

<b>Meeting</b>	<b>Authority Meeting</b>
<b>Date</b>	<b>24 February 2021</b>
<b>Location</b>	<b>Video Conference</b>
<b>Title of Paper</b>	<b>Chief Constable's Report</b>
<b>Presented By</b>	<b>Chief Constable Iain Livingstone QPM</b>
<b>Recommendation to Members</b>	<b>For Noting</b>
<b>Appendix Attached:</b>	<b>No</b>

**PURPOSE**

The purpose of this report is to provide the Authority with information relating to the Police Service, policing and the state of crime.

This report is submitted as a Standing Agenda Item.

## 1. BACKGROUND

The purpose of Police Scotland is 'to improve the safety and wellbeing of people, places and communities in Scotland' and our focus is Keeping People Safe. This paper is intended to provide Members with an update on key activity and events.

## 2. TACKLING THREAT AND RISK

### SERIOUS VIOLENCE INCLUDING HOMICIDE

#### Critical Incident - Kilmarnock

On Thursday 4 February 2021, Emma Robertson Coupland was fatally injured after being attacked within the car park of Crosshouse Hospital, Kilmarnock. A short time later, her daughter Nicole Anderson was attacked in Portland Street, Kilmarnock, and later died as a result of her injuries. The 40 year old male suspect in respect of both attacks made off in a motor vehicle. He subsequently died when his vehicle collided with a tree near to Brackenhill Farm, Cumnock.

These serious incidents caused significant impact and distress in the local community and across Scotland. Police Scotland responded immediately to this challenging and dynamic series of events, with officers and staff from a wide range of disciplines co-ordinating activity, in conjunction with local partners. As well as offering support to the family, in the days following the incidents, officers from Ayrshire Division continued to deliver a high-visibility presence in the local area to provide additional community reassurance.

### SERIOUS AND ORGANISED CRIME

#### Operation VENETIC – Drugs Supply Sentencing

Following their convictions in January at the High Court in Glasgow in respect of drugs supply offences, on Friday 5 February, two males, aged 56 and 39, were sentenced to 10 years imprisonment, and issued with serious crime prevention orders. As reported last month, the males were arrested in May 2020 in possession of cocaine with an estimated street value in excess of £5 million, as well as over £500,000 in cash. The sentences reflect the level of offending involved, and the significant harm that controlled drugs cause in communities throughout Scotland.

#### Organised Crime Partnership – Significant Conviction

The Organised Crime Partnership (OCP) is a multi-agency partnership

involving officers from Police Scotland and the National Crime Agency. On Monday 1 February, as a result of an intelligence led investigation by the OCP, a 41 year old male was convicted of offences under the Proceeds of Crime Act 2002 at the High Court in Glasgow. The male had been arrested at Glasgow Airport in November 2020, having attempted to board a flight to Dubai in possession of over £800,000 in cash.

Making Scotland a hostile environment for organised criminals remains an absolute priority for Police Scotland. These intelligence led operations underline our commitment and contribution to Scotland's Serious Organised Crime Strategy, the work of the Serious Organised Crime Taskforce, and highlight the value of intelligence sharing and partnership working with other police forces and law enforcement agencies.

## **FRAUD**

### **Investment Fraud Campaign**

Sophisticated investment fraud, which is often carried out by organised crime groups, can have a devastating impact on the financial security of those affected. 'Clone firm' investment scams occur when criminals imitate legitimate investment companies, often cloning websites, emails and telephone numbers in an effort to deceive individuals, and encourage them to transfer significant sums of money.

Last month, Police Scotland supported Operation GIANTKIND, a national campaign designed to raise awareness of investment fraud, run by the National Economic Crime Centre in conjunction with partners including the Financial Conduct Authority (FCA). The campaign highlighted practical measures which can be taken when considering investment opportunities, including checking the FCA register to confirm whether a firm is authorised, whether it is on a warning list of firms to be avoided, and which provides tips on how to identify 'clone firm' scams.

