

Meeting	Authority Meeting
Date	30 June 2020
Location	Video Conference
Title of Paper	SPA Interim Chief Executive's Report
Presented By	Lynn Brown, Interim Chief Executive
Recommendation to Members	For Discussion
Appendix Attached:	YES

PURPOSE

To update Authority Members on activities carried out by the Interim Chief Executive since the previous Authority Meeting.

Members are recommended to consider this report and to raise any matters for clarification or further detail with the Interim Chief Executive.

1. Background

- 1.1 This report provides Members with an update on key SPA activity which is not already covered elsewhere on the agenda.

2. Board Members Weekly COVID 19 Update

- 2.1 The Board Members have continued to meet on a weekly basis to discuss the current COVID 19 situation and a record of these meetings is published on the SPA website along with the regular weekly bulletin from the Police Scotland COVID 19 Gold Commander, DCC Malcolm Graham. The Board has also benefited from additional briefing from DCC Will Kerr throughout this period. The Board receives updates from the SPA Interim Chief Executive and the Director of Forensic Services focusing on a number of areas including, workforce availability and wellbeing, testing and PPE. From a wider perspective the meetings have included input on the work of the Independent Advisory Group (IAG) which was established to look at the use of the additional powers provided to Police Scotland through the emergency legislation. John Scott, on behalf of the IAG, also provided a written update to the May Board meeting and a further update will be presented at the June meeting.
- 2.2 A public survey on the use of the temporary police powers was designed and launched in April 2020 with the intention of testing opinion over three separate waves. The results of the first two waves of the survey, focussing on the period of lockdown, have been of value to both the SPA Board members, in support of their oversight responsibilities, and also to the members of the IAG in understanding public opinion. The final wave will focus on the next phase of the easing of lockdown restrictions.
- 2.3 Since the Board meeting in May 2020, SPA committees have continued to meet and include discussion on issues in relation to COVID 19. In particular the Policing Performance Committee met on the 28 May 2020 where a more detailed discussion took place on the results of the survey. The Resources Committee also met on

the 15 and 16 June 2020 and included a number of items related to COVID 19 including, health and safety and financial monitoring. The meetings of the Resources Committee on 15 and 16 June 2020 were audio live-streamed. I would like to acknowledge the work of both SPA Board Services and colleagues from Police Scotland ICT who ensured we were able to maintain the high level of public transparency of SPA Committee meetings during this time.

- 2.4 All the updates in relation to the above can be found on the SPA website.

3. Oversight of Police Scotland's response to COVID-19

- 3.1 The Authority remains mindful that while the emphasis at the moment is on the policing of Scotland during the COVID-19 outbreak, the actions and the response from the Authority will also come under scrutiny in times ahead. Therefore SPA is continuing to monitor the flow of information relating to COVID-19 and building an archive that will provide the narrative on key matters arising that are specific to the Authority's oversight of policing and will inform improvements going forward.

4. Covid19 'New Normal' Operating Model & Implications Short Life Working Group

- 4.1 In order to ensure the best use of resources and consistency across the workforce SPA were invited to join the Police Scotland Corporate Services, COVID-19 'New Normal' Operating Model & Implications Short Life Working Group
- 4.2 The first meeting took place on the Thursday 11 June 2020. It was agreed that all ongoing activity relating to moving on from the current phase would be reviewed to ensure there were no gaps or duplication in the work undertaken. The importance of providing clarity in regard to what the 'New Normal' would mean to staff to reduce uncertainty was highlighted.

5. Annual Report and Accounts 2019-20

- 5.1 The 2019/20 Annual Reports and Accounts preparation is now complete with the draft being issued to Audit Scotland as planned on Monday 22 June 2020. This is a significant achievement and positive example of the collaboration between SPA, Police Scotland and Forensic Services to produce a high quality document. It should also be noted that in recognition of the impact of COVID-19 there was a relaxation by HM Treasury of the requirements of some elements of the ARA but we have proceeded with the initial plan and have produced a comprehensive Annual Report and Accounts per our original timetable.
- 5.2 Members will be aware that the SPA has a legislative requirement to produce an Annual Review of Policing and has in previous years prepared this separately to the Annual Report and Accounts. This year for the first time, the SPA, in agreement with Police Scotland senior leaders, has produced a comprehensive annual review of policing performance within the Annual Report and Accounts, removing the duplication of reporting. This approach has been supported by Scottish Government and agreed to meet the requirements of the 2012 Act. This again speaks to the collaborative approach to produce a significant piece of work required by legislation, efficiently, on time and to a very high standard and I wish to thank all staff involved.

6. PIRC Correspondence

- 6.1 On 4 June 2020 I received a letter from Michelle Macleod, Police Investigations and Review Commissioner (PIRC) in relation to the report from the Complaints and Conduct Committee to the Authority meeting held on 30 April 2020. In her letter the PIRC conveyed a view that the report did not accurately reflect PIRC policy in terms of its approach during COVID-19 emergency. I have since confirmed that the report had reflected the position as we understood at the time based on previous correspondence.

However, I would wish to draw Members attention to the PIRC website <https://pirc.scot/> where it sets out how they are dealing with core business and all their statutory functions, so that public confidence in policing can be maintained during the COVID-19 pandemic.

