee sought assurance that any changes to timescales and the risk areas involved are discussed with HMICS. Angela Wood assured that this is all covered via the risk register process.
- The Committee welcomed assurance that Police Scotland is on track to meet the recommendations and noted the effort and focus in these areas.

**Members noted the report.**

**3.3 BIOMETRICS REVIEW OF IMAGES AND PROGRESS REPORT – DR BRIAN PLASTOW**

Members considered the report which provided an assurance review of the acquisition, use and retention of images and photographs for criminal justice and police purposes. During discussion and in addition to the written report, the following points were noted and discussed.

- Dr Brian Plastow advised that Police Scotland have made good progress in addressing the four recommendations provided to them in March 2023.
- Members emphasised the importance of the creation of the joint Biometrics Strategy between Police Scotland and SPA Forensic Services. The Committee were informed that it is targeted to be in place by early October 2024.
- The Committee look forward to hearing the outcome of the Biometrics Conference on 19 June 2024, especially in relation to facial recognition.

**Members noted the report.**

**3.4 CRIMINAL JUSTICE SERVICES DIVISION (CJSD)  
IMPROVEMENT PROGRAMME – ACC WENDY MIDDLETON**

Members considered the report which provided an update on progress against Police Scotland’s Criminal Justice Improvement Plan which was launched in May 2024. During discussion and in addition to the written report the following points were noted and discussed.

- Cllr Maureen Chalmers highlighted the pressure that Criminal Justice Social Workers are currently facing and she sought assurance that they were being considered by Police Scotland. ACC Wendy Middleton confirmed that CJ Social Workers are being considered in discussions.
- The Committee queried what specific work is taking place that will facilitate the broader Criminal Justice reform. Members were advised that there are several efforts being made to transform how Justice is approached. ACC Middleton highlighted the importance of partnership working in this space which Members agreed with.
- The Chair sought and received assurance in Police Scotland’s confidence level to achieve the goals set out by March 2025 with the allocated funding.

**Members noted the report.**

**4.1 PROPORTIONATE RESPONSE TO CRIME UPDATE – ACC EMMA BOND**

Members considered the report which provided an update on the phased national roll out of Proportionate Response to Crime. During discussion and in addition to the written report the following points were noted and discussed.

- Cllr Maureen Chalmers advised that the Aberdeenshire Councillor reported the benefits of the Proportionate Response to Crime pilot at the Police Scrutiny forum. The only issue raised by the Aberdeenshire Councillor was a lack of follow up from Police Scotland in some cases, especially from old and vulnerable people. ACC Bond thanked Cllr Chalmers for the feedback and provided assurance that members of the public will be advised in advance whether they will receive a follow up.
- The Committee was disappointed in the low response rate to the user survey. The 6 months between now and the post roll out review update may allow for more responses from the public.

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- Members noted the progress and asked that a further update be provided that includes details of user experience and how any capacity created within divisions is being used by the organisation.

### **Members noted the report.**

#### **The following action was agreed:**

**PPC20240611-003** - Police Scotland to provide an update on the roll out of PRTC at a future PPC. Update to include:

- Details of user experience.
- Use of capacity created.

### **4.2 POLICE SCOTLAND AIR SUPPORT STRATEGIC PLAN – CS EMMA CROFT & CI COLIN CONVERY**

Members considered the report which provided a briefing regarding the proposed Air Support Strategic Plan for 2024-2034. During discussion and in addition to the written report the following points were noted and discussed.

- Members sought and received assurance on the safeguards and considerations given to expanding the use of drones beyond visual line of sight. Members were advised that Police Scotland will adhere to the Civil Aviation guidelines.
- Members welcomed the invite from Police Scotland to attend in person to observe a demonstration of the drones in action.
- An assurance was sought and received that Police Scotland has considered the potential environmental benefits of increased drone usage, allowing less frequent use of the helicopter. The Committee were assured that this would be reported within the performance feedback.
- Assurances were provided that work by Police Scotland to enhance their air support capability over the coming years continues and that expansion of air support will be proportionate and be cognisant of ethics.
- The Committee requested that Police Scotland return to the PPC with an update on the Air Support Plan in 6-12 months.

#### **Members noted the report and agreed the following action**

**PPC20240611-004** - Police Scotland to return to the PPC with an update on the implementation of the Air Support Plan.

### **4.3 POLICE SCOTLAND PREVENT DUTY & ASSURANCE – CS MATT PADEN**

Members considered the report which provided an update on the PREVENT Duty & Assurance. During discussion and in addition to the written report the following points were noted and discussed.



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- Members considered an overview of the report and an overview of the work streams that will be progressed during 2024-2025.
- The Committee were assured that the work of Police Scotland in this area has clear plans and a framework in place to engage with individuals who may be at risk of radicalisation and being drawn in to terrorism or supporting terrorism.
- Members welcomed the update and requested that PREVENT key statistics for national publication are shared with the PPC as part of an annual report.

### **Members noted the report.**

### **The following action was agreed:**

**PPC20240611-005** - PREVENT key statistics for national publication to be shared with the PPC as part of an annual report.

***End.***