## **ROAD SAFETY AND ROAD CRIME**

Police Scotland continues to prioritise visibility on the road network to positively influence driver behaviour and enhance road safety throughout Scotland. In conjunction with partner agencies, national road safety and enforcement campaigns continue, prioritising areas of particular risk and concern. Additional high visibility patrols have been carried out on the road network in response to the COVID-19 travel restrictions.

As has been highlighted in our Performance Reports, there has been a significant reduction in the number of fatalities and those seriously injured on the roads during the 2020/21 reporting period.

**COUNTER TERRORISM****National Threat Level**

The Joint Terrorism Analysis Centre is the UK's centre for the analysis and assessment of international terrorism, with responsibility for setting international terrorism threat levels. On Monday 8 February 2021, the Home Secretary announced a decrease in threat level from SEVERE to SUBSTANTIAL, meaning an attack is assessed to be likely. There is no intelligence to suggest any specific threat to Scotland, and our advice remains consistent - be alert but not alarmed. Members of the public are encouraged to remain vigilant and report any suspicious activity to police.

**3. DELIVERING ON OUR PRIORITIES****WORKING WITH COMMUNITIES****Custody Peer Mentors - Greater Glasgow Division**

In recent months, two peer mentors with lived experience began working in Greater Glasgow Division's custody suites, as part of an effort to break down barriers between statutory agencies and vulnerable individuals. The mentors, who are employed by the Aid and Abet charity and locally funded, are seconded to the Positive Outcomes Project, a Police Scotland led initiative aimed at tackling addiction and repeat offending. They offer additional support to individuals in custody who suffer from addiction issues, aiming to understand the root cause and signpost them to agencies who can provide relevant support. Since Monday 11 January, the mentors have interacted with around 60 individuals in the custody setting, with over 30 accepting a level of outreach support.

Police Scotland welcomes this additional support for those with addiction issues, and will continue to engage with statutory and third sector partners, to explore opportunities to develop similar initiatives in other parts of the country.

**Care Experienced Young People**

Friday 5 February marked the first anniversary of the Independent Care Review, when Scotland committed to #KeepThePromise to its children and families. On that date, Police Scotland renewed its pledge to encourage and support care experienced young people to achieve their goals and realise their full potential. As part of our focus on the rights of children and young people, we are taking into account the views, concerns and priorities of care experienced people, to help develop and

update our Corporate Parenting Plan (CPP).

Police Scotland continues to strive towards a workforce which reflects the communities we serve. Last year, we asked officers and staff who are care experienced to contribute to a short life working group, and the experiences which were shared through this forum will also help to shape the CPP.

## **SUPPORT FOR OPERATIONAL POLICING**

### **Call Handling Posts - Inverness**

On Tuesday 9 February, Police Scotland announced the creation of 15 new posts in the Highlands. These posts will further enhance the development of our call handling services, and are part of our commitment to ensure national resources are distributed across the country. The 15 Resolution Team Assistants will enhance the specialist officers and staff of the Resolution Team based in Inverness. The team has been in place since last October, providing additional resilience to 101 and 999 services, and offering enhanced local knowledge and experience of policing urban, remote and island communities to the national Contact Command and Control service.

These trained officers and staff, who are the first point of contact for callers to the police, make an enhanced assessment of threat, harm, risk and vulnerability to ensure the matter is correctly prioritised. They can provide advice and resolve suitable enquiries, allowing us to deliver the right response for every situation.

### **Mobile Working**

As previously reported, the roll out of mobile working to uniformed officers in all Local Policing Divisions concluded in March 2020, followed by the issuing of mobile devices to Forensics Services staff. Phase 2 of the Mobile Working Project is now underway, with the roll out of mobile devices to detective officers in Dumfries and Galloway, North East, Edinburgh City, Greater Glasgow, and Renfrewshire and Inverclyde Divisions, scheduled to commence in April 2021. Feedback in respect of mobile devices continues to be extremely positive.

