



Perth and Kinross Council  
Housing and Social Wellbeing Committee  
Police Scotland mid-year report

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## Introduction and Overview of Local Policing Priorities

As from April 2013, the Police and Fire Reform (Scotland) Act 2012 has required Divisional Commanders to produce and publish a Local Policing Plan (LPP) for each local authority area. The Perth and Kinross LPP 2023-2026 clearly sets out the policing objectives for Perth and Kinross and will report to the Housing and Social Wellbeing Committee. Quarterly reports are produced to allow scrutiny by Perth and Kinross Council Housing and Social Wellbeing Committee. This mid-year report covers the period from 1 April 2023 to 30 September 2023.

In line with the Perth and Kinross LPP, these Performance Reports provide a more holistic overview of progress across the service to meet our strategic outcomes. This approach provides a wider and more detailed picture of traditional policing performance measures, supplemented with additional insight and narrative to the many different aspects of policing and corporate support functions.

The measures are longer term focussed rather than reflecting the ongoing performance of the day-to-day operational challenges we face and aim to provide evidence of the effectiveness and impact of our services as a whole.

We have introduced a number of key performance measures and insights questions in support of our local police plan to focus attention on impact and outcomes. For example:

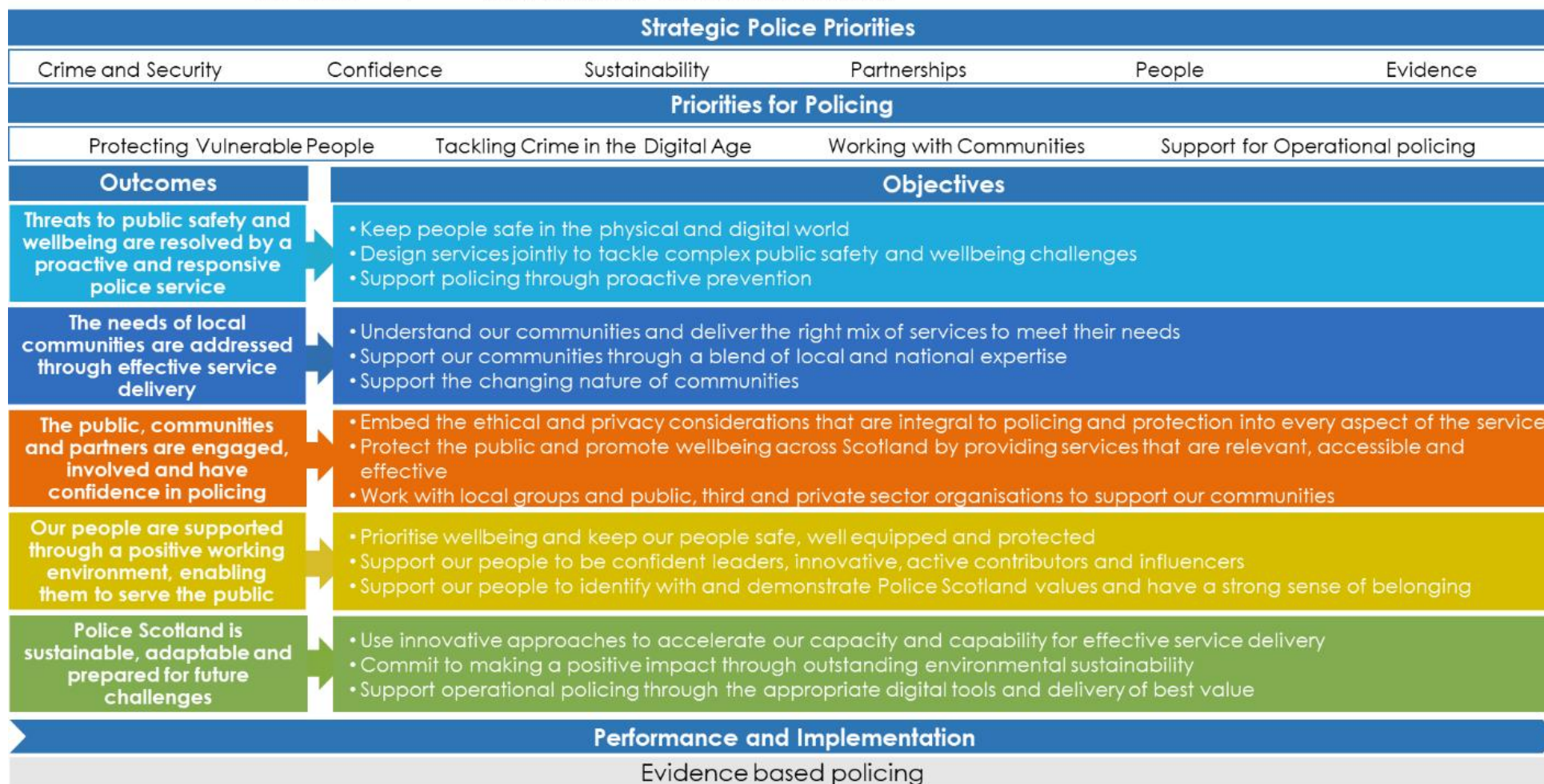
- How effective are the diversionary activities provided?
- How effective are the processes in place to prevent acquisitive crime?
- How well are we engaging with the public?
- What progress has been made in terms of collaboration and what percentage of the divisional estate is co-located with partners?

