



<b>Meeting</b>	<b>Authority Meeting</b>
<b>Date</b>	<b>23 May 2024</b>
<b>Location</b>	<b>Merchants House, Glasgow</b>
<b>Title of Paper</b>	<b>Chief Constable's Report</b>
<b>Presented By</b>	<b>Jo Farrell Chief Constable</b>
<b>Recommendation to Members</b>	<b>For discussion</b>
<b>Appendix Attached</b>	<b>Appendix A – Chief Constable's Report May 2024</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**

1.1 The attached Chief Constable's Report provides the Authority with information relating to the Police Service, policing and the state of crime.

**2. FURTHER DETAIL ON THE REPORT TOPIC**

2.1 There are no further details on this report.

**3. FINANCIAL IMPLICATIONS**

3.1 There are no direct financial implications in this report. Any financial implications relating to subjects referenced are fully considered at the time.

**4. PERSONNEL IMPLICATIONS**

4.1 There are no direct personnel implications in this report. Any personnel implications relating to subjects referenced are fully considered at the time.

**5. LEGAL IMPLICATIONS**

5.1 There are no direct legal implications in this report. Any legal implications relating to subjects referenced are fully considered at the time.

**6. REPUTATIONAL IMPLICATIONS**

6.1 Given the nature of the report there are reputational implications however all reputational implications relating to subjects referenced are fully considered at the time.

**7. SOCIAL IMPLICATIONS**

7.1 There are no direct social implications in this report. Any social implications relating to subjects referenced are fully considered at the time.

**8. COMMUNITY IMPACT**

8.1 Given the nature of the report there is potential community impact implications however community impact relating to subjects referenced have been fully considered at the time.

**9. EQUALITIES IMPLICATIONS**

9.1 There are no direct equalities implications in this report. Any equalities implications relating to subjects referenced are fully considered at the time.

**10. ENVIRONMENT IMPLICATIONS**

10.1 There are no direct environment implications in this report. Any environment Implications relating to subjects referenced are fully considered at the time.

**RECOMMENDATIONS**

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

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SCOTLAND**

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**POILEAS ALBA**

# Chief Constable's Report

## May 2024

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# **Chief Constable's Report May 2024**

## **Overview**

On 1 April, the Hate Crime and Public Order (Scotland) Act, which seeks to provide greater protection for victims and communities and to tackle the harm caused by hostility and prejudice, came into force.

The legislation and policing's role in implementing it have been subject of debate and interest and in the first week of implementation, we received a surge of over 7,000 online hate reports. I do believe the implementation was at times hijacked to make mischief and a vast majority of these reports were submitted anonymously and were not classified as hate crimes or non-crime hate incidents.

During this surge, we increased capacity in our Contact, Command and Control (C3) Division and the impact on frontline policing was minimal. Since then, the number of online reports has fallen significantly, with just over 100 during the week ending 12 May.

To support implementation, we developed and delivered a programme of training for officers, including an e-learning module which has been completed by around 90% of officers, as well as a series of in-person and online workshops.

We've trained a cadre of around 80 hate crime advisors and 450 hate crime champions to support colleagues while C3 officers and staff also received tailored training.

As I've been clear, I have great confidence in our officers to enforce new legislation with the professionalism and good sense they demonstrate day in, day out and with the support of the programme outlined. Clarity about policing's approach to reports of hate crime and around the recording of non-crime hate incidents is important and we are sharing more information in this regard.

Earlier this month, we published interim guidance for officers on the recording of non-crime hate incidents which outlines a reasonable person and policing purpose

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test and provides direction that the details of the other party of a report would not be routinely recorded as part of a non-crime hate incident.

We continue to develop a policy and standard operating procedure around our response to reports of hate, including hate crime and non-crime hate incidents which will align as closely as possible with the College of Policing guidance.

This report outlines how officers and staff are delivering for the public every day - supporting court outcomes in murder, organised crime and domestic abuse cases after police investigations; patrolling with partners in Moray in response to anti-social behaviour; working to prevent road deaths; and investigating cyber attacks.