7. Scottish Railways Policing Committee

- 7.1 A meeting of the Scottish Railways Policing Committee (SRPC) took place on Thursday 27 May 2020 via tele and video conference. The Authority was represented by Board Members Tom Halpin and Bob Hayes.
- 7.2 A full report from the June 2020 meeting is included in Appendix 1. The next meeting is due to take place in 3 September 2020.

8. SPA Gaelic Language Plan 2016 – 2021

- 8.1 As a public body, members will be aware that the Authority has a statutory duty to produce a Gaelic Language Plan (GLP). The plan sets out a series of commitments detailing how the SPA will contribute towards preserving and strengthening the Gaelic language, in line with the national aspirations and objectives included in the National Gaelic Language Plan and the Gaelic Language (Scotland) Act 2005. The [Scottish Police Authority's Gaelic Language Plan \(2016 - 2021\)](#) was developed and consulted upon in 2016 before being approved by Bòrd na Gàidhlig (BNG) in October 2016. Progress against the commitments to date has been slower than anticipated due to competing organisational priorities. This has been reported to Bòrd na Gàidhlig and we are already engaged with their officials on the next iteration which requires to be developed, consulted upon and submitted to Bòrd na Gàidhlig for their approval by 5 October 2021.

9. SPA Organisational Development and Design

9.1 We continue to make good progress on both the organisational re-design and structure, and on people and culture. The key activities this month include:

- Staff Briefing - On the Tuesday 9 June 2020 we held a telecom staff briefing on the Organisational Change Process in response to a request from staff to do so. Before the session, staff were provided with access to the organisational change process and invited to submit questions via the intranet SPA 2020 portal. The purpose of this session was to ensure that staff have all the information they need on the process and are clear on how the process applies to SPA 2020.
- JNCC formal consultation - On Thursday 11 June 2020 I presented a paper to the JNCC for formal approval of the high level structure. This included the rationale for change and details of the four roles that report directly to the CE, including the grading and matching outcomes.
- Formal Consultation – Following the JNCC endorsement, formal consultation is now underway with those affected by the roles in the high level structure. This consists of individual one to one consultations with the Interim Chief Executive. The sessions are being supported by HR.
- Development of the full structure continues with a proposal being discussed at JNCC on Thursday 9 July 2020.
- Focus Group Sessions – An inaugural Staff Survey was implemented in April to provide a baseline and an understanding of how the work on people and culture is progressing. 68% of staff completed the survey. Following this a report was shared with staff on the findings. Since the survey was done, staff have implemented new working

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practices in response to Covid-19. Six focus group sessions took place between 27 May – 2 June 2020 to discuss the impact of the changes and further explore staff feedback on people and culture. The focus groups were held virtually and facilitated by an external consultant. All staff took part in one of the six mixed staff focus groups and the feedback is providing further insight on the progress on people and culture, highlighting priority areas and what more needs to be done. The outputs of these discussions are informing the development of the annual people plan and an immediate next step is a renewed focus on people management. The Staff Survey will be repeated in August 2020 to track progress.

- By mid July 2020 all staff will have had their annual review and will agree interim short term objectives.

RECOMMENDATIONS

Members are invited to discuss the content of this report.

Summary report from the Scottish Railway Policing Committee

Thursday 27 May 2020

SPA Members – Tom Halpin and Bob Hayes

Main items of business

- Performance and Delivery of BTP in Scotland

The SRPC were provided an update highlighting that BTP performance is strong in Scotland with lower crime and higher detection rates on the Scottish rail network, compared to the rest of UK.

The committee discussed the implications of the coronavirus pandemic on policing performance and delivery. The coronavirus pandemic has brought changes in demand profile – for example increased graffiti, and fly tipping. The current challenges also bring opportunities to enhance the use of technology. Footfall, crime and demand are all down significantly.

The publication of the BTP Annual Policing Plan has been delayed due to the changing environment in the rail industry caused by the pandemic.

- COVID 19 Update

The Committee were given a presentation on the BTP response to Covid-19. Key points considered by the committee included supply of PPE, interoperability between BTP and Police Scotland and sharing of learning between BTP and Police Scotland. The committee received assurance that service levels were being maintained despite COVID-19 related absence of officer/staff. DCC Hanstock highlighted that the approach by staff and officers to maintain service and support the public health crisis had been, and continues to be, outstanding.

- Annual Report

The Committee were provided a draft of the input to the BTP Annual Report and Accounts in respect to the operation of the SRPC. The draft input for the SPA Annual Report and Accounts, in respect to the operation of the SRPC, was shared by correspondence.

Key issues raised

- Resource Breakdown

An update was provided to the SRPC to address an action from the meeting held in February – “Provide a breakdown of resource allocation in Scotland by division and tasking processes for local divisions to request central support”. Members welcomed the update provided highlighting the requirement to consider if the resources were appropriate and providing best value for Scotland. The link between resourcing and service delivery/performance was also considered. It was noted that the work completed to inform the proposed merger with Police Scotland could be used to help further understand the breakdown of resources and that consideration of cross-border policing resource requirements was very important.

During the current period of social distancing and other restrictions as a result of the COVID-19 pandemic, a full record of the public items of business taken at this meeting can be accessed at the BTPA Website (link below)

<https://btpa.police.uk/?meeting=scottish-railway-policing-27-may-2020>

The formal minute of the meeting will be available at the next meeting which is scheduled for 3 September 2020. This will also be published on the BTPA’s website.