### **Body Worn Video**

As highlighted at the Scottish Police Authority meeting on Friday 22 January, there is a pressing critical, ethical and operational imperative to deliver a targeted roll-out of Body Worn Video (BWV) to armed officers in advance of the COP26 conference in November. This prioritisation is

essential to provide support for armed officers who have a crucial role in safeguarding the public in the most critical situations. Armed policing remains an area of high risk and legitimate public scrutiny, and this targeted roll-out of BWV will help improve transparency, accountability, and support investigations by independent bodies. It will also maintain and enhance public trust and confidence in the actions of those police officers who are involved in the most dangerous and dynamic situations.

Following discussion last month, and the Scottish Government 2021/22 draft budget announcement which included an additional £0.5m in capital funding ring fenced for this area, a focused consultation in respect of BWV for armed officers commenced. On Monday 1 February, Police Scotland launched a public consultation, seeking the views of members of the public and key stakeholders, which will enable them to be part of an ongoing conversation in respect of the deployment of BWV in Scottish policing. This survey and engagement will be the start of wider consultation ahead of consideration of a national roll-out.

#### 4. STRATEGIC ENGAGEMENT

##### **2021/2022 BUDGET**

On Thursday 28 January, the Scottish Government set out its budget plans for 2021/22, which included an increase in the budget allocated for policing in Scotland. I welcome the budget announcement, which will eliminate the structural deficit in policing's funding. The reform of policing in Scotland has brought many benefits to all communities across the country, while £200 million has been returned to the public purse every year compared to legacy arrangements.

The last 12 months have demonstrated the relentless nature of policing. Our mission to prevent harm, support communities and keep people safe has been evident throughout the pandemic. We will continue to enhance capacity and capability to protect the people of Scotland in the public, private and virtual spaces. Responsive and accessible local policing will always lie at the heart of Police Scotland's purpose and approach, and is key to public trust and confidence.

##### **PARLIAMENTARY ENGAGEMENT**

On Monday 25 January, along with colleagues from the City of London Police and the National Economic Crime Centre, Assistant Chief Constable Pat Campbell provided evidence to the House of Commons Treasury Select Committee. During the session, which focused on the policing response to economic crime, ACC Campbell outlined Police Scotland's

approach to the investigation and recording of fraud.

On Thursday 11 February, accompanied by Chief Financial Officer James Gray, I provided evidence to the Scottish Parliament's Public Audit and Post-Legislative Scrutiny Committee, following evidence from the Scottish Police Authority. The session considered a number of areas of critical importance to policing in Scotland, including financial sustainability, strategic workforce planning, the impact of COVID-19, and overall governance and scrutiny arrangements. I highlighted the significant progress made in each of these areas, and it was notable that a number of committee members recorded their appreciation of Police Scotland officers and staff for their ongoing contribution to the safety and wellbeing of communities in Scotland.

### **PARLIAMENTARY DEBATE**

On Tuesday 9 February, the Lord Advocate made a statement to the Scottish Parliament in respect of proceedings which followed complex and large scale investigations into the purchase of Rangers Football Club in 2011, and the administration and sale of the club in 2012. On Wednesday 10 February, the Scottish Parliament agreed a motion that there should be a transparent process of inquiry, led by a judge, once all related legal issues are concluded. The motion provided that the inquiry should include examination of the role and involvement of Police Scotland. I support and welcome the proposed inquiry, and as I stated during my evidence to the Public Audit and Post-Legislative Scrutiny Committee, Police Scotland will participate in an open and transparent manner once any inquiry is established.

### **INDEPENDENT REVIEW OF COMPLAINTS HANDLING**

In November 2020, Dame Elish Angiolini published the final report from her Independent Review of Complaints Handling, Investigations and Misconduct Issues in relation to Policing. The final report outlines 81 recommendations, 37 of which relate specifically to Police Scotland.

