

A meeting of the Local Police and Fire Scrutiny Panel will be held on Thursday 28 March 2024 at 3pm.

Members may attend the meeting in person or via remote online access. Webex joining details have been sent to Members and Officers. Members are requested to notify Committee Services by 12 noon on Wednesday 27 March 2024 how they intend to access the meeting.

In the event of connectivity issues, Members are asked to use the *join by phone* number in the Webex invitation and as noted above.

Please note that this meeting will be live-streamed via YouTube with the exception of any business which is treated as exempt in terms of the Local Government (Scotland) Act 1973 as amended.

Further information relating to the recording and live-streaming of meetings can be found at the end of this notice.

VICKY POLLOCK
Interim Head of Legal & Democratic Services

BUSINESS

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2.	Police Scotland Performance Report	p
3.	Scottish Fire & Rescue Service Spotlight on SFRS East Renfrewshire, Renfrewshire & Inverclyde Community Action Team	
NEW BUSINESS		
4.	Local Police and Fire Scrutiny Panel Update Report Report by Corporate Director Education, Communities & Organisational Development	p

The reports are available publicly on the Council’s website and the minute of the meeting will be submitted to the next standing meeting of the Inverclyde Council. The agenda for the meeting of the Inverclyde Council will be available publicly on the Council’s website.

Please note: this meeting may be recorded or live-streamed via You Tube and the Council’s internet site, where it will be capable of repeated viewing. At the start of the meeting the Provost/Chair will confirm if all or part of the meeting is being recorded or live-streamed.

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If you are participating in the meeting, you acknowledge that you may be filmed and that any information pertaining to you contained in the recording or live-stream of the meeting will be used for webcasting or training purposes and for the purpose of keeping historical records and making those records available to the public. In making this use of your information the Council is processing data which is necessary for the performance of a task carried out in the public interest. If you are asked to speak at the meeting then your submission to the committee will be captured as part of the recording or live-stream.

If you have any queries regarding this and, in particular, if you believe that use and/or storage of any particular information would cause, or be likely to cause, substantial damage or distress to any individual, please contact the Information Governance team at dataprotection@inverclyde.gov.uk

Enquiries to - **Lindsay Carrick** - Tel 01475 712114

Inverclyde Performance Summary Report

Reporting Period: 01/04/23 - 31/12/23



POLICE SCOTLAND
POILEAS ALBA

Unless otherwise stated, all data provided is for the period 1 April 2023 - 31 December 2023, and all comparisons are made with the same period in 2022. All statistics are provisional and should be treated as management information. All data have been extracted from Police Scotland internal systems and are correct as of 15 January 2024.

Incidents Recorded	Common Assault	Overall Dishonesty	Domestic Abuse Incidents
<p>+6.6%</p> <p>15,160</p>	<p>+1.8%</p> <p>504</p>	<p>+24.5%</p> <p>1,213</p>	<p>-13.4%</p> <p>515</p>
<p>Overall Violent Crime</p> <p>+0.9%</p> <p>581</p>	<p>Sexual Crime</p> <p>-2.9%</p> <p>102</p>	<p>Road Traffic Casualties</p> <p>-2.4%</p> <p>40</p>	<p>Disorder Complaints</p> <p>-7.1%</p> <p>1,776</p>
<p>Missing People</p> <p>+3.3%</p> <p>156</p>	<p>Total Crime</p> <p>+7.3%</p> <p>4,809 Crimes</p>		<p>Housebreaking</p> <p>-1.8%</p> <p>112</p>

Inverclyde Performance Summary Report Reporting Period: 1 April 2023 to 31 December 2023







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Introduction

I am pleased to present this report to the Police Fire and Rescue Committee for its information and consideration. Please note that all data included in this report are management information and not official statistics. All data are sourced from Police Scotland internal systems and are correct as of date of publication. Unless stated otherwise, numerical comparisons are against the comparable period in the preceding reporting year.

Chief Superintendent Gordon McCreadie
Local Policing Commander
Renfrewshire and Inverclyde Division

