



### 3.0 POLICE SCOTLAND ONLINE CHILD SEXUAL ABUSE CAMPAIGN

- 3.1 #GetHelpOrGetCaught is Police Scotland's latest online child sexual abuse campaign which targets men who are either already offending or at risk of offending and comes at a time when reports of online child abuse continue to increase with nearly 2,000 offences recorded by Police Scotland between 1 April 2022 and 31 March, 2023.

Featuring a film produced by the charity Stop It Now!, the campaign highlights the consequences of offending for perpetrators and urges them to stop and seek help by contacting Stop It Now! Scotland or get caught!. Information on the campaign can be found at this link <https://www.scotland.police.uk/what-s-happening/campaigns/2023/online-child-sexual-abuse/>

### 4.0 NEW POLICE CHIEF CONSTABLE

- 4.1 Scotland's new Chief Constable Jo Farrell has pledged to prioritise trust, confidence, high performance, and officer and staff wellbeing as she takes command of the national police service. She has also committed to focusing on threat, harm, and risk, and on prevention and problem solving. Farrell has also underlined her determination to drive an anti-discriminatory agenda, acknowledging that Police Scotland is institutionally discriminatory. She said that her success will be measured by the improved experiences of officers and staff, and of the public.

Cabinet Secretary for Justice and Home Affairs Angela Constance has welcomed the appointment of Farrell, saying that she has the leadership and skills that are essential to head the national police service. Scottish Police Authority Chair Martyn Evans said that the Authority is delighted that the new Chief Constable is now in post and looks forward to working closely with her and the wider leadership team in the months ahead.

A link to the CC Farrell statement can be found at this link <https://www.scotland.police.uk/what-s-happening/news/2023/october/new-chief-sets-out-her-priorities-for-police-scotland/>

- 4.2 CC Farrell acknowledgement that Police Scotland is institutionally discriminatory follows former Chief Constable Iain Livingstone addressing the issue at a meeting of the SPA board in May 2023. In his statement he publicly acknowledged that the police service is institutionally racist and discriminatory. He said that this does not mean that individual police officers and staff are racist or sexist, but that there are deep-rooted barriers within the organisation that prevent it from providing fair and effective policing for all. He outlined several steps that Police Scotland is taking to achieve this, including:

- Listening to under-represented communities and understanding how they can be better served
- Investing to give police leaders the skills and tools they need to build inclusive teams
- Increasing knowledge and learning on inclusion
- Regularly and actively challenging and changing policies and procedures to eradicate unwitting bias
- Attracting, retaining, and promoting a diverse workforce

A link to CC Livingstone full statement can be found at this link <https://www.scotland.police.uk/what-s-happening/news/2023/may/chief-constable-statement-on-institutional-discrimination/>

## **5.0 HMICS REVIEW OF POLICE VETTING POLICY AND PROCEDURES**

- 5.1 HMICS conducted a review of police vetting policy and procedures with the aim of assuring the quality of vetting and renewals and whether these effectively identified potential misconduct, risk or vulnerability.
- 5.2 The report identified gaps in the vetting system and proposed a number of recommendations such as vetting for all Police staff, regular vetting updates, and changes to vetting policy.
- 5.3 The full report can be accessed from this link <https://www.hmics.scot/publications/hmics-assurance-review-vetting-policy-and-procedures-within-police-scotland>

## **6.0 HMICS THEMATIC REVIEW OF POLICING MENTAL HEALTH IN SCOTLAND**

- 6.1 HMICS published a review of policing mental health in Scotland in October 2023. The aim of this review was to assess the state, efficiency, and effectiveness of Police Scotland's provision of mental health-related policing services.
- 6.2 The review found that the police response to mental health-related demand can have a negative impact on the efficiency and effectiveness of the organisation in delivering other policing services.
- 6.3 The HMICS recommendations call for a comprehensive and coordinated approach to policing mental health in Scotland, involving all relevant stakeholders. This includes developing a clear mental health strategy for Police Scotland, providing effective training to officers and staff, and working closely with partner agencies.
- 6.4 The full report can be accessed from this link <https://www.hmics.scot/publications/hmics-thematic-review-policing-mental-health-scotland>

## **7.0 2023-24 POLICE SCOTLAND STAFF PAY DEAL**

- 7.1 A minimum 7% increase to pay for staff working across policing in Scotland has been agreed and will be backdated to 1 April 2023. The offer is consistent with the pay deal agreed for police officers in September 2023 and includes increases to and the introduction of new allowances. The agreement ensures a cumulative 12.35% increase in staff pay since 1 April 2022 which mirrors wage growth for police officers, the fire service and teachers.

## **8.0 FBU STRIKE ACTION**

- 8.1 The Fire Brigades Union (FBU) will begin consulting members on taking strike action in opposition to the cuts the union said has been imposed by the Scottish Government.

## **9.0 5<sup>TH</sup> NOVEMBER ACTION PLAN**

- 9.1 The Community Safety Partnership submitted their 5th November strategic action plan to the Scottish Government to inform the annual, national policing approach, 'Operation Moonbeam' and help provide valuable insights to the varieties of approaches, best practices, priorities, and challenges from across the country. Inverclyde's local plan captures the planned activities of the community safety partners during October and the beginning of November. These activities include educational inputs, public awareness raising, information and intelligence sharing, regulation of firework sales, proactive patrols, and community engagement. Partnership operational groups will also meet during the period to discuss specific plans for community areas.

