



Meeting	SPA People Committee
Date	27 November 2024
Location	MS Teams
Title of Paper	Your Safety Matters
Presented By	Mark Sutherland, ACC Local Policing West
Recommendation to Members	For Discussion
Appendix Attached	No

PURPOSE

The purpose of this report is to provide an annual update outlining activity undertaken under the Your Safety Matters end-to-end strategic review of all issues related to the prevention of violence and abusive behaviour against police officers and police/SPA staff, to ensure they are effectively trained, equipped and supported while carrying out their duties.

Members are invited to discuss the content of this report.

1. BACKGROUND

- 1.1 The Your Safety Matters (YSM) Diamond Group, chaired by DCC Speirs, oversees work streams in relation to assaults on police officers and staff. The Group continues to have representation from Local Policing, Specialist Crime Division (SCD), Operational Support Division (OSD), Health & Safety, Corporate Communications, People & Development, Wellbeing, Corporate Services, SPA Forensic Services, staff associations, diversity staff associations and trade unions to support and deliver YSM across the organisation.
- 1.2 APU strategic analysts continue to provide the YSM Diamond Group with products which deliver an up-to-date view of assaults on police officers and staff. These analyses provide insights on, but not limited to, locations of assaults and the types of injuries sustained. This work has been important in establishing the national picture of assaults on police officers and staff across Scotland and has been used to underpin officer safety training and reviews of current processes.

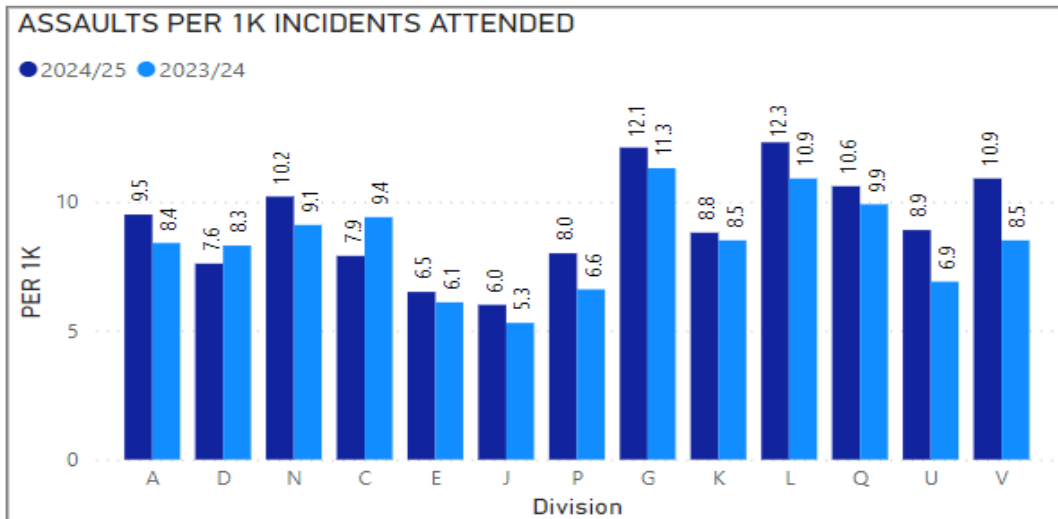
2. FURTHER DETAIL ON THE REPORT TOPIC

- 2.1 The YSM dashboards continue to be a key analytical tool for informing the YSM Diamond Group and YSM Champions Network of current trends and reporting rates.
- 2.2 Since the last YSM update in November 2023 assaults on officers and staff have continued to increase. To date assaults have increased by 5.5% (223) compared to the previous fiscal year and is above the 5-year average by 2.1%.

2.3 The table below illustrates the changes across each division which continues to be closely monitored by the YSM secretariat and YSM Champions Network.

DivisionID	2019/20	2020/21	2021/22	2022/23	2023/24	5 YEAR AVG (YTD)	2024/25	SPARK LINE	UPPER LIMIT (YTD)	% CHANGE LAST YEAR	% CHANGE 5 YEAR AVG
⊕ A	347	407	428	345	364	378.2	405		411	11.3%	7.1%
⊕ D	284	281	308	262	332	293.4	302		317	-9.0%	2.9%
⊕ N	187	219	197	185	236	204.8	242		224	2.5%	18.2%
⊕ C	231	285	299	214	242	254.2	190		286	-21.5%	-25.3%
⊕ E	329	324	344	313	292	320.4	300		337	2.7%	-6.4%
⊕ J	186	236	248	164	224	211.6	242		243	8.0%	14.4%
⊕ P	221	228	266	253	235	240.6	274		257	16.6%	13.9%
⊕ G	930	972	1,020	989	886	959.4	933		1,005	5.3%	-2.8%
⊕ K	217	222	205	162	192	199.6	201		221	4.7%	0.7%
⊕ L	133	125	151	162	178	149.8	193		169	8.4%	28.8%
⊕ Q	692	762	564	535	534	617.4	559		708	4.7%	-9.5%
⊕ U	253	233	270	231	230	243.4	290		259	26.1%	19.1%
⊕ V	119	114	137	105	110	117.0	147		128	33.6%	25.6%
Total	4,129	4,408	4,437	3,920	4,055	4,189.8	4,278		4,387	5.5%	2.1%