INVERCLYDE POLICING PRIORITIES 2023/26

PRIORITY	EXECUTIVE SUMMARY
 <p>VIOLENCE, DISORDER AND ANTISOCIAL BEHAVIOUR</p>	<p>Recorded crimes of violence increased by 0.9% to a total of 581, largely due to a rise in minor violence. However, serious assaults fell by over 18% on the previous year. Meanwhile the rate of violent crime per 10,000 population in Inverclyde remains below the national average. Over half of recorded violent crimes occurred within private spaces (e.g. dwelling houses). The detection rate is 68.3%, close to the national rate of 69.7% for the same reporting period.</p>
 <p>PROTECTING VULNERABLE PEOPLE</p>	<p>Recorded sexual crimes in Inverclyde fell by 2.9% compared to the previous year, with a total of 102 crimes reported. Inverclyde's rate of sexual crime per 10k population remains below the national average. Approximately 28% of recorded sexual crimes involved non-recent reporting, and 43% of crimes related to non-contact offences (such as indecent online communications with child victims). Meanwhile, missing persons reports have increased slightly (+5) to a total of 156 with many of these incidents relating to Looked After and Accommodated Children. There has however been a down turn following our proactive work focused on the Philomena Protocol and the "Not at Home" strategy. Ongoing liaison continues with residential units and hospitals to provide advice and guidance into missing persons.</p>
 <p>ACQUISITIVE AND CYBER / DIGITAL CRIME</p>	<p>Overall crimes of dishonesty increased by nearly a quarter to a total of 1,213 crimes in Inverclyde. Nationally, recorded acquisitive crime is also on the rise. An increase in recorded crimes of theft by shoplifting, common theft and fraud were significant drivers in this overall rise in acquisitive crime. Conversely, housebreaking crimes have fallen by 1.3% on the previous year. The Partnerships, Preventions and Interventions Unit continue to engage with local businesses to tackle the issue of acquisitive crime. A proactive focus on the issue has contributed to a detection rate (42.2%) that is considerably above the national average (32.3%).</p>
 <p>ROAD SAFETY AND ROAD CRIME</p>	<p>Overall, road casualties have fallen by one, to a total of 40. There have been no road deaths in the current reporting period, and serious road injuries fell from 18 to 12, and no children incurred serious road injuries. Meanwhile, proactivity by Inverclyde officers and the Road Policing Unit has contributed to a rise of 6.8% in recorded road traffic offences.</p>

POLICE SCOTLAND'S POLICING PRIORITIES 2023/24

Protecting vulnerable people

Renfrewshire and Inverclyde Division continues to support a multi-agency approach to reduce drug deaths, to engage with Scottish Government and stakeholders to influence approaches to supporting individuals with complex mental health needs, and to work in partnership to develop local effective and efficient pathways to support vulnerable people.

Tackling crime in the digital age

Police in Inverclyde continue to benefit from the support of specialised Police Scotland units such as the Cybercrime Unit, Economic Crime and Financial Investigation Unit, and the Online Child Sexual Abuse & Exploitation Unit. This assistance is crucial to the division as we tackle a rise in cyber enabled crimes. There are continued efforts to ensure our Officers have the training, resources and equipment needed to tackle the threat arising from cyber related criminality and technological advancement.

Working with communities

The Division continues to support this Police Scotland priority and to develop strategic partnerships to find synergy in policy making and shared resources. Police in Inverclyde recognise the importance of engaging with communities to understand their needs, and strive to support innovation in local partnership settings.

Support for operational policing

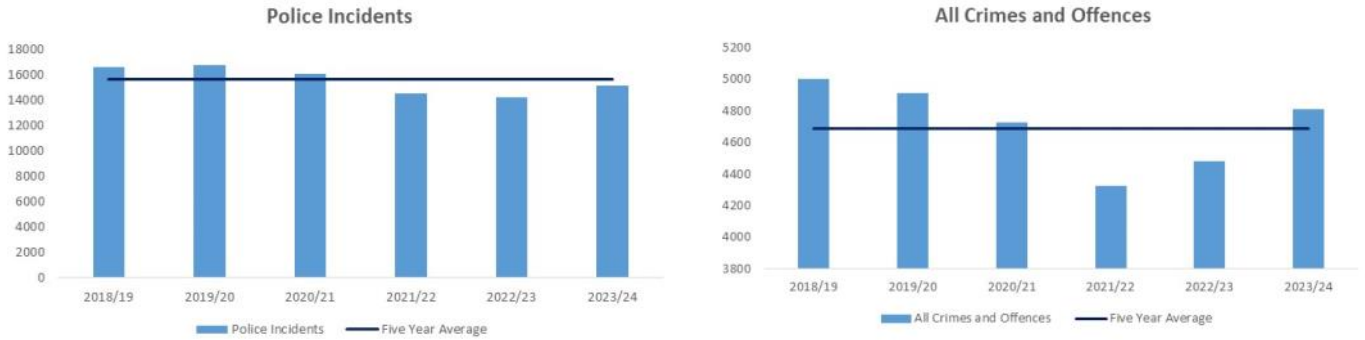
Inverclyde Police continue to link in closely with Police Scotland's Corporate Services who enable and support operational resources to deliver against the strategic priorities and their outcomes. As part of the Digitally-Enabled Policing Programme, migration to new national Core Operational Systems has led to increased efficiency and deployability of local Police Officers, allowing them to more effectively serve Inverclyde's communities.

DEMAND ANALYSIS

PYTD - PREVIOUS YEAR TO DATE

CYTD - CURRENT YEAR TO DATE

CRIME	PYTD	CYTD	INCIDENTS	PYTD	CYTD
Total Crimes & Offences	4,482	4,809	Total number of incidents	14,222	15,160