I've also highlighted an incident in Paisley during which two officers were injured in the course of their duties. A man has been arrested and so I will not go into detail but it is important that the officers continue to get the support they need and deserve.

Brave officers work to serve their communities and, at times, place themselves in harm's way to keep people safe. I pay tribute to their courage and I am absolutely clear on my duty to support them and advocate on their behalf.

The commitment and passion I see and hear from officers and staff consistently inspires my core belief in the value policing brings to our communities. That value must be for all our communities.

People from all communities must know that when we talk about keeping people safe, we mean them. All communities must feel able to speak to the police, to report a crime or to share information. I want people from all communities to see policing as a potential career.

I've been meeting with officers and staff, including our non-statutory staff associations, and hearing first-hand about their experiences. I know those principles have not always applied to all communities, including those within Police Scotland.

One year ago, on 25 May 2023, my predecessor addressed the matter of institutional racism, sexism and discrimination within Police Scotland and outlined policing's determination to build an inclusive, anti-racist, anti-discriminatory Service for our

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people and the communities we serve. On appointment, I agreed with that assessment and underlined my commitment to necessary change.

Our Policing Together programme drives action for meaningful change across four strategic pillars - leadership; training; professionalism and prevention; and communications.

First, leadership - over 5,500 police leaders are undertaking an improved leadership programme to help them build inclusive effective teams that deliver for all communities. Senior leaders have heard different voices in truth to power sessions; community events and through academic studies. We're acting on what we've been told.

Second, professionalism and prevention – over the last year, we've had a deep dive on each of the 10 standards of behaviour demanded of officers by law and we've shared more information about gross misconduct outcomes.

Third, training - 99% of colleagues have taken new training on the Equality Act and we're building on that education with further courses.

Lastly, communication – we're recognising different experiences and backgrounds during key dates, with practical tips for officers and staff to connect with communities and delivering a clear and consistent message that there's no place in Police Scotland for those who reject our values.

Injustice and discrimination have deep roots in history and our work to address it requires commitment, focus, leadership and persistence. Today, I reaffirm that commitment and thank the Authority for your ongoing support and challenge, led by Tom Halpin, in this vital area of work.

Our success will be measured by improved experiences of our officers and staff and the public we serve and we are reporting on Policing Together performance through the Authority twice yearly.

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It is vital we seek ways to understand the experiences of the public and of officers and staff, through first-hand accounts but also more structured feedback - and act on what we've been told.

That's why we've re-opened the Your Police Survey for 2024-25 for members of the public to share their assessment of how we are doing and it is why we will conduct a refreshed officer and staff survey in the coming months.

These insights will help us to challenge ourselves so that we continually improve and deliver for the public.

Finally, since the last Authority Board meeting, we have welcomed over 300 new probationary officers into Police Scotland who will deploy to serve communities across the country following their initial training.

## **Tackling threat, harm and risk**

### **Significant court outcomes following police investigations**

In March, a 25-year-old man was convicted of the murder of 62-year-old Douglas Struthers in Bo'ness in September 2022. Daniel Gauld was sentenced to a minimum of 20 years imprisonment at the High Court in Edinburgh. This was an attack which affected the whole community and we want to thank the public for their support as our officers worked to get the justice the family of Mr Struthers deserved.

A man was also jailed for 12 years after being convicted of a series of domestic abuse offences in the Aberdeen and Aberdeenshire areas. 33-year-old Callum Gordon committed the crimes over an 11-year period from 2009 to 2020. The testimony of three women was crucial to building such a compelling case against him and this sends a clear message that domestic abuse, in any form, will not be tolerated.

In April, five men, aged between 32 and 60, were sentenced to a total of 31 years and eight months in prison after pleading guilty to serious organised crime offences in Greenock. The group's illegal activities were brought to light thanks to a protracted



and complex investigation led by the Serious and Organised Crime Team working in Renfrewshire and Inverclyde.

We also saw 46-year-old Kevin Geoghegan sentenced to a minimum of 18 years imprisonment for murdering 24-year-old Peter Kirkwood, who died in Lanark in July 2022. Our thoughts remain with Peter's family and hope this result has brought them some justice.