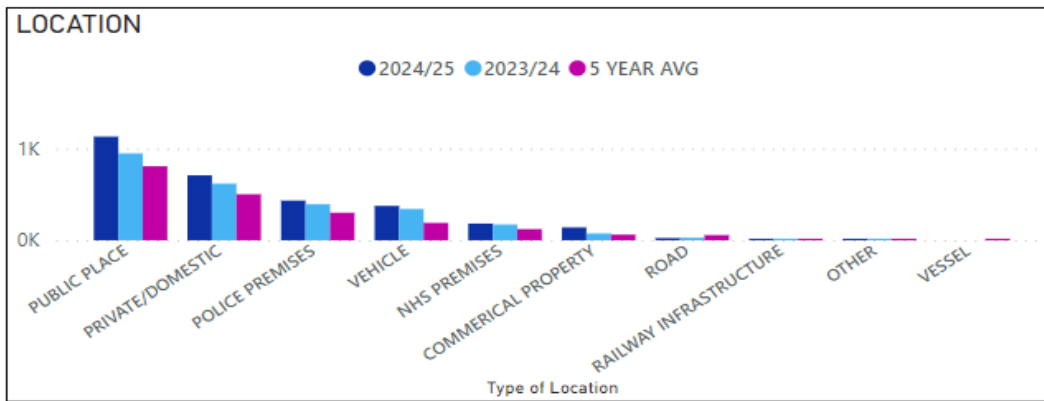
2.4 Assaults per 1K incidents has increased across all divisions except for C Division and D Division as demonstrated in the table. This data will be explored further through the YSM Champions Network and Use of Force Monitoring group to ascertain any learning points, increase figures in reporting.



2.5 Despite the increases in assaults on officers and staff, the injury rate for assaults has decreased by 0.6% which could infer that OST tactics are more effective but more importantly the Health and Safety reporting rate has increased by 4.9%.

2.6 The increase in location data from the current fiscal year shown below coincides with the increase in the number of assaults against officers and staff and the increase in reporting.

2.7 It is worth noting that although there has been a rise in each of the top five location, there has been a significant rise (89.2%) in assaults at commercial properties. It could be inferred that this may be due to the rise in retail crime and will be investigated further by analysts and reported back through the YSM Diamond Group and Champions Network.



Research papers

- 2.8 Through observations in data trends, analysts produced deep dive reports on Assaults on officers and staff in and around vehicles and Assaults within police premises.
- 2.9 Both papers provided recommendations that were fully explored through the YSM Champions Network, Officer Safety Training (OST) department and Criminal Justice Service Department (CJSD).
- 2.10 The OST department fully explored recommendation three from the deep dive into assaults in and around a police vehicle (Due to the heightened level of risk, OST to review assaults that took place in/around a third-party vehicle (personal vehicle) to ensure procedure is most effective).
- 2.11 Options on sourcing vehicles during OST recertification training were explored and funding was secured for functional padded training vehicles for each geographical training venue, allowing officers to practice securing, manoeuvring and extracting arrested persons.
- 2.12 Funding was also secured by the OST department for training cells following the recommendation from the paper on Assaults within police premises recommending a focus on training in a police cell with the objective of reducing assaults and injury rates in this area.
- 2.13 Both pieces of equipment have recently arrived within the training venues and will be utilised through the program syllabus going forward.
- 2.14 The second recommendation in assaults in police premises asked for CJSD to investigate into reporting rates of assaults that are against officers and staff to improve data quality and reliability.

2.15 As previously note, Health and Safety reporting rates have again increased across the organisation by 4.9%. The importance of reporting has been reiterated not only to CJSD but to all within the YSM Champions Network to ensure the quality of comparative analysis can be achieved to a higher standard.

3. FINANCIAL IMPLICATIONS

3.1 There are no financial implications in this report.

4. PERSONNEL IMPLICATIONS

4.1 Your Safety Matters supports the prevention of violence and abusive behaviour against police officers and police/SPA staff, to ensure they are effectively trained, equipped, and supported while carrying out their duties. Activities are designed to support the welfare of officers and staff and help the organisation in terms of reducing injuries and resource abstractions.

5. LEGAL IMPLICATIONS

5.1 There are no legal implications in this report.

6. REPUTATIONAL IMPLICATIONS

6.1 There are no reputational implications in this report.

7. SOCIAL IMPLICATIONS

7.1 There are no social implications in this report.

8. COMMUNITY IMPACT

8.1 There are no community implications in this report.

9. EQUALITIES IMPLICATIONS

9.1 There are no equality implications in this report.

10. ENVIRONMENT IMPLICATIONS

10.1 There are no environmental implications in this report.

RECOMMENDATIONS

Members are invited to discuss/approve (insert request).