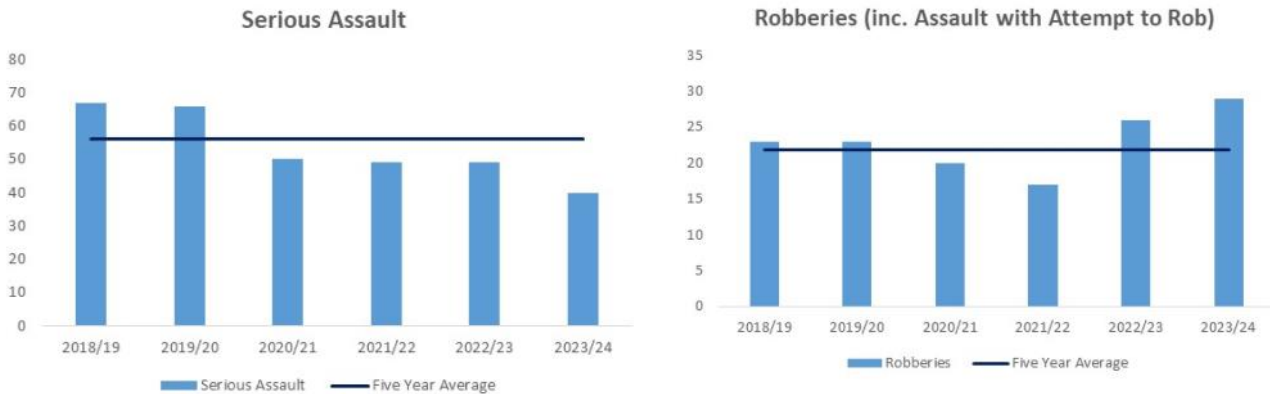


The volume of recorded crime and offences in Inverclyde has increased by 7.3%. This is in line with the national picture, with crime figures rising by a similar margin on last year. The overall crime rate in Inverclyde of approximately 618 crimes per 10,000 population remains below the national crime rate of roughly 672 crimes per 10k. Within Inverclyde, this overall rise has been driven by an increase in Group 1 crimes of serious violence, Group 3 crimes of dishonesty (e.g. theft, shoplifting, fraud), Group 4 crimes of malicious mischief (e.g. vandalism, fireraising), Group 5 crimes of proactivity (e.g. drug possession and supply, weapon carrying offences), and Group 7 road traffic offences (e.g. speeding, license offences).

Nationally, all of these crime groups (with the exception of Group 4 crimes) have also increased on last year's figures. Meanwhile, Group 2 sexual crimes and Group 6 miscellaneous offences (e.g. common assault, breach of the peace) have fallen slightly on last year's figures. The overall detection rate for crimes and offences in Inverclyde is 63.7%, close to the national detection rate of 64.5%, for the same reporting period.

Recorded Police incidents have increased by 6.6% to 36,680, with approximately 55% requiring physical Police attendance, the others being dealt with via other means i.e. via telephone. 18.3% of all incidents resulted in a crime being recorded. Although part of this rise is attributed to an increase in silent/discarded 999 calls (caused by a rise in accidental calls following a smart devices software updates), there is a growing, evolving demand on Police in Inverclyde, with a rise in some crime incidents and external agency requests. This increasing pressure on Police Scotland from other agencies, most of which is non-criminal in nature, may be reflective of reduced budgets. in other agencies, displacing demand on police and reducing officer time for patrol duties.

VIOLENCE, ANTISOCIAL BEHAVIOUR AND DISORDER



Violence

581 crimes of violence were recorded in Inverclyde in the reporting period - an increase of five crimes compared to the same period in 2022. While minor assaults and robberies increased slightly on the previous year's figures, nine fewer serious assaults occurred. In Inverclyde, the rate of violence per 10,000 population (74.7) remains below the national rate for the same reporting period (88.8 per 10k). Just over half (52%) of all reported violent crimes in Inverclyde occurred in private spaces such as dwelling houses and flats. Violence occurring in private spaces tends to be associated with unique challenges to Police. Whilst this is challenging, particularly in respect of Domestic Abuse and Violence Against Women and Girls, officers are trained to identify other investigative opportunities. The detection rate for crimes of violence in Inverclyde in the reporting period was 68.5%, close to the national rate of 69.7% for the same period. Incidences of violence are subject of daily management review and scrutiny and any evidential opportunities are swiftly and fully exploited. This review extends to specialist departments who support local officers in the identification and apprehension of offenders. There continues to be proactive engagement with retailers, a focused poster campaign highlighting that violence against retail workers is unacceptable.

Disorder and Antisocial Behaviour

Complaints relating to disorder in Inverclyde fell by 7.1%, to a total of 1,776 incidents. Disorder and ASB is the main focus of the Inverclyde Partnership Hub, the police led multi-agency approach to tackling ASB through work with statutory and third sector organisations. Three additional crimes of wilful fireraising have been recorded in the reporting period compared to the previous year, while recorded crimes of vandalism have increased by 2.5% to a total of 405. Property targeted in recent fireraising crimes within the reporting period includes wheelie bins and motor vehicles. The Multi-Agency Fire Raising Group - chaired by the Partnerships and Preventions Superintendent - which includes SFRS, Inverclyde Council's ASB team and housing agencies, has an established structure which looks at longer term planning and prevention to prevent and detect wilful fires.