## 10.0 INVERCLYDE POLICE & FIRE SCRUTINY PANEL LETTER TO CABINET SECRETARY

- 10.1 At the 4 September meeting of this panel a motion was passed for the chair of the panel to write to the Cabinet Secretary to raise concerns around the proposed cuts to Police Scotland K Division, which covers the Inverclyde area.
- 10.2 A letter was issued by the Chair of Inverclyde Local Police and Fire Scrutiny Panel on the 24 October 2023 to the Cabinet Secretary for Justice and Home Affairs, Angela Constance MSP, setting out the panels concerns. Any response will be reported to the next meeting of the panel.
- 10.3 A copy of the letter is contained within appendix 1 to the report.

## 11.0 POLICE SCOTLAND PARTNERSHIP HUB – MINISTERIAL VISIT

- 11.1 The Minister for Victims and Community Safety, Siobhian Brown MSP, visited Police Scotland's Inverclyde Partnership Hub office on the 29 September 2023 to hear about the positive multi-agency work that goes on between Police Scotland and local community safety partners. The minister heard from a range of partners about the value of the daily partnership meetings in addressing antisocial behaviour and safeguarding people in our communities.
- 11.2 A letter from the Minister thanking Police Scotland and partners is contained within appendix 2 to the report.

## 12.0 IMPLICATIONS

- 12.1 The table below shows whether risks and implications apply if the recommendation(s) is(are) agreed:

SUBJECT	YES	NO
Financial		X
Legal/Risk		X
Human Resources		X
Strategic (LOIP/Corporate Plan)		X
Equalities & Fairer Scotland Duty		X
Children & Young People's Rights & Wellbeing		X
Environmental & Sustainability		X
Data Protection		X

### 12.2 Finance

One off Costs

Cost Centre	Budget Heading	Budget Years	Proposed Spend this Report	Virement From	Other Comments
N/A					

Annually Recurring Costs/ (Savings)

<b>Cost Centre</b>	<b>Budget Heading</b>	<b>With Effect from</b>	<b>Annual Net Impact</b>	<b>Virement From (If Applicable)</b>	<b>Other Comments</b>
N/A					

### 12.3 **Legal/Risk**

There are no legal/risk implications contained within this report.

### 12.4 **Human Resources**

There are no human resource implications contained within this report.

### 12.5 **Strategic**

There are no strategic implications contained within this report.

## 13.0 **CONSULTATION**

13.1 There were no consultations required outside those noted in the report.

## 14.0 **BACKGROUND PAPERS**

14.1 There are no background papers associated with this report.

Our Ref: TM/LR

Your Ref:

Date: 24 October 2023

Angela Constance MSP  
Cabinet Secretary for Justice and Home Affairs  
Scottish Government  
Regent Road  
Edinburgh  
EH1 3DG

Dear Cabinet Secretary

I am writing to you today as Convener of the Inverclyde Council Local Police and Fire Scrutiny Panel to express my concern about the current staffing levels of Police Scotland, and the proposed cuts to policing across K division, which includes Inverclyde.

As you know, K Division is a large and diverse area, covering both urban and rural communities. It is also an area with high levels of deprivation, and the continued reduction in policing has, in the panel's opinion, made it even more difficult for the police to help keep our communities safe.


The members of the Panel are aware of considerable concerns within our communities about the impact of the cuts to policing. They are worried about longer response times, less visible police presence, reduced support to our schools, and a decrease in the number of officers available to investigate criminal behaviour. Of particular concern is the impact of police savings on the safety of vulnerable people, such as the elderly and those with disabilities. These people can often be the most likely victims of crime, and they rely on the police to help keep them safe.

The Panel believe that any further cuts to policing in K Division will put the public at increasing risk and I am asking the Scottish Government to give due regard to the concerns of this Panel. As elected members, we certainly understand the pressure on all budgets across all elements of Scottish Government, Local Authorities, and partner agencies this year and the coming years, but it would be remiss of me as Convener of this Panel, not to express my concerns.

In my role as Convener of the Inverclyde Local Police and Fire and Scrutiny Panel, I hope that you recognise the concerns raised in this letter as being in the spirit of keeping the citizens of Inverclyde safe from harm.

I look forward to hearing from you.

Yours sincerely



**Councillor David Wilson**  
**Convener of the Inverclyde Local Police and Fire Scrutiny Panel**



Minister for Victims and Community Safety  
Ministear airson Luchd-fulaing is Sàbhailteachd  
Chòimhearsnachd  
Siobhian Brown MSP/BPA



Scottish Government  
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Inspector Paul Thompson  
Police Scotland  
Greenock Police Office

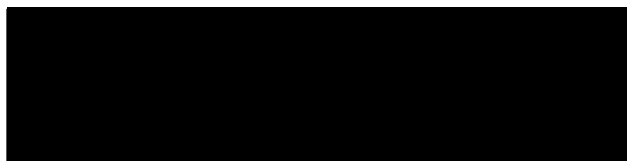
By email : Paul.Thompson2@scotland.police.uk

6 October 2023

Dear Paul

Thank you to you and your colleagues for inviting me to meet with the Inverclyde Partnership Hub so that I could hear about the positive way you are working together to address antisocial behaviour within the local community.

I very much enjoyed our meeting and am grateful to everyone for sharing their experiences of working collaboratively with partners in the multi-agency Hub. I was particularly struck by the commitment of those involved who are making a real difference to individual lives and benefiting the whole community. I would be grateful if you could pass on my thanks to everyone involved in the Partnership.



**SIOBHIAN BROWN**

Scottish Ministers, special advisers and the Permanent Secretary are covered by the terms of the Lobbying (Scotland) Act 2016. See [www.lobbying.scot](http://www.lobbying.scot)  
Tha Ministearanna h-Alba, an luchd-comhairleachaidh sònraichte agus Rùnaire Maireannach fo chumhachan Achd Coiteachaidh (Alba) 2016. Faicibh [www.lobbying.scot](http://www.lobbying.scot)

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