# Strategic Leadership Board - Discussion Summary

**Wednesday 11 September 2024**

## Board Members in Attendance

Jane Connors DCC Local Policing (Chair)

Bex Smith DCC Crime

Stuart Houston, ACC Professionalism and Assurance

Steve Johnson ACC Major Crime, Public Protection and Local Crime

Andy Freeburn ACC Organised Crime, CT and Intelligence

Gary Ritchie ACC Operational Support

Emma Bond ACC Local Policing North

Tim Mairs ACC Local Policing East

Mark Sutherland ACC Local Policing west

Cat Paton ACC Policing Together

Andrew Hendry Chief Digital Information Officer

James Gray Chief Financial Officer

Duncan Campbell Chief Legal Officer

Tom McMahon Director of Strategy and Analysis

Chris Starrs Head of Corporate Communications

## Others In Attendance

Head of Recruitment and Selection (Rep for Director Miller)

Head of Corporate Finance – Presenting Item 4.2

Estates Strategy Specialist – Presenting Item 4.3

Knight Frank representative – Presenting Item 4.3

Head of Chief Executive Services, Dundee City Council – Presenting Item 4.5

Head of Best Value – Presenting Item 4.5

BDO Consultant – Presenting Item 4.5

Superintendent, Operational Support – Presenting Item 4.6

Superintendent, Strategic Engagement and Governance

Secretariat, Committee Services

## Apologies

Jo Farrell, Chief Constable

Alan Speirs, DCC People and Professionalism

Wendy Middleton ACC Criminal Justice

Katy Miller, Director of People and Development

## Chair’s Opening Remarks

### 1.1 Welcome and Introduction

DCC Connors welcomed all attendees to SLB, held in Graham Room at Tulliallan.

## 1.2 Apologies

Apologies were given and representatives duly noted. The meeting was quorate.

### 2 Minutes and Action Log

### 2.1 Review of Action Log

There were 5 open actions for SLB level, it was agreed that three could be closed.

### 2.2 Decisions Since Last Meeting

The decision log was reviewed and no decisions since the July SLB meeting.

Decision/Action: Noted

### 2.3 Summary of Discussion

The summary of discussion was approved as a true and accurate reflection of the meeting held on 24 June 2024.

Decision/Action: Approved

### Primary Boards

**3.1 Corporate Finance and People Board**

DCC Connors presented a report on the Corporate Finance Board, held on the 3 September. This included updates on, Financial Monitoring Report, contract awards and grant awards. There were discussions regarding the oversight of the grants awarded to charities by Police Scotland, which will be included as part of the budget setting for 2025/26 and there will be an appendix included for third party payments. Legal and Finance will prepare a paper on the regulations, funding available and limitations. This will be presented to Corporate Finance Board where further decisions can be made on the allocation to charities and organisations. The update was noted by members.

ACTION: Legal Services and Finance to prepare a report detailing regulations, funding and limitations for Grants. To be presented to Corporate Finance Board.

**3.2 Change Board**

DCC Connors presented a report on the Change Board, held on 3 September. This included updates on; portfolio overview and approved business cases. This was noted by members.

**3.3 People Board**

ACC Houston provided a verbal update on the People Board held on 9 September. This included updates on OST certification and modified officers.

## 3.4 Performance Board

DCC Smith presented a report on the Performance Board, held on 26 August. This included updates on Q1 Performance Report, Annual Police Plan Delivery Plan and the Balance Scorecard Report. This was noted by members.

### Portfolio Areas

## DCC Local Policing

**4.1 Local Policing Management Board Update**

DCC Connors presented a report from the Local Policing Management Board held on 28 August 2024. This board incorporates Local Policing and Corporate Management business and was noted by members.

**4.2 Financial Monitoring**

Head of Corporate Finance presented the financial monitoring report. This included an update on the revenue, capital and reform funding. The paper outlined the forecast, slippages and threats. There were detailed discussions about how change and transformation will be delivered within the financial restraints and how we measure capability to deliver. The mechanism will be through the 3-year business plan, prioritisation work, capital and revenue investment groups and the business areas confidence levels to delivery. The level of governance applied to change and BAU work was discussed with the acknowledgment that this needs to be scalable and proportionate to the work being undertaken. This was noted by members.

**4.3 Estates Master Plan**

CFO Gray introduced the report to members. Estates Strategy Specialist and Knight Frank joined the meeting to support discussions on the masterplan. The report was approved by members for onward transmission to SPA Resources Committee.

DECISION: Approved for onward transmission to SPA Resources Committee.

**4.4 Jackton Business Case**

CFO Gray presented the report to members seeking approval of the initial business case, the negotiation approach and delegated authority. This was approved by members for onward transmission to the SPA Resources Committee.

DECISION: Approved for onward transmission to SPA Resources Committee.

**4.5 Best Value Audit**

Head of Best Value presented an update to members on the Best Value Audit which will take place in 2025. This covered the objectives, next steps and governance required by the organisation over the next 6 months to prepare, support and implement.

Head of Chief Executive Services in Dundee City Council joined the meeting to provide an insight into her experiences of a Best Value Audit.

Members approved the recommendation that a Best Value Steering Committee is set up. This will be chaired by DCC Speirs and will report to SLB on a regular basis.

DECISION: Approval to set up a Best Value Steering Committee.

**4.6 Corporate Shift Pattern**

ACC Ritchie and Supt Ops Support presented a report to members to outline the progress on the Corporate Dayshift Pattern proposal. This included the model for the pattern, the number of deployments and scope of officers to be included in the new pattern.

The next steps will include consultation and a working group set up to monitor, implement and deliver in first quarter of 2025.

DECISION: Members approved the recommendations within the report.

## DCC People and Professionalism

## 5.1 Management Board Update

ACC Houston provided an update on the portfolio area. This included an update on Operation Tarn. DCC Connors recorded a note of thanks to the Operation Tarn team for their hard work and efforts throughout the Public Enquiry.

**5.2 Permanent Non-Establishment Posts**

Head of Recruitment presented a report to members detailing the work carried out to date to review the Permanent Non-Establishment posts. There will be ongoing work to identify externally funded posts, which will be ring fenced then the business areas will continue to identify PNE posts and absorb them into the budgeted establishment.

DECISION: Members approved the recommendations within the report.

## DCC Crime

**6.1 Management Board Update**

DCC Smith presented an update on the Crime Board which took place on 30 August. This was noted by members.

**6.2 Deaths in Communities**

ACC Johnson presented a report to members detailing the current issues within the national deaths in the community portfolio and the work ongoing through the multi-agency deaths in the Community Group. This was noted by members.

**7.1 3 Year Plan and Vision**

Members reviewed the 3-year plan and vision. Feedback and comments were collated and fed into DCC Local Policing office.

### 8. Papers Approved for Submission to SPA

Item 4.3 – Estates Master Plan – To SPA Resources Committee on 16 September 2024.

Item 4.4 – Jackton Business Case – To SPA Resources Committee on 16 September 2024.

### 9. AOCB

Nil

### 10. Review of Actions

Item 3.1 ACTION: Legal Services and Finance to prepare a report detailing regulations, funding and limitations for Grants. To be presented to Corporate Finance Board. Owner – Chief Legal Officer/Chief Financial Officer.

## 11. Future Meeting

The next meeting will take place on Wednesday 16 October at 0900 hours.

The Chair closed the meeting and thanked members for their input.