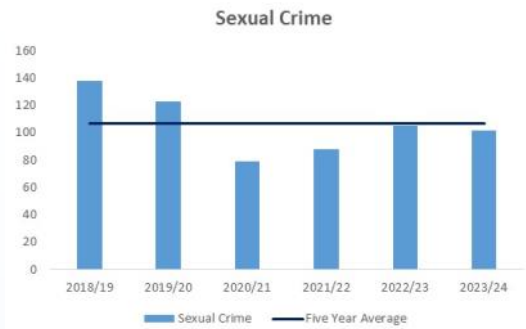
Hate Crime

43 hate incidents were recorded in the reporting period (six fewer than the same period in 2022), with a total of 33 hate crimes subsequently being recorded. A considerable proportion of recorded hate crimes in Inverclyde related to Police Officers being targeted during the course of their duties in relation to actual or perceived protected characteristics. Over half of recorded hate crimes in the reporting period were racial in nature, with hate crimes targeting victims on the basis of other protected characteristics (sexual orientation, transgender identity, religion/belief, disability) featuring less commonly.

PROTECTING VULNERABLE PEOPLE

Sexual Crime

102 sexual crimes have been recorded in Inverclyde in the reporting period, a decrease of 2.9% on the previous year. The rate of crimes per 10,000 population in relation to sexual crime in Inverclyde (13.7 crimes per 10,000 population) remains lower than the national average crime rate. Approximately 43% of sexual crimes in the reporting period were non-contact offences. Over 23% of sexual crimes in the current year involved non-recent reporting. There are specific challenges



associated with the investigation and detection of non-recent sexual crimes, due to the passage of time and resulting loss of various forensic opportunities. The detection rate for sexual crimes is 65.7%, considerably above the previous year's rate of 52.4% and also remaining above the national detection rate for the same period (56%). It is gratifying that evidence continues to show increased confidence in reporting sexual crime to Police Scotland. We continue to work in partnership with support services and feedback generated by service users describing and evaluating their experience with our trained officers in Inverclyde has been overwhelmingly positive this year. This demonstrates our continued commitment to support and to providing the best service to those reporting sexual crime. Inverclyde police and partners continue to work together to raise awareness of reporting mechanisms, support measures and to encourage survivors of abuse to come forward and engage with services.

Missing People

In the period April to December, 156 missing person reports have been recorded in Inverclyde, a rise of five reports compared to same period in 2022. Over four times as many incidents involved LAAC in the reporting period, compared to the previous year. Over 80% of missing people were traced within 24 hours. Two-thirds of all missing persons incidents in the reporting period involved just 14 individuals (who each went missing an average of seven times). Focussed partnership engagement with Children's Homes in Inverclyde is assisting to reduce the recurrence of, and risk associated with, young people in care going missing.

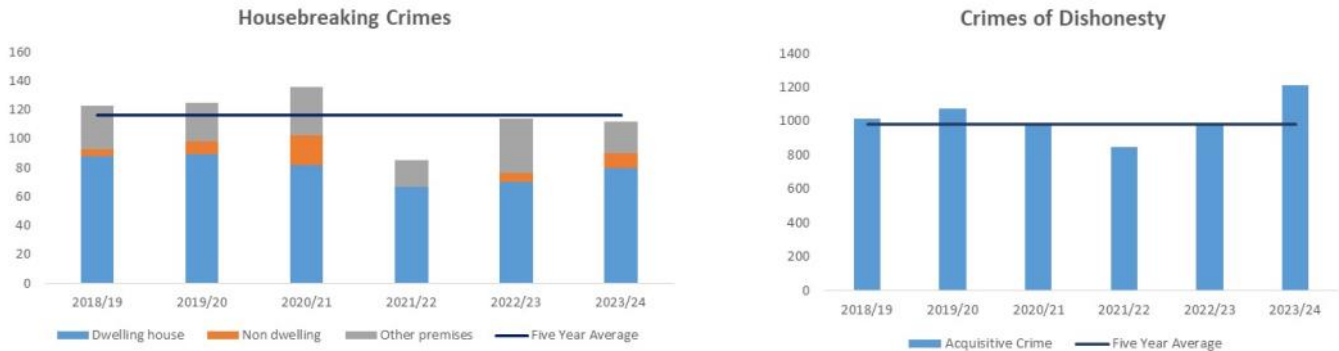
Domestic Abuse

Victims of domestic abuse remain one of Renfrewshire and Inverclyde Division's top priorities. Police in Inverclyde continue to work with a range of partners to instil confidence in victims to report abuse to the Police and to continually improve our service to all victims of domestic abuse. Recorded domestic abuse incidents in Inverclyde decreased by 13.4% on the previous year, to a total of 515. Just under 48% of all recorded domestic incidents resulted in a crime being recorded. The detection rate for domestic crime decreased by 6.3 percentage points on the previous year, to 65.1% in the reporting period.

Drug Related Deaths

Ten suspected and five confirmed drugs related deaths occurred in Inverclyde in the reporting period. Analysis of confirmed drug deaths identified that all involved poly-drug use, with cocaine, bromazolam and etizolam featuring amongst a range of other controlled substances. Police in Inverclyde continue to collaborate with partner agencies via the Alcohol and Drug Partnership (ADP) to tackle drug related harms. The vast majority of frontline officers are now carrying Naloxone and are able to intervene in life threatening situations. The delivery of educational inputs to schools and continued proactivity relating to the supply and distribution of illicit drugs within Inverclyde's communities.