All of these cases illustrate the hard work that our officers put in over a number of months and years to deliver the justice that victims and families deserve.

### **Murder of Brian Low - Aberfeldy**

Our officers continue to work in the community in Aberfeldy and the surrounding area to establish the circumstances around the murder of Brian Low, who was shot dead in February.

We are fully committed to tracing the person responsible as soon as possible, almost 500 properties have been visited and 2400 hours of CCTV footage are being examined, and we have detectives from our Major Investigations Teams across the country assisting local officers.

### **Murder of Jack Trainner – Port Glasgow**

At the end of April, 27-year-old Jack Trainner died in Port Glasgow after being found with serious injuries.

An investigation was carried out and on Wednesday, 8 May, a 23-year-old man was arrested. The man subsequently appeared at Greenock Sheriff Court charged with murder and made no plea and no declaration.

## **Death of John Cairns – Shotts**

On Thursday, 9 May, officers were called to a report of a man being found seriously injured at a property in Shotts, Lanarkshire. Emergency services attended and 24-year-old John Cairns was pronounced dead at the scene.

Last week, a 39-year-old man was arrested and charged in connection with the death of a man in Lanarkshire.

My thoughts are with the families and loved ones of those who have lost their lives. I know such incidents also have a significant impact on communities. I thank the communities for their support and assistance during investigations and the officers and staff involved.

## **Operation Branchform**

A 59-year-old man was arrested and charged in April in connection with the embezzlement of funds from the Scottish National Party. This is a significant point in what has been a complex and protracted investigation and enquiries remain ongoing.

## **Attempted murder charge – Paisley**

On Monday, 6 May, 2024, a disturbance involving a weapon occurred following a collision involving a car and a stationary police vehicle on Glasgow Road in Paisley.

A 30-year-old man was arrested and charged and later appeared on petition charged with attempted murder, breach of the peace, road traffic offences and possession of an offensive weapon where he made no plea and no declaration.

Two officers were injured and treated by paramedics. Senior officers have been supporting colleagues who have been affected and welfare measures are in place to give our dedicated officers the support they need and deserve.

## **Cyber attack – NHS Dumfries and Galloway**

Earlier this month, NHS Dumfries and Galloway advised that patient and staff data stolen during a cyber attack had been published.

Our specialist officers continue to investigate the attack and we are working with NHS Dumfries and Galloway and other partners, including the National Cyber Security Centre, the National Crime Agency and the Scottish Government, to provide relevant support and advice.

## **Prevention, problem solving and proactivity**

### **Motorcycle safety**

Motorcyclists are one of the most vulnerable road users and we are committed to improving road safety. Our annual motorcycle safety campaign is underway and aims to raise awareness of motorcyclists and reduce casualties.

The campaign runs from March to September, covering a period that sees the highest number of motorcyclists killed or seriously injured. Engagement and enforcement activity will take place using both marked and unmarked police vehicles, including officers from our National Motorcycle Unit. We are part of a crucial partnership approach to road safety and coordinated work with Road Safety Scotland, local authorities and road safety charities is a key part of the campaign.

One example of our engagement activity is Police Scotland, along with road safety partners in the North of Scotland, are holding courses for motorcyclists to help them ride responsibly and reduce the number of collisions.

Rider Refinement North is a one-day course that will take place between April 2024 and September 2024 between Highlands and Islands, Grampian and Tayside areas. It is the only course of its kind in Scotland.

Led by police motorcyclists and accompanied by an observer from the Institute of Advance Motorists, the course will look at key risk factors and provide riders with the knowledge and skills to be safer.

## **Partnership patrols in Moray**

Partners from the Moray Community Safety Partnership, including Moray Community Wardens, Elgin BID, Arrows, Aberlour Youth Point, Police Scotland Youth Volunteers and Street Pastors, undertook joint patrols during April to provide community reassurance, engage with young people and prevent offending following reports of anti-social behaviour.

Funded by the Moray Community Justice Partnership, the patrols sought to build relationships and curb anti-social behaviour.

## **Policing Together and working with communities**

Our Policing Together strategy was published in September 2022. Our Policing Together programme is founded on our values of integrity, fairness, respect and a commitment to upholding human rights. Policing Together co-ordinates and drives service wide action across four strategic pillars - leadership; training; professionalism and prevention; and communications.