To enable a more detailed examination by the Committee of specific local priorities and strategic outcomes, a 'Spotlight' focus will be provided on one of the priority areas on a quarterly basis. The Spotlight focus will rotate each quarter in line with the expected updates outlined in the Perth and Kinross LPP.

## Police Scotland's strategic objectives



**Our Vision** | Policing for a safe, protected and resilient Scotland  
**Our Purpose** | The purpose of policing is to improve the safety and wellbeing of people, places and communities in Scotland  
**Our Values** | Fairness | Integrity | Respect | Human Rights





**POLICE**  
SCOTLAND  
*keeping people safe*  
POILEAS ALBA

## Plan On a Page - Perth and Kinross Local Policing Plan 2023-2026

**Our Vision** Policing for a safe, protected and resilient Scotland  
**Our Purpose** Improve the safety and wellbeing of people, places and communities in Scotland  
**Our Values** Fairness Integrity Respect Human Rights

### PUBLIC HEALTH

#### Local Policing Priorities

Drug harm and Drug supply

Violence

Anti social behaviour

Acquisitive Crime

Road Safety

Public Protection

#### Local Policing Objectives

Reduce the stigma and harm of drug use

Target those involved in drugs supply

Protect vulnerable people from harm

Work collaboratively to improve the support and outcomes for those in crisis

Address violence through preventative and enforcement measures

Deal with disorder and antisocial behaviour

Tackle acquisitive crime and support victims

Support victims of crime and prevent re-victimisation

Make our roads safer through prevention, education and enforcement

PERSON CENTRED APPROACH

PARTNERSHIPS

#### Police Scotland Strategic Outcomes

Threats to public safety and wellbeing are resolved by a proactive and responsive police service

The needs of local communities are addressed through effective service delivery

The public, communities and partners are engaged, involved and have confidence in policing

Our people are supported through a positive working environment, enabling them to serve the public

Police Scotland is sustainable, adaptable and prepared for future challenges

### PREVENTION & EARLY INTERVENTION

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Performance on a Page - 1<sup>st</sup> April 2023 to 30 September 2023

	Recorded Crimes			% point Change		Detection Rate %			% point Change	
	CYTD	LYTD	5 Yr Av.	From LYTD	From 5 Yr Av.	CYTD	LYTD	5 Yr Av.	From LYTD	From 5 Yr Av.
<b>ASB and Disorder</b>										
Overall group 4	468	416	440	12.5%	6.4%	34.2%	31.5%	42.2%	2.7%	-8%
ASB Incidents	3232	3335	4192	-3.1%	-22.9%					
<b>Violence</b>										
Robbery	21	28	17	-25%	18%	90.5%	67.9%	75.3%	22.6%	15.2%
Serious Assault	55	33	39	66.7%	41%	83.6%	78.8%	86.2%	4.8%	-2.5%
Common Assault (excluding Emergency Workers)	563	588	494	-4.3%	13.9%	70.7%	69.3%	73.2%	1.4%	-2.5%
<b>Public Protection</b>										
Overall Group 2	176	206	182	-14.6%	-3.7%	65.9%	62.6%	56.9%	3.3%	9%
Rape	25	31	37	-19.4%	-33.2%	48%	83.9%	59.9%	-35.9%	-11.9%
Domestic Abuse	30	24	N/A	25%	N/A	76.7%	50%	N/A	26.7%	N/A
<b>Road Safety</b>										
Speeding offences	672	529	1085	27%	-38.1%	99%	100%	100%	-0.6%	-0.6%
Drink / Drug Driving	89	65	101	36.9%	-12.1%	98.9%	95.4%	92.9%	3.5%	6%
<b>Acquisitive Crime</b>										
HBs	106	107	114	-1%	-7%	26.4%	32.7%	30.2%	-6.3%	-3.8%
Dwelling HBs	43	44	39	-2.3%	10.3%	23.3%	20.5%	24.6%	2.8%	-1.4%
Motor Vehicle Crime	117	109	117	7.3%	-0.7%	35.9%	51.4%	34.3%	-15.5%	1.6%
Fraud	212	204	116	3.9%	82.4%	8%	13.7%	21.7%	-5.7%	-13.7%
Shoplifting	425	260	286	63.5%	48.3%	53.2%	51.2%	68.7%	2%	-15.6%