ACQUISITIVE CRIME



Overall crimes of dishonesty increased by nearly a quarter to a total of 1,213 crimes in Inverclyde. Nationally, recorded acquisitive crime is also on the rise. 492 theft by shoplifting crimes were recorded - a rise of 30.5% compared to the previous year. Common theft also constituted a large proportion of overall crimes of dishonesty, with 290 crimes - an increase of 9.8% on the same period in 2022. Recorded crimes of fraud also increased by nearly 55% on the previous year, to a total of 164. The detection rate for crimes of dishonesty in Inverclyde is 42.2%, almost 10% higher than the national detection rate for the same period. Meanwhile, the number of housebreaking crimes has fallen by 1.3% on the previous year.


Repeat acquisitive offenders continue to account for a significant proportion of overall crimes of dishonesty, with only eight repeat offenders identified and charged in relation to almost 29% of the total number of shoplifting crimes. The Partnerships, Preventions and Interventions Team along with Community Policing Team officers continue to engage with local businesses to raise awareness on prevention measures, target hardening and other problem solving initiatives, with a particular focus on shoplifting in Inverclyde. Exclusion zones continue to be utilised as a means to deter the most prolific repeat shoplifters in Inverclyde along with the Radiolink system in Port Glasgow and Greenock. Officers from Community Policing have been working with 'Retailers Against Crime' to develop intelligence gathering opportunities and crime prevention techniques. Officers have been working with local retailers to tackle the issues and have held information sessions in both the Oak Mall and Tesco in Port Glasgow where they interacted with members of the public during a Retail Crime Day of Engagement to give advice on fraud, theft and online safety. Officers from the Violence Reduction Unit have supported local Community Officers in the retail centres tackling acquisitive crime. Community Officers also ran community events at the Oak Mall in relation to 'shut out scammers'.

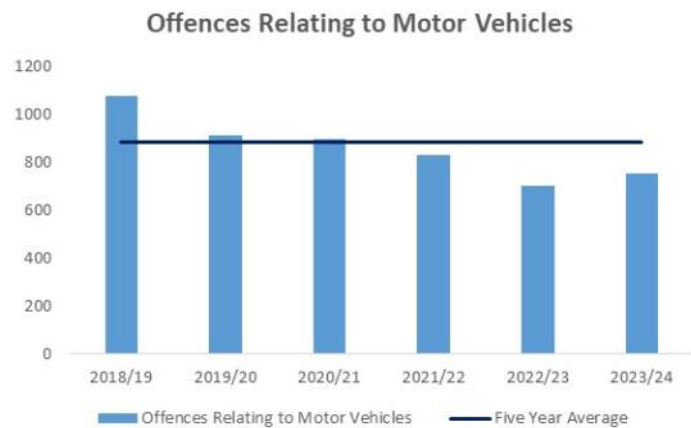
CYBER & DIGITAL CRIME

Cyber-enabled crime continues to impact on the communities of Inverclyde, with analysis indicating that crimes of dishonesty, in particular cyber-frauds, constitute more than half of all recorded cybercrimes in Inverclyde. Other cyber-enabled crimes raised in the reporting period include unauthorised access of computer systems, threatening and abusive online communications, crimes of sexual extortion, and sending indecent communications/images to child victims.

Police in Inverclyde continue to engage with the public to raise awareness of online scams and to methods to stay safe online. Officers from the Partnerships and Preventions Team and the Community Policing Team have been visiting secondary schools throughout Inverclyde to provide inputs to school children on Social Media, Sexual Behaviour and Online Safety / Cyber Bullying and Cyber Harm inputs. Inverclyde has had support from national teams in terms of social media and online safety campaigns.

ROAD SAFETY AND ROAD CRIME

Road Traffic Casualties		2022/23	2023/24
	Number of persons killed on our roads	1	0
	Number of persons seriously injured	18	12
	Number of persons slightly injured	22	28
	Number of children seriously injured	3	0
Road Traffic Data from 01/04/2023 to 31/12/2023			



Overall, road casualties have fallen by one, to a total of 40. There have been no road deaths in the current reporting period (compared to one in the same period last year); serious road injuries fell from 18 to 12 year-on-year; and slight injuries increased from 22 to 28. While three children suffered serious road injuries in the previous year, no children have been killed or seriously injured in the current reporting period.

Meanwhile, proactivity by Inverclyde officers and the Road Policing Unit has contributed to a rise of 6.8% in recorded road traffic offences, with a total of 751 in the reporting period. An increase has been noted in the number of various recorded road traffic offences, including (but not limited to) licence, insurance, mobile phone and seat belt offences.

Police in Inverclyde continue to utilise community intelligence to proactively undertake speed checks throughout the Local Authority area. Officers also continue to participate in a range of road safety campaigns, with officers carrying out vehicle and speed checks as part of the festive road safety campaign and speaking to motorists about the risks of driving after even one drink, and the dangers of drug driving.

Local community officers are trained in the use of speed detection equipment and will carry out enforcement at areas identified by the community. Colleagues in Road Policing routinely undertake patrols in Inverclyde, and will also assist local officers at problematic locations.