## **Leadership**

We invested in a tailored Your Leadership Matters training programme for 5,691 police leaders to give them the support, skills and capability to build an inclusive working environment where all colleagues can thrive, reach their potential and deliver for the public.

Chief Officers have sought the lived experiences of colleagues in Police Scotland, including through Talk Truth to Power sessions and taken action on their feedback, for example changing probationer training to include more opportunities for individualised learning. A Race Equality and Cultural Heritage (REACH) Group has

been established, following colleague feedback, to promote positive self-development, career development and talent management opportunities for minority ethnic officers and staff.

Policing has listened to different voices from the diverse communities we serve, including through academic work commissioned jointly with the Authority and with the Scottish Institute for Police Research, about how policing's value can be for everyone. We've also held less formal engagement to seek out diverse perspectives and build and maintain relationships, including sessions I've participated in with key individuals from religious and minority ethnicity communities.

## **Training**

A new equality, diversity and inclusion online training package has been completed by 99% of colleagues across the Service providing a baseline level of awareness and understanding of the Equality Act (2010). In February, a second module building on the initial learning with a focus on our values and learning around institutional discrimination was introduced. These modules are supported by a programme of empower hour sessions around institutional discrimination, unconscious bias and becoming an ally.

## **Professionalism and Preventions**

We've brought a relentless focus to standards, with a month long focus on each of the 10 legislative standards of professional behaviour, bringing attention to each standard, explaining what they mean, why they are significant and why it is critical officers adhere to them, along with real examples of behaviours which can breach them.

We've brought more transparency to conduct trends and outcomes through a quarterly newsletter called 'The Standard', designed to raise awareness and provide advice which prevents officers and staff becoming the subject of a complaint or conduct/disciplinary investigation. The Standard includes outcomes of Gross

Misconduct hearings where the officer has either been dismissed or resigned prior to attendance at a scheduled hearing.

## **Communications**

We have used our communications platforms to share messages from our inclusion calendar, which celebrates and recognises cultural and religious events important to our people and the communities we serve.

We've brought an accessible approach to communications so messages can be used by as many people as possible, including the roughly one in five people in the UK who have a long-term illness, impairment, or disability, which means they may face challenges in accessing communications. This includes those with impaired vision; motor difficulties; cognitive impairments or learning disabilities; deafness or impaired hearing.

## **Strategic engagement**

### **First Minister**

Last Thursday, 16 May, I met with First Minister John Swinney MSP at the Scottish Parliament. I was grateful for this early opportunity to discuss my priorities for policing and I look forward to a continued strong and open relationship between Police Scotland and the Scottish Government.

### **COSLA Leaders meeting**

On Friday, 26 April, along with the Scottish Police Authority Chair Martyn Evans, I addressed the COSLA Leader's meeting in Edinburgh. This was an important opportunity to meet key partners in local authorities and to share perspectives on how we can build on the existing strong collaboration between councils and policing as we evolve our Service.

## **Change to prioritise frontline policing**

### **Long-term vision for policing**

Critical to our success in delivering change to prioritise frontline policing will be setting a clear vision for the Service that shows what we want our organisation to be in the future.

We are developing our vision for policing for 2030 and have partnered with specialist policing consultants, Leapwise, who have experience in supporting police services in England and Wales.

Our officers and staff have already shared their views and told us what they see as the big issues we need to tackle through surveys, engagement, and other forums. This, alongside insights and learnings from the communities we serve, will be where we start in this process.

In addition, we will be engaging with officers and staff from various divisions and departments and have opened up a colleague engagement portal to give people the opportunity to share their perspectives on what a future Police Scotland could be.

### **Policing in a Digital World - Digital Evidence Detection Dogs**

Policing in a Digital World aims to transform how Police Scotland responds to the evolving threat of cybercrime such as online fraud and online child sexual abuse and exploitation.

The programme will enable us to continue keeping Scotland's people, communities, businesses and assets safe in both the physical and digital world.