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Overall Group 2' **All** Sexual Crimes including Rape & Attempts, Indecent & Sexual Assaults, Prostitution Offences and 'Other' Group 2 Crimes.

Overall Group 4' **All** Fireraising, Vandalism, Reckless Conduct and 'Other' Group 4 Crimes.

## Local Priority/Activity – Address violence through preventative and enforcement measures

- 1 Murder was recorded during the reporting period. This incident occurred on 8<sup>th</sup> April 2023 when a 20 year old male from Perth was assaulted at an address in the city. The investigation was led by officers from Perth and Kinross CID and a 19 year old male was arrested and remains remanded in custody awaiting trial.
- 21 robberies were recorded during the reporting period. This is a welcome reduction of 25% or 7 fewer crimes than the same period last year.
- Where robberies are reported to police we have a robust investigative response with the majority of investigations being led by our locality CID under the supervision of an experienced Senior Investigating Officer. This is reflected in our detection rate of 90.5%, which is a 22.6% increase when compared with the same period last year.
- There has been a significant increase in the number of serious assaults recorded during the reporting period with 22 additional crimes recorded when compared with the same period last year. Analysis shows the majority of these offences occur within Perth City with a number occurring within HMP Perth (10 crimes). Drug and alcohol use feature in almost a third of all incidents.
- We have a similarly robust investigative process for serious assaults and all such crimes are subject of a review by our locality CID. This is again reflected in our detection rate of 83.6% which is a 4.8% increase when compared with the same period last year.

In an attempt to prevent crimes of this nature occurring Police Scotland target known violent offenders. This involves executing apprehension warrants timeously relating to violent offenders and proactively conducting bail curfew checks where appropriate.

As outlined above, analysis shows that violence is often associated with the consumption of alcohol and we continue to provide a policing presence in and around licensed premises. In Perth City we continue to conduct joint patrols of “hot spots” and licensed premises with partners including Community Safety Wardens and Street Pastors as part of Operations STUNG and CENTRE SAFE.



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To coordinate this activity we hold weekly meetings with colleagues in Community Safety to review incidents and inform patrol activity and now also regularly conduct street briefings to increase visibility.

In relation to violence within the Prison Estate, we have a dedicated Prison Liaison Officer (PLO) and close working relationships with HMP Perth. Our PLO and locality CID have carried out a number of successful operations to interdict drugs and other items of contraband being introduced to the Prison estate in an attempt to prevent the violence and disorder that such items can cause.

### Local Priority/Activity – Deal with disorder and antisocial behaviour

- Overall, incidents of Anti-Social Behaviour reduced by 3% when compared to LYTD and are 23% lower than the 5 year average.
- 421 crimes of vandalism were recorded during the reporting period, an increase of 10% from LYTD (38 additional crimes).
- 14 crimes of fire raising were recorded during the reporting period, an increase of 27% when compared to LYTD (3 additional crimes).

As outlined in our previous presentation to the Committee, Perth and Kinross officers work closely with local authorities, Housing, ASB Teams, Trading Standards and Scottish Fire and Rescue Service to combat disorder and anti-social behaviour.

Daily reviews of all relevant ASB calls are shared in line with the Data Protection Act. PIP officers hold monthly meetings with partners to discuss all addresses linked to ASB. Officers conduct joint visits with partners to ensure all services are working together and exploiting all available options and legislation. There are currently 44 'Target Addresses' in Perth and Kinross, 1 ASBO in place with a further 1 pending and 9 Acceptable Behaviour Agreements.

