# Strategic Leadership Board - Discussion Summary

**Tuesday 17 December 2024**

## Board Members in Attendance

Jo Farrell Chief Constable (Chair)

Bex Smith DCC Crime

Alan Speirs, DCC People and Professionalism

Jane Connors DCC Local Policing

Wendy Middleton ACC Criminal Justice

Emma Bond ACC Local Policing North

Gary Ritchie ACC Operational Support

Steve Johnson ACC Major Crime, Public Protection and Local Crime

Andy Freeburn ACC Organised Crime, CT and Intelligence

Stuart Houston, ACC Professionalism and Assurance

Tim Mairs ACC Local Policing East

Mark Sutherland ACC Local Policing West

Cat Paton ACC Policing Together

Chris Starrs Head of Corporate Communications

Andrew Hendry Chief Digital Information Officer

James Gray Chief Financial Officer

Duncan Campbell Chief Legal Officer

Katy Miller, Director of People and Development

## Others In Attendance

Chief Superintendent, N Division (Observer)

Head of Corporate Finance (Presenting item 4.2 via webex)

Head of Finance (Presenting item 4.3)

Programme Manager (Presenting Item 4.4)

Chief Superintendent, Policing Together (Presenting Item 5.2)

Superintendent, Chief of Staff

Secretariat, Committee Services

## Apologies

Tom McMahon Director of Strategy and Analysis

## Chair’s Opening Remarks

### 1.1 Welcome and Introduction

Chief Constable Farrell welcomed all attendees to SLB, held in the Graham Room at SPC.

## 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 three open actions for SLB level. It was agreed that two could be closed.

### 2.2 Decisions Since Last Meeting

The decisions taken since the previous meeting were noted accordingly.

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 22 November 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 3 December 2024. Updates included P7 Financial Monitoring report, contact awards and estates updates. This included an update on a paper in the private session on Tax Compliance. The recommendations from the report will be progressed through People Board and will come back to SLB in due course. This was noted by members.

## 3.2 Change Board

DCC Connors provided an update on the Change Board, held on 3 December 2024, this included an update on the Change Portfolio and approval of project closure reports and change requests. There was an issue report covered in relation to NICCS within the private session. This will progress to the SPA Resources Committee. This was noted by members.

## 3.3 People Board

DCC Speirs presented a paper on the People Board held on 2 December 2024, this included updates on Promotions Process, OST certification, PNE and Trauma Impact Prevention Training. This was noted by members.

**DCC Local Policing**

**4.1 Management Board Update**

DCC Connors presented a report from the Local Policing and Corporate Management Board, which was held on 9 December 2024. This included updates on unmarked vehicles, NLEDS, CJ improvement plan and governance of uniform and equipment. This was noted by members.

**4.2 Financial Monitoring**

CFO Gray and Lynn Brown presented a report providing detail on the financial position for period 7 and 8. This included an update on the revenue, capital and reform. As part of the item, there were significant discussions on pay and reward update. It was agreed that there will be communications issued to staff and officers detailing next steps of the pay award. This was noted by members.

**4.3 Budget Proposal 2025/26**

CFO Gray and Patrick Brown presented a report to set out the revenue, capital and reform budget for policing for financial year 2025-26. This included a discussion about the use of overtime and how the overtime management group operates over the next financial year. This was noted by members.

**4.4 Body Worn Video**

CDIO Hendry provided a verbal update on Body Worn Video, which included an update on the training, business change and comms, stakeholder engagement, policies and processes and how it is linked to DESC implementation. Joneen Clarke, Programme Manager, provided an input from a programme management perspective, including how benefits will be tracked. This was noted by members.

**4.5 NICCS Update**

ACC Bond provided a verbal update on the meeting that had taken place on 16 December 2024 with the supplier. A preferred option has been identified, which is a sustainable option and will provide a consistent system across Scotland. A paper will be submitted to the next Change Board with the updated position and route forward. This was noted by members.

## DCC People and Professionalism

**5.1 Management Board Update**

DCC Speirs provided a verbal update to provide members with an overview of activities within his portfolio. ACC Houston provided a verbal update on the investigative training work. A paper will come back to SLB in due course. This was noted by members.

**5.2 Policing Together Division – 6 months on**

ACC Paton and CS Paden presented an update on the work being carried out within the Policing Together division. CS Paden introduced a slide deck which detailed the staffing, demand and remit of the division, detailing the complexities and challenges that exist. This was noted by members.

**5.3 Firearms and Explosives Licensing Operating Model – Update and Reparenting of Police Resource Request**

ACC Houston presented a report seeking approval to reparent officer posts from Local Policing into NFEL. This generated discussions regarding the LPSDR and operating model, and the impact movement of posts would have on the desired outcome of the review. It was agreed that members supported the proposal, however further work and engagement is required on the detail and mechanisms. This would be discussed off table and would come back to LPMB.

DECISION: Approved in principle, however detail and mechanisms to be discussed and paper to be submitted to LPMB.

**5.4 VR/VER**

Director Miller presented a report to members to present options for the 25/26 VR/VER scheme. It was agreed that further discussions need to take place, and the options considered in more detail.

DECISION: Not approved. Further discussions to take place.

**5.5 Hybrid Working**

Director Miller presented a report to members detailing the work carried out on the hybrid working guidance, following feedback from October SLB. There were significant discussions regarding the guidance, officers and staff mix, modern workforce and recruitment. It was agreed that further feedback will be provided.

DECISION: Not approved. Members to provide further feedback to Director Miller by 3 January 2025. This will be incorporated, and paper resubmitted to SLB before consultation.

## DCC Crime

**5.1 Management Update**

DCC Smith presented a report from the Crime Board, which was held on 11 December 2024. This included updates on audit and CJ improvement plan. This was noted by members.

**5.2 Criminal Justice Improvement Plan**

### ACC Middleton presented a slide deck to members detailing the work being carried out in relation to Direct Measures, Alternative pathways to interview, SPR review, Public Citations, Scheduler use, Summary case management, and Court officer model. This was noted by members.

**7. Papers Approved for Submission to SPA**

Nil

**8. AOCB**

Nil

## 10. Review of Actions

Nil

## 11. Future Meeting

The next meeting will take place on Wednesday 22 January 2025.

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