As part of the programme we have trained a number of Digital Evidence Detection Dogs to assist officers investigating a crime where a digital device, such as a smartphone, tablet and laptop, may have been used and is believed to have been hidden.

It is now extremely common for a digital device to be used in criminal activity, which is then concealed by the perpetrator to hide incriminating evidence.

The training of the dogs takes between six and eight weeks and are complementary to our existing canine resources including those dogs that can currently search for drugs, explosives, cash, firearms, human remains and blood.

The dogs are now being deployed and assisting officers in investigations, including the discovery of a digital device during the search of a motor vehicle as part of a recent domestic abuse inquiry in Fife in which a 45-year-old man was arrested and charged.

## **Supporting officers and staff**

### **Officer recruitment**

Since the last meeting of the Scottish Police Authority Board, we have welcomed two intakes of new probationary officers to the Service.

I welcomed 195 new officers on 27 March and last week an intake of around 120 joined Police Scotland. Our latest intake are the first to undertake an enhanced and expanded initial training curriculum.

As part of a flexible approach which allows officers to be based locally in the communities they will serve, new probationary officers will make the declaration of a Constable, their oath of office, at local ceremonies.

### **Staff survey**

In 2021, a third of officers and staff took part in a colleague survey with their feedback used to identify and deliver change including investment in leaders through Your Leadership Matters; enhanced wellbeing provisions; and initiatives such as It's the Little Things, which seeks to empower people to reduce hindrance stressors in the workplace.



We've provided regular updates internally and to the Authority on progress against the key themes of the survey.

I've been clear I want officers and staff to know they have a voice. That's why I have commissioned a fresh survey to give me and my Executive the insight we need to continue driving positive change to benefit our workforce. Their feedback will tell us what matters most and we will take the necessary action to deliver on their needs.

I want this survey to be robust, comparable, and able to benchmark across the UK with academic rigour. Our procurement process is under way and we will share further information as progress is made.

## **Association of Scottish Police Superintendents Centenary Conference**

This week, I am addressing the Association of Scottish Police Superintendents Centenary Conference.

The leaders throughout the Superintending ranks are essential to the success and development of policing in Scotland and the Association is an important critical friend and champion for our vital public service.

## **Scottish Police Disability and Carers Association (DACA)**

On Monday, 30 April, I joined members of the Scottish Police Disability and Carers Association to listen to their experiences, as part of a series of engagements with our highly valued non-statutory staff associations.

The Scottish Police Disability and Carers Association (DACA) works to raise awareness of the issues experienced by colleagues who have a disability and/or caring responsibilities.

I want to recognise and pay tribute to their essential work to advocate for their members and drive necessary change in policing and across society.

## **Special Constables**

On Saturday, 11 May, I met and thanked some of the inspiring people who work beside our regular officers to keep people safe during our Special Constabulary Conference at Police Scotland Headquarters, Tulliallan.

Police volunteers play an important role in our service to Scotland's communities and last year alone they dedicated more than 58,000 volunteering hours across 8,500 shifts.

One example of the great value of Special Constables was illustrated by work in the Scottish Borders (J) Division where 25 volunteers are actively deployed. They have developed a special initiative team who deploy as a unit of between four and eight officers during peak weekend periods to support the local policing plan.

Since the team was created, they have increased volunteer hours by more than 20% and delivered annual additional value to the Division of around £140,000. They have carried out 2,500 vehicle checks, stopping disqualified and uninsured drivers from bringing danger to our roads, and helped recover £160,000 worth of drugs, preventing them from entering communities and ruining lives.

Although we can place a time or cost value beside this work when making clear the compelling business case for the Special Constabulary, the contribution is priceless.

I want to create more opportunity to support volunteering colleagues and encourage people to become Special Constables, including in specialist roles - as a route into policing and for those who want to work alongside us for their local communities.

## **Retired Police Officers Association Annual Conference**

In April, I addressed the 77th annual conference of the Retired Police Officers Association Scotland during which I was able to thank members of their work to support those who are retired and retiring from policing.

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The association has more than 6,000 members and their work to provide welfare support and help those transitioning to retirement is vital to maintain the social bonds of our broad policing family.