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Any relevant, non-violent ASB incidents identified in public places, are brought to the attention of our local Community Safety Wardens whereby their assistance is requested to carry out passing attention/foot patrols within an area, providing reassurance to members of the public.

Between 1<sup>st</sup> April 2023 and 30<sup>th</sup> September 2023, the divisional licensing team have processed 1633 licence applications for the Perth and Kinross area. This included applications for occasional licenses to allow premises to have additional outdoor areas, renewals for taxi operators and drivers, renewals and grants of House In Multiple Occupancy and applications for grants of Short Terms lets in the lead up to the legislation commencement date of 1st October 2023.

93 recorded ASB incidents were at or in the immediate vicinity of licensed premises.

There has been no single premises identified as problematic. There were 360 inspections carried out throughout Perth and Kinross.

The licensing team have been promoting the 'by-stander' and 'It'll Cost You' training and campaign, and were assisted by Police Scotland Youth Volunteers in carrying out public engagement within our communities and Premise Licence Holders. The Licensing Team are continuing efforts to deliver training to licenced premises in respect of keeping people safe in particular during the night time economy.

The No Knives Better Lives and Fearless (Crimestoppers for young people) products were shared with all secondary schools in Perth and Kinross to support the prevention of violence and anti-social behaviour.

## Local Priority/Activity – Tackle acquisitive crime and support victims

- There were 43 Housebreaking to Dwelling crimes recorded during the reporting period, which is a marginal reduction of 1 crime from the same period last year.
- 23.3% of the crimes have been detected to date which is an improvement of 2.8% when compared to the same period last year. A number of the crimes recorded remain under active investigation and it is anticipated this figure will increase as these investigations are brought to a conclusion.
- 117 motor vehicle crimes were recorded during the reporting period. This includes theft and attempted theft of vehicles, thefts from vehicles as well as break-ins and attempted break-ins.
- Detection rates for vehicle crime are 15% lower than during the same period last year. Analysis of crimes recorded during the reporting period indicates that many of these crimes have been committed by offenders who have travelled into Perth and Kinross from other areas of the country which is a change from the position last year when a small number of local offenders were quickly identified and actively managed in the community while they awaited trial. Offences involving perpetrators from out with the local area can prove more challenging to investigate, however as with theft by housebreaking a number of these crimes remain under active investigation and it is hoped that the detection rate will improve as these investigations are brought to a conclusion.

An Acquisitive crime team is now responsible for investigating crimes series under line management of CID. This provides enhanced investigative ability and resources to address motor vehicle crime. This has been pivotal in targeting a group of habitual criminals operating throughout the east of Scotland who repeatedly steal vehicles for use in housebreakings during which true keys and further vehicles are stolen. The Acquisitive team meet every morning with colleagues from neighbouring Divisions. This results in links to cross border crime series being identified quicker maximising intelligence / evidential opportunities in relation to stolen vehicles/property providing a joined up investigative approach.

Police Scotland also targets those involved in acquisitive crime by executing apprehension warrants timeously and proactively conducting bail curfew checks where appropriate. We will also develop intelligence to crave and execute search warrants to recover stolen property.

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Reported crimes of fraud continue to rise both locally and nationally, however the rate of increase in Perth and Kinross is lower than that seen elsewhere in the Division and is also lower than the national average.

Crimes of Theft by Shoplifting also continue to show a rise both locally and nationally with Perth and Kinross recording a 3.9% increase when compared with the same period last year. While this year on year rise may appear marginal we are conscious of the impact crimes of these type have on the local economy and the wider impact caused by associated anti-social behaviour. The majority of incidents of theft by shoplifting occur in Perth City Centre and we have increased our policing presence in the area with the reintroduction of named community police officers who have been conducting both high visibility and plain clothes patrols and are working with local partners and stakeholders via the Perth Business Safety Partnership to deter and disrupt offenders.

Notable activities during the reporting period include:

- 17 year old male from Edinburgh arrested and charged with three incidents of Housebreaking and theft of 2 vehicles from the Perth and Longforgan areas.
- 2 males, aged 23 and 17 from the Fife area arrested and charged with a theft by housebreaking to commercial premises in Perth and the theft of a vehicle from the Kinross area.
- 18 year old male from Edinburgh arrested and charged with theft by housebreaking and theft of vehicles in Perth
- 31 year old male from Aberdeen arrested and charged with theft of a vehicle in Perth
- 2 males, aged 18 and 20 arrested and charged with a theft by housebreaking and theft of 3 vehicles from the Coupar Angus area.
- Crime Prevention inputs delivered to P&K minority groups including Centre for Inclusive Living, and dementia café.

