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| <b>Meeting</b>                   | <b>SPA Policing Performance Committee</b>                      |
| <b>Date</b>                      | <b>17 November 2020</b>  |
| <b>Location</b>                  | <b>Video Conference</b>  |
| <b>Title of Paper</b>            | <b>2021/22 Annual Police Planning Update</b>                   |
| <b>Presented By</b>              | <b>Tom McMahon, Director of Strategy and Analysis</b>          |
| <b>Recommendation to Members</b> | <b>For Discussion</b>  |
| <b>Appendix Attached</b>         | <b>Yes</b><br><br><b>Appendix A – APP development timeline</b> |

**PURPOSE**

The purpose of the paper is to outline the approach to the development of the Annual Police Plan 2021-2022.

Members are invited to discuss the content of this report.

## 1. BACKGROUND

- 1.1 S35 of the Police and Fire Reform (Scotland) Act 2012 sets out the statutory requirement for the Chief Constable to prepare an Annual Police Plan (APP) for each yearly period beginning on 1 April. The APP has developed each year and is now a holistic, outcomes focused plan that sets out the priorities and activity for the year across not only operational policing, but including change and corporate support services.
- 1.2 A strategic planning and performance framework was developed and agreed for Police Scotland in 2018, to ensure overall alignment to strategic outcomes for policing and support development of enabling strategies and plans to support operational policing and corporate service delivery. An aspiration in the planning framework is the transition to a 3 year business planning approach for policing in Scotland. Due to the ongoing COVID-19 pandemic, significant one year pressures and priorities for policing which include Brexit, COP26 and the Scottish Parliamentary elections, along with a confirmed one year financial settlement from Government, it has been agreed to develop a one year plan this year. Further consideration will be given to the approach to planning from 2022 onwards during the next financial year.
- 1.3 This paper sets out the approach to develop the APP 2021-2022 for Police Scotland.

## 2. Annual Police Plan Development

- 2.1 The plan will be fully aligned with the Joint Strategy for Policing, our strategic outcomes and the performance framework.
- 2.2 The plan for 2021-2022 will be evidence led and informed by the following:
  - refreshed strategic assessment and priorities for policing;
  - horizon scanning and future research;
  - Your Police and the User Experience Survey insights;
  - enabler strategies;
  - change portfolio;
  - strategic workforce plan; and
  - financial settlement and budgets for 2021-2022.
- 2.3 The plan will set out activity at strategic level providing information on key milestones and how performance will be measured using the performance framework.

- 2.4 Developing a cohesive Annual Police plan will enable us to improve on progress to date and build a collaborative, transparent and challenging approach to support Police Scotland to continue to deliver high quality policing services for the public and communities.
- 2.5 The design and development of the plan will be undertaken via a collaborative approach across all areas of operational policing and corporate support services.
- 2.6 Development will take place in the following three phases:
- **Phase 1:** engagement and information gathering – a four week process that includes engaging with all business areas, including individual workshops. (November/December 2020)
  - **Phase 2:** APP drafting – drafting will be collaborative to ensure that the plan is representative of all business areas, and fully aligned with financial planning and change prioritisation. (December 2020/January 2021)
  - **Phase 3:** approvals – the draft APP will be presented to SLB in January 2021 and formal consultation with SPA will be undertaken as soon as possible thereafter in February 2021. (January to March 2021).

## 2.7 **Next Steps**

- 2.8 A comprehensive engagement process is underway with all business areas in Police Scotland to develop and draft the APP.
- 2.9 The final APP will include consideration of all SPA feedback and be agreed by Police Scotland at the Strategic Leadership Board in March 2021. The final draft will be presented to SPA Board for noting later that month.

## 3. **FINANCIAL IMPLICATIONS**

- 3.1 There are no anticipated financial implications relating to the development of the APP. We will work with colleagues in finance to ensure financial planning is embedded into the final Annual Police plan.

## 4. **PERSONNEL IMPLICATIONS**

- 4.1 There are no adverse personnel implications anticipated. A comprehensive engagement process is underway to ensure

business areas have appropriate representation in the plan ensuring collaboration across Police Scotland.

## **5. LEGAL IMPLICATIONS**

- 5.1 S35 of the Police and Fire Reform (Scotland) Act 2012 set out that the Chief Constable is required to prepare an Annual Police Plan (APP) for each yearly period beginning on 1 April.

## **6. REPUTATIONAL IMPLICATIONS**

- 6.1 There are no current reputational implications associated with the development of the Annual Police Plan.

## **7. SOCIAL IMPLICATIONS**

- 7.1 There are no anticipated social implications as a result of the development of the Annual Police Plan.