PUBLIC CONFIDENCE: COMPLAINTS & USER SATISFACTION

COMPLAINTS ABOUT THE POLICE

From 01/04/2023 - 31/12/2023

TOTAL COMPLAINT CASES RECEIVED			TOTAL NUMBER OF ALLEGATIONS RECEIVED		
PYTD	YTD	% Change	PYTD	YTD	% Change
59	77	30.5%	110	123	11.8%

Allegation Category and Type	PYTD	YTD	% change from PYTD
On Duty - TOTAL	66	92	39.4%
Assault	7	8	14.3%
Discriminatory Behaviour	1	1	0.0%
Excessive Force	9	6	-33.3%
Incivility	16	15	-6.3%
Irregularity in Procedure	28	52	85.7%
Neglect of Duty	0	2	x
Oppressive Conduct/Harassment	1	2	100.0%
Other - Criminal	4	2	-50.0%
Other - Non Criminal	0	2	x
Traffic Irregularity/Offence	0	2	x
Quality Of Service - TOTAL	44	31	-29.5%
Policy/Procedure	12	8	-33.3%
Service Delivery	13	6	-53.8%
Service Outcome	19	17	-10.5%
Grand Total	110	123	11.8%

In the period April to December 2023, a total of 77 complaint cases and 123 allegations have been received in Inverclyde in the reporting period. 92 allegations were 'On Duty' with a further 31 relating to quality service.

PUBLIC CONFIDENCE

From 01/04/2023 - 31/12/2023

75.9% of respondents to the 'Your Police' survey reported that they felt safe in their local area, compared to the national figure of 78.6%. 39.8% agreed, or strongly agreed that they had confidence in the Police in their local area (national figure - 34.2%). 29.7% of Inverclyde respondents felt that the police were doing a good job in the local area, compared to the national position of 25.1%. 59.2% of survey respondents in Inverclyde indicated that their fear of crime has increased in the last twelve months, a higher proportion than noted at the national level (54.2%). Thematic analysis of local issues which reportedly are causing residents concern in Inverclyde identified that antisocial behaviour and youth disorder are a common source of worry. Drug misuse and drug-related crime also causing a high proportion of residents concern. Within Inverclyde, local officers continue to deliver proactive drug Enforcement, supported by the Division's Serious Organised Crime Team and Support Unit personnel.

LOCAL POLICING PRIORITY OUTCOMES – CASE STUDIES

As part of the Festive Safety Campaign, the Preventions and Interventions Team delivered an input to Greenock Sports Centre in early December. This event allowed them to engage with numerous members of the Centre and to offer valuable tips and advice on how to stay safe over the holiday period.

The Preventions and Interventions Team delivered inputs to pupils of various schools throughout Inverclyde, focusing on mental health, bullying and hate crime. These sessions were designed to raise awareness of the devastating effects to individuals and communities that arise as a result of prejudice against actual or presumed personal characteristics.

Police in Inverclyde participated in the 16 Days of Activism Against Gender-Based Violence, which ran from 25 November to 10 December. Information highlighting concerns surrounding GBV was shared, and members of the public were signposted to external agencies able to provide support. The 'That Guy' campaign - was also launched on 30 October and continuing through November - urged men to be part of the solution to prevention sexual offending, by having those difficult conversations with a friend who may have crossed the line. Police Scotland continues to promote the multiple award winning "That Guy" campaign and its positive approach in changing and challenging unacceptable male behaviours, not the actions of victims.

In conjunction with Retailers Against Crime, Police in Inverclyde engaged with local businesses and members of the public as part of a Retail Crime Engagement Day in November. Divisional Community Policing Teams were joined by the Preventions and Interventions Unit and the Retail Crime Unit to deliver advice and guidance to local retailers on tactics to reduce the opportunity for crime and antisocial behaviour. Officers also engaged with shoppers in various locations in Inverclyde, disseminating community safety advice along with information relating to recent scams and frauds to be alert for.

FORTHCOMING INITIATIVES

The Division's Partnerships, Preventions and Interventions Team continue to liaise with residential units and hospitals to provide advice and guidance into missing persons.

Mandatory training will soon get underway in preparation for launch of the Hate Crime & Public Order (Scotland) Act, which goes live on 01/04/2024. Crucially, it will send an important message to victims, offenders and wider society that hate crime will absolutely not be tolerated. Key benefits of the legislative changes include simpler identification of appropriate legislation when dealing with hate crimes; protection for two new Protected Characteristics, namely Age and Variations in Sex Characteristics; and enhanced protection for all Protected Characteristics via the introduction of a new crime of stirring up hatred against any of the Characteristics covered by the Act.

In partnership with the Scottish Fire and Rescue Service, The Preventions and Interventions Team will deliver an antisocial behaviour input to Inverclyde Academy pupils, which will also include content relating to fire safety and the dangers of associated with wilful fire setting.

We continue to focus on repeat victims, offenders and locations which support measures to prevent further escalations.

