# Strategic Leadership Board - Discussion Summary

**Friday 22 November 2024**

## Board Members in Attendance

Jo Farrell, Chief Constable (Chair)

Bex Smith DCC Crime

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

Tom McMahon Director of Strategy and Analysis

Chris Starrs Head of Corporate Communications

Andrew Hendry Chief Digital Information Officer

James Gray Chief Financial Officer

Duncan Campbell Chief Legal Officer

## Others In Attendance

Superintendent, Chief of Staff

Secretariat, Committee Services

## Apologies

Alan Speirs, DCC People and Professionalism

Jane Connors DCC Local Policing

Wendy Middleton ACC Criminal Justice

Katy Miller, Director of People and Development

## 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 one 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 16 October 2024.

Decision/Action: Approved

### Primary Boards

## 3.1 Corporate Finance and People Board

CFO Gray presented a report on the Corporate Finance Board, held on the 29 October 2024. Updates included Q2 Financial Monitoring report, contact awards and estates updates. This was noted by members.

## 3.2 Change Board

CDIO Hendry provided an update on the Change Board, held on 29 October 2024, this included an update on the Change Portfolio, Fraud Strategy and Operating Model project and Cyber Training and Capability. This was noted by members.

## 3.3 People Board

ACC Houston presented a paper on the People Board held on 4 November, this included updates on PSET qualifications match project, OST certification memo and ill health retirals process. This was noted by members.

## 3.4 Performance Board

Director McMahon presented a report on the Performance Board, held on 11 November 2024. The meeting had focused on performance and accountability framework and the proposed strategy indicators and KPIs. The Q2 Performance Report was approved for onward transmission to the SPA Policing Performance Committee. This was noted by members.

## DCC People and Professionalism

**4.1 Management Board Update**

ACC Houston presented a report detailing the areas of focus within the People and Professionalism Portfolio. This included an update on People Board and the Initial Probationer Training flexible delivery. This was noted by members.

## 4.2 Initial Probationer Training – Flexible Delivery

ACC Houston presented a report detailing the delivery of the non-residential initial probationer training at Jackton. In July 2024, the course was piloted at Jackton, 52 probationers who resided predominately within Q, G, and K Divisions were selected to complete their training at Jackson. Recommendations were proposed for further work in this area. This was approved by members. A paper will be brought back detailing the training options.

DECISION: Recommendations approved by members.

**4.3 3 Year Plan – Biannual Report**

Director McMahon presented a report detailing the milestones and work towards the 3-year plan. This was discussed amongst members and will be submitted to the SPA Policing Performance Committee in December.

## DCC Crime

**5.1 Management Update**

DCC Smith presented a report from the Crime Board, which was held on 13 November 2024. This included updates on resourcing and workforce mix within SCD, Crime Management Structures, Crime and Investigative Training and CJ Improvement. This was noted by members.

**5.2 Crime and Investigative Training**

ACC Johnson presented a report highlighting the risks and challenges that exist in how we train our entire workforce to respond to crime and investigation. There were significant discussions from members regarding PIP and our engagement with College of Policing. This was noted by members.

ACTION: Chief Legal Officer to look at what steps are needed for engagement with College of Policing to take place regarding investigative training.

### DCC Local Policing

**6.1 Management Board Update**

DCC Connors presented a report from the Local Policing and Corporate Management Board, which was held on 15 November. This included updates on LPSDR and Operational Support tenure of post. This was noted by members.

**6.2 Financial Monitoring**

CFO Gray presented a report providing detailing on the financial position for quarter 2. 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 on a weekly basis.

ACTION: DCC weekly video update to be produced on pay and reward.

**6.3 Budget Proposal 2025/26**

CFO Gray presented a report to set out the revenue, capital and reform budget requirement for policing for financial year 2025-26. This was noted by members.

**6.4 Body Worn Video**

CDIO Hendry provided a verbal update on Body Worn Video, which included an update on the approvals, resources, design, build, policies, oversight and engagement to date. There are two amber milestones: integration and training. This was noted by members.

**6.5 Local Policing Service Delivery Review**

ACC Mairs and Chief Supt Davison presented the report and blueprint to members. This included an update on the recommendations, risks and options. It was agreed that the recommendation should be changed to national rather than regionalisation. Members endorsed the report and recommendations.

**Discussion Topics**

**7.1 Best Value**

Director McMahon provided an update on our position on the Best Value audit. This included the objectives, feedback from HMICS and the Steering Committee which has been set up. This was noted by members.

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

Item 4.3 3 Year Plan Biannual Report – Submission to SPA Policing Performance Committee.

**9. AOCB**

Nil

### 10. Review of Actions

Item 5.2 - ACTION: Chief Legal Officer to look at what steps are needed for engagement with College of Policing to take place regarding investigative training.

Item 6.2 - ACTION: DCC weekly video update to be produced on pay and reward.

## 11. Future Meeting

The next meeting will take place on Tuesday 17 December in, Graham Room, SPC.

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