## **8. COMMUNITY IMPACT**

- 8.1 There are no adverse impacts on the community anticipated as a result of the development of the APP. There is potential for positive implications on service delivery.

## **9. EQUALITIES IMPLICATIONS**

- 9.1 Appropriate Equality and Human Rights Impact Assessments will be completed and published. Any impacts identified via this process in relation to the APP will be followed up and actioned appropriately.

## **10. ENVIRONMENT IMPLICATIONS**

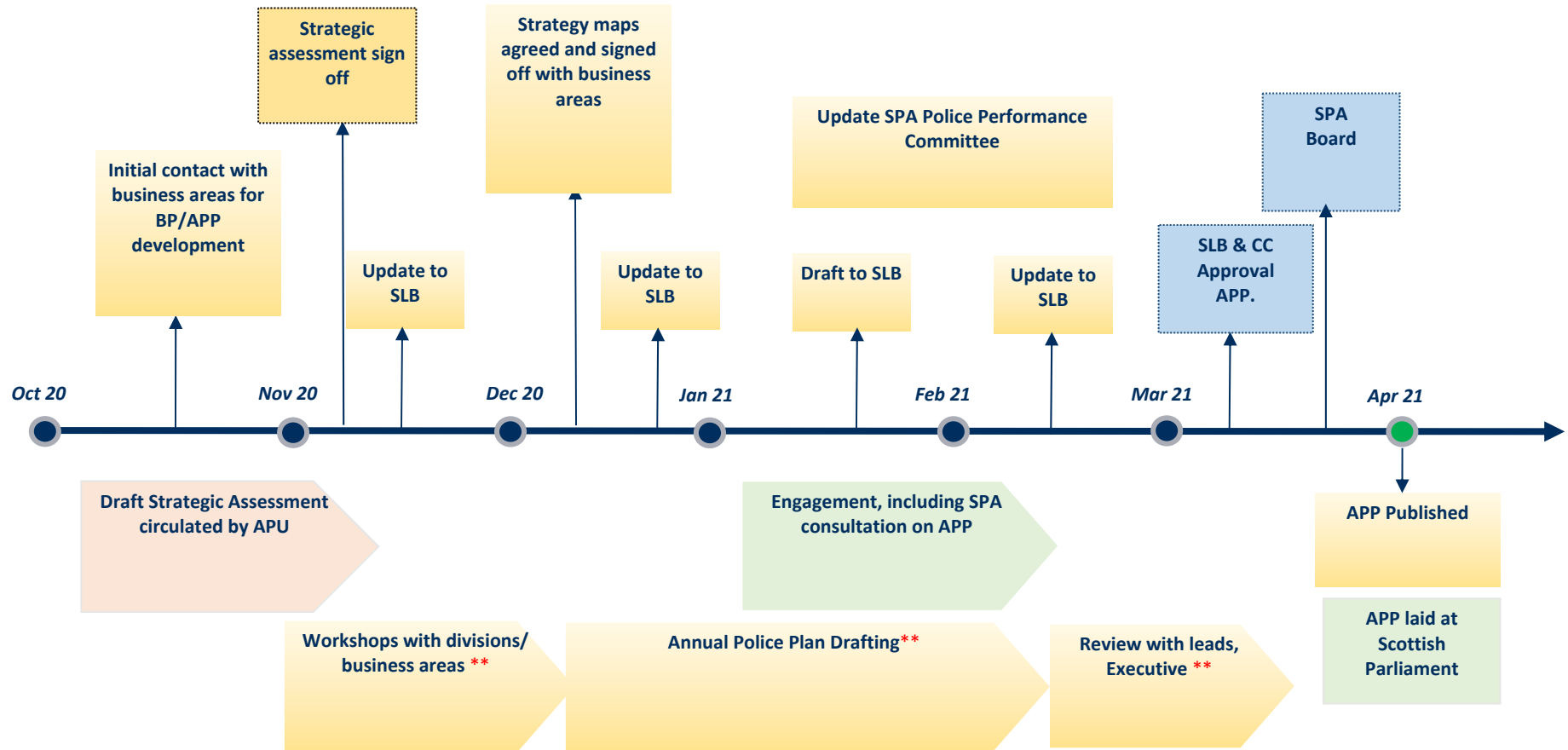
- 10.1 There are no anticipated implications on the environment as a result of development of the APP.

## **RECOMMENDATIONS**

Members are invited to discuss the information contained within this report.

Appendix A

# Annual Police Plan: development timeline



SPA Policing Performance Committee

\*\*Take stock on delivery for 20/21 and potential rollover activity Inc. pandemic, Op Urram, Brexit