3.0 THE SCOTTISH POLICE AUTHORITY BOARD

3.1 The meeting of SPA Board was held on the 22 February 2024 <https://www.spa.police.uk/what-we-do/governance-meetings/board-meeting/22-february-2024/> and considered several updates, including:

- change to prioritise frontline policing;
- HMICS Thematic Review on Policing Mental Health;
- drug enforcement;
- drink and drug driving enforcement;
- domestic abuse prevention campaign;
- technology to support front line policing; and
- voluntary redundancy/voluntary early retirement (VR/VER)

3.2 Change to prioritise frontline policing

Deputy Chief Constable Jane Connors has been asked to lead a programme of change, focused on delivering service transformation at pace. That work will allow Police Scotland to develop a new operating model to live within projected funding while maintaining service to the public by prioritising the frontline, removing back-office duplication, and creating capacity to deal with new and increasing threats.

The change programme will be a three-year journey that will see Police Scotland design and implement a new sustainable operating model while prioritising service delivery against areas of greatest threat, harm, and risk.

3.3 HMICS Thematic Review on Policing Mental Health

Members of the Policing Performance Committee reflected the HMICS Thematic Review on Policing Mental Health in Scotland was consistent with the call for a whole system approach emerging from the Authority event convened in December 2022. The report recognises the complexity, challenges and interdependencies which need to be addressed when preventing crisis and in supporting those at mental health crisis points. All agreed that a whole system approach is required. Police Scotland will report on progress against the recommendations as part of this system wide partnership approach.

3.4 Drug enforcement

During the early weeks of 2024, Police Scotland officers seized cannabis plants worth a combined total of over £10 million. Action took place right across Scotland including four seven-figure seizures, including cannabis worth £3.6 million recovered in Greenock and a further quantity worth £2.25 million recovered in Dundee. There were also significant recoveries in Falkirk, Dumfries, Ayrshire, Glasgow, Lanarkshire, Aberdeenshire, Inverness and Shetland. Arrests have been made in relation to the majority of the seizures and enquiries are ongoing into the remaining incidents.

3.5 Drink and drug driving enforcement

Police Scotland's festive drink and drug driving campaign took place from 1 December 2023 until 2 January 2024. Officers responded to concerns, carried out targeted patrols and organised road checks. The number of roadside tests carried out by police officers increased by 21 per cent compared to the previous year. There were 3,219 breath tests and 481 drug wipes at the roadside. Detected offences increased by 15% to 831.

3.6 Domestic abuse prevention campaign

Last December, Police Scotland ran the second phase of the Is That Me? Campaign at the end of 16 Days of Activism to Tackle Gender-based Violence, a United Nations initiative they support. Is That Me? targets young men, aged 18 – 25 years, to highlight behaviours that in new

relationships are abusive and might indicate future, escalating abuse. It asks them to reflect on their actions and ask that question Is That Me? Most importantly, it signposts them to support and help to address those abusive behaviour to stop domestic abuse before it happens.

Police Scotland have aligned Is That Me? with a social media campaign about the Disclosure Scheme for Domestic Abuse in Scotland (DSDAS) which enables people to ask if their partner has an abusive past. The scheme gives them the power to make a decision about the future of that relationship. In the eight years since the scheme has been active, more than 20,000 disclosures have been requested (the majority by police officers or other professionals on behalf of people they interact with). Nearly 12,000 people have been provided with information. Thousands have potentially been protected, lives saved, and futures lived free from domestic violence.

This scheme and prevention campaign is part of Police Scotland's commitment to tackle Violence against Women and Girls. They are continuing to develop this approach to the preventative campaigning and expect the next phases of both Is That Me? and The That Guy campaign to launch later this year.

3.7 Technology to support front line policing

Police Scotland has completed a major upgrade by replacing 44 outdated systems with 5 new core systems for case management, crime recording, warrants, direct measures, and productions. This new national crime system streamlines processes, making it easier for officers across Scotland to access and share information. Key benefits include reducing the need to re-enter information, better insights into crimes, and the potential for swifter justice for victims. The system is also designed to work with future technologies like the Digital Evidence Sharing Capability (DESC), aiding prosecutors and courts in their work.

3.8 VR/VER update

A window for applications from eligible staff for voluntary redundancy/voluntary early retirement (VR/VER) was open between 8 January and 9 February 2024. Police Scotland are now assessing which roles could be supported for release. Regular consultation with trade unions is ongoing and they have stated the commitment to no compulsory redundancies remains in place.

4.0 **INVITE TO DEMONSTRATE THE 'JOURNEY OF A CALL'**

4.1 Police Scotland have issued an invitation to a rescheduled event for the Scrutiny Panel on Wednesday 20 March 2024, at 1:00pm at Helen Street, Glasgow. The focus of the event is to provide an overview of the police service, including:

- operations of the Contact, Command, and Control Division in Glasgow; and
- local policing at Greenock Police Station, including a visit to the cells.

5.0 **HMICS THEMATIC INSPECTION OF ROAD POLICING IN SCOTLAND – TERMS OF REFERENCE**

5.1 On 29 January HM Inspectorate of Constabulary in Scotland (HMICS) published the terms of reference for the first phase of their Operational Support Division (OSD) inspection which will focus on road policing. The document is accessible from the following link <https://www.hmics.scot/publications/hmics-thematic-inspection-road-policing-scotland-%E2%80%93-terms-reference>.