On Friday 5 February 2021, Police Scotland provided an update to the Scottish Parliament's Justice Sub-Committee on Policing in response to the final report. The response highlighted that the recommendations are wide-ranging, with significant implications including financial costs and the need for legislative change, all of which require careful consideration by the policing family, the Scottish Government, Scottish Parliament and wider society. We continue to consider each recommendation closely, and will act to implement those which can be delivered without the need for wider systemic or legislative change. We will carefully assess those recommendations which require systemic change, wider strategic

planning, collaboration, or legislative change, and are actively engaging with Scottish Government, relevant partners and stakeholders to consider their implications.

Police Scotland has already acted upon a number of the recommendations from the review. This progress will continue, including, as I reported in November, the commissioning of additional, independent and expert support, to work with policing in Scotland to better understand the experience of minority groups in the service, and ensure appropriate support is available where it is required. This support will complement ongoing work to mainstream equality, diversity and inclusion, and eliminate discrimination.

## 5. SIGNIFICANT OPERATIONAL EVENTS

### MAJOR INCIDENTS – NORTH COMMAND AREA

On Tuesday 2 February, a gas transmission failure affected over 4,000 properties in the Huntly and Keith area. This led to a number of people being without gas during a period of extremely cold weather, including over 850 who were considered to be vulnerable. A multi-agency response was initiated, co-ordinated by Police Scotland through the Grampian Local Resilience Partnership. The operational, organisational and community response, which faced additional challenges associated with COVID restrictions and the severe weather, included the prioritisation of support for vulnerable individuals, reassurance visits, the provision of heating and cooking units, and the delivery of hot food where required. Support continued until gas supply was restored on Wednesday 3 February.

Between Thursday 4 and Friday 5 February, a major incident was declared after 22 vehicles became stuck overnight in heavy snow on the A835 near to Loch Droma. With support from colleagues in Scottish Fire and Rescue Service, Scottish Ambulance Service, Highland Council, NHS Highland, BEAR Scotland and local mountain rescue teams, Police Scotland co-ordinated the multi-agency response to assist the drivers and passengers who were trapped in their vehicles. The immediate evacuation of two motorists was required, and welfare centres were established in Ullapool and Aultguish. The professional, dedicated and collaborative response by all agencies involved, ensured that the drivers and passengers were retrieved safely, and the road was cleared and re-opened the following day.



**POLICING RESPONSE TO COVID-19 – OPERATION TALLA**

Police Scotland continues to deliver visible policing to support the communities of Scotland during the national health emergency. To maximise the number of officers available for this visible response, a number of operational decisions have been taken, including the continuation of recruitment, postponement of non-essential training, and the temporary redeployment of some officers and staff.

Our consistent and common sense approach in these challenging circumstances continues; engaging with people in communities and encouraging them to adhere to the regulations for the benefit of all in support of the national effort. While compliance remains high across Scotland, officers continue to respond to breaches of legislation including large indoor gatherings and contraventions of travel regulations. Police Scotland will not hesitate to use enforcement powers in respect of the minority who continue to demonstrate reckless disregard for the regulations and their fellow citizens.

**CONFERENCE OF THE PARTIES (COP26)**

Police Scotland is currently reviewing and testing the tactical policing plans for COP26 across a number of functional areas. Supportive scrutiny and challenge is part of our internal assurance approach, and is designed to strengthen and validate plans for the event. As previously reported, a Peer Review by the Metropolitan Police Service is ongoing, and in addition, Her Majesty's Inspectorate of Constabulary in Scotland has now commenced its assurance review. These external independent reviews are welcome, and will offer additional levels of assurance and confidence in respect of the significant planning and preparation required to police an event of this size and scale.

Following extensive consultation with staff associations and representative bodies, the Police Scotland COP26 Wellbeing Strategy has now been approved. The strategy, which focuses on four key themes of psychological, physical, financial and social wellbeing, is designed to ensure that health, safety and welfare remains a key consideration throughout the planning and delivery phases of the event.

**6. OUR PEOPLE****COVID-19 VACCINATION ARRANGEMENTS**

Police Scotland continues to engage with Scottish Government in respect of the development and roll out of the national COVID-19 vaccination

programme. Should vaccination become available on a sectoral basis, we are well placed to enable our people to receive it.