5.2 The document outlines the thematic inspection of Operational Support Division (OSD) within Police Scotland, focusing on road policing arrangements in Scotland. The inspection aims to assess the state, effectiveness, and efficiency of road policing services, with a phased approach

starting with road policing. It references previous inspections in 2014 and highlights the importance of road safety frameworks and strategic assessments in guiding Police Scotland's efforts. The methodology includes benchmarking activities; self-evaluation; document reviews; interviews with stakeholders; and data analysis to understand the effectiveness of enforcement and preventative approaches in making Scotland's roads safer. The inspection will also assess the governance of road policing issues by the Scottish Police Authority and its oversight of the Chief Constable.

- 5.3 The inspection will specifically look at road policing services in the North East, Greater Glasgow, and Fife Divisions to understand local variations. Exclusions from scope include Events and Emergency Resilience Planning and Specialist Services, but the relationship between the road policing department and other business areas will be considered. The inspection will be conducted under the Police and Fire Reform (Scotland) Act 2012, with a report of findings expected to be published in summer 2024. Overall, the inspection aims to support Police Scotland and the Scottish Police Authority in delivering high-quality, continually improving, and responsive services that address key road safety priorities and contribute to the overall safety of Scotland's road network.

6.0 SCOTTISH FIRE AND RESCUE SERVICE FRAMEWORK

- 6.1 The Scottish Government (SG) and the Scottish Fire and Rescue Service (SFRS) have published their Service Framework. The purpose of the document is to set out the broad framework within which the Scottish Fire and Rescue Service (SFRS) operates. It defines key roles and responsibilities that underpin the relationship between the SFRS and the Scottish Government. While the document does not confer any legal powers or responsibilities, it plays a crucial role in the accountability and governance framework of the SFRS. The document aims to ensure effective relationships, alignment of SFRS business with SG's Purpose and National Outcomes, and high performance by the SFRS. It also serves as a guide for strategic engagement between the Scottish Government and the SFRS to maintain and improve public services and deliver improved outcomes.
- 6.2 The framework document is distinct from, but linked to, the Fire and Rescue Framework for Scotland, which is a statutory document made under the Fire (Scotland) Act 2005. The Fire and Rescue Framework for Scotland sets out the strategic priorities for the Scottish Fire and Rescue Service (SFRS) as determined by the Scottish Ministers. On the other hand, the framework document outlines the broad framework within which the SFRS operates and defines key roles and responsibilities between the SFRS and the Scottish Government.

While the Fire and Rescue Framework for Scotland establishes the strategic priorities for the SFRS, the framework document provides the structure for governance, accountability, and relationships between the SFRS and the Scottish Government. The two documents work together to guide the operations, priorities, and governance of the SFRS, ensuring alignment with the Scottish Ministers' objectives and priorities

- 6.3 The document can be accessed from the following link <https://www.gov.scot/publications/sfrs-governance-accountability-framework-2024/>.

7.0 HM FIRE SERVICE INSPECTORATE – MENTAL HEALTH AND WELLBEING SUPPORT IN THE SCOTTISH FIRE AND RESCUE SERVICE

- 7.1 In December 2023 HM Fire Service Inspectorate in Scotland published its thematic inspection on Mental Health and Wellbeing Support in the Scottish Fire and Rescue Service. The report is accessible from the following link <https://www.hmfsi.scot/publications/mental-health-and-wellbeing-support-in-the-scottish-fire-and-rescue-service/>.

7.2 Some of the key findings outlined in the inspection report include:

- commending the SFRS for its commitment to the mental health of its staff and acknowledges the challenges faced by firefighters and support staff due to exposure to traumatic events;
- a recognition of ongoing work within the Service related to mental health, but a lack of visibility and accessibility of outcomes and governance linking to this work;
- considerations of the impact of the Covid-19 pandemic on the mental health and wellbeing of staff as they return to normal working conditions;
- the methodology of the inspection was risk-based, proportionate, and focused on the provision and utilisation of mental health and wellbeing services within the SFRS; and
- the referencing of academic work on health and wellbeing within UK Fire and Rescue Services providing evidence-based recommendations for comparison with the SFRS arrangements.

7.3 The recommendations from the inspection report include:

- actions to further enhance the mental health support systems and processes within the SFRS, with the goal of creating a more supportive environment for staff;
- the importance of viewing the recommendations as opportunities for growth and refinement rather than shortcomings;
- highlighting areas of good practice within the SFRS while also providing specific recommendations for improvement in mental health support; and
- a focus on building upon the early successes of the Mental Health Strategy and providing a roadmap for continuous improvement in supporting the mental wellbeing of SFRS personnel.

8.0 IMPLICATIONS

8.1 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

8.2 Finance

One off Costs

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

Annually Recurring Costs/ (Savings)

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

8.3 Legal/Risk

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

8.4 Human Resources

There are no human resource implications contained within this report.

8.5 Strategic

There are no strategic implications contained within this report.

9.0 CONSULTATION

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

10.0 BACKGROUND PAPERS

10.1 None