In recent weeks, local health boards have offered surplus vaccines, which would otherwise be wasted, to frontline officers and staff. We welcome this approach, and have implemented processes to co-ordinate and manage this effectively. By Monday 15 February, over 400 officers and staff had received the first dose of the vaccination through such arrangements.

### **LGBT+ HISTORY MONTH**

LGBT+ History Month is an annual celebration of lesbian, gay, bisexual, trans and non-binary history, intended to raise awareness and combat prejudice against LGBT+ people. It encourages further education into LGBT+ issues, to promote a safer and more inclusive society overall.

Police Scotland and the Scottish LGBTI Network marked this year's celebration in a number of ways, including the publication of interviews, blogs, training sessions, and a reflection on some of the milestones achieved. On Friday 29 January, LGBT+ History Month commenced with more than 60 attendees participating on a virtual basis in the Scottish LGBTI Police Association AGM, and a video celebrating 30 evolving years of the Association was posted on the Intranet. Local Divisions visibly supported the month through internal messaging and content posted on social media.

Police Scotland wholeheartedly supports initiatives encouraging positive behaviours which mirror our values of integrity, fairness, respect and protecting human rights. We work closely with Stonewall and provide ongoing local support through our LGBT Allies Network.

### **TRAUMA RISK MANAGEMENT AWARENESS WEEK**

On Monday 8 February, Police Scotland launched Trauma Risk Management (TRiM) Awareness Week. As the last year has shown, policing is a challenging, relentless and demanding profession. TRiM is a voluntary internal peer support programme designed for officers and staff who have witnessed, or been involved in, a potentially traumatic incident at work. TRiM interventions include wellbeing checks by line managers, the provision of guidance material signposting additional support, participation in group briefing sessions, and confidential 1:1 assessment sessions.

Through internal communications on the Police Scotland Intranet, officers and staff were reminded of the benefits of TRiM, how to identify signs

that they may have been adversely affected by a traumatic incident, and how to access TRiM support. Tips and strategies to build and develop personal resilience were also provided.

### **POLICE OFFICER PROMOTION**

As previously reported, Police Scotland has introduced a revised national promotion and selection process which tests operational knowledge and competence, and is designed to recognise day to day performance. On Thursday 18 February, the latest Police Scotland promotion parade was held on a virtual basis. I was delighted to promote over 200 officers and staff into a variety of ranks and roles throughout the Service. In a video address, I welcomed the commitment to leadership shown by those being promoted, and recognised their personal and professional achievement.

### **CHIEF CONSTABLE'S BRAVERY AND EXCELLENCE AWARDS**

On Friday 19 February, I was delighted to host a virtual ceremony of the Chief Constable's Bravery and Excellence Awards. Despite the restrictions in place as a result of the coronavirus pandemic, I was determined to formally recognise the outstanding police work and exemplary courage displayed by officers, staff and members of the public that occurred across Scotland in the last year.

The award citations illustrate the type of service police officers and staff deliver every day, demonstrating bravery, professionalism, compassion and kindness, to support their fellow citizens in Scotland. The ceremony was an opportunity to pause and reflect on selfless acts of courage which make a real difference to people at their greatest time of need, and allowed us to thank and formally recognise members of the public for their assistance.

### **YOUR VOICE MATTERS**

The initial phase of the Police Scotland Wellbeing and Engagement Survey – 'Your Voice Matters' – will be launched in March, with a second phase to follow in April. The survey, being conducted by Durham University Business School, is an opportunity for officers and staff to provide feedback on important issues, which will be invaluable to inform the delivery of continued improvements across Police Scotland.

The Police Scotland Wellbeing and Engagement Survey Delivery Programme was suspended in April 2020 due to the demands associated with the policing response to COVID-19. In October, work to develop the survey recommenced, with engagement and input from staff associations and trade unions. Progress has been overseen by our Survey Steering

Group, to support the delivery of the survey, maximise user participation through effective communication, and consider follow up actions on survey completion.

**RECOMMENDATIONS**

Members are invited to note the information contained in this report.