LPA/PIP have been working together with partners and local businesses to address offending within retail premises including theft and ASB.

Police collaborated with local authority partners during UCI Gran Fondo period and participated in cycle safety and crime prevention events.

## Local Priority/Activity – Make our roads safer

Perth and Kinross suffered 2 fatalities in Q1 and the same in Q2. There was an 8% decrease in the number of persons seriously injured in Q1 and a 29% decrease in Q2.

High visibility road safety enforcement continues to be routine business for the Road Policing Unit with a continued focus on the Fatal 5, which has the greatest impact on casualty reduction and addresses community concerns.

The New Drivers Scheme was delivered to pupils at Kinross High School. The input is delivered by Road Policing Officers in partnership with the Scottish Fire and Rescue Service and targets those aged 17-25 years of age who are statistically more likely to be involved in a collision. The aim, to raise awareness of road safety and influence road user behaviour.

Notable activities during the reporting period include:

- Joint presentation delivered to Housing and Wellbeing Committee by police and SFRS
- Motorcycle day of action A85, targeting motorcycles in relation to road safety.
- Partnership working with the DVSA on the A90 targeting overweight vehicles and carrying out mechanical examinations.
- Joint patrols with community policing targeting anti-social driving Marshall Place, Perth
- Intelligence led policing targeting drink and drug drivers across Perth and Kinross.
- Driver engagement on the A9 provided partnership working and meaningful engagement with foreign and older drivers at House of Bruar.
- Speed checks conducted across Perth and Kinross by our local Community Policing Teams and Divisional Roads Policing Unit.
- Enforcement activity at School exclusion zones in response to concerns raised by members of local communities.

## Local Priority Activity – Public Protection

- 25 rapes were recorded during the reporting period, which is a 19% reduction when compared to the same period last year. In all cases the victim and perpetrator were known to each other prior to the offence taking place.
- We continue to see a significant number of reports which are categorised as “non-recent” in nature, i.e. the offence was committed more than 12 months prior to the victim reporting to police. Analysis shows that 44% of rapes recorded during the reporting period fall into this category.
- Our detection rate for rape is significantly lower than LYTD, however this is due in part to the complex nature of some of the investigations and it is anticipated that our performance in this area will improve as these investigations are brought to a conclusion.

As outlined during our joint presentation to the committee last month, Violence Against Women & Girls remains a priority for Police Scotland and our strategy to tackle this issue has now been published. Police Scotland engaged extensively with survivors, stakeholders, partners and the public to develop this strategy which sets out a vision for Scotland where women and girls live free from all forms of violence, abuse, exploitation, and harassment.

Police Scotland's approach to tackling domestic abuse is recognised as an exemplar world-wide, as is the perpetrator focused approach to prevention epitomised in the ground-breaking *That Guy* campaign which ran for the second year in November 2022 which urged men to be part of the solution, by promoting that having a quiet word with a friend at the right time could stop sexual offending before it starts. The campaign will run again in 2023, and although progress is being made, there continues to be more work to do to support culture change and the rights of women and girls to feel safe.

Police Scotland's strategy sets out 4 Strategic Outcomes to deliver change, these are;

1. To supporting women and girls
2. To prevent harm and secure justice
3. To create safe spaces
4. To uphold trust and confidence

The following paragraphs will lay out our local approach to delivering on our national strategic intent.

#### Domestic Abuse Investigations

A critical component of the local delivery of our national strategic objectives relates to the quality and speed of our investigations. Police Scotland see each report as a crucial opportunity to safeguard women and girls who have been subject to violence. This involves ensuring that each investigation is victim-centred, sympathetic to the needs of the individual's circumstances, holistic in the sense of exploring the full range of offences which may have been committed and cognisant of the impact those offences may have had on other family members. We understand the courage it takes to report domestic abuse offences and seek to ensure we are accessible, responsive and robust.

Police Scotland maximise all investigative opportunities including the in depth analysis of offender behaviour, understanding that perpetrators have often been abusive within the context of a range of previous and current relationships.

Domestic Abuse investigations are subject to daily review by the Local Area Commander, ensuring that investigations are progressed quickly, enforcement opportunities are maximised, offenders arrested quickly and all opportunities to prevent further offending are explored. This involves the use of both criminal and civil legislation, such as prohibitive bail conditions and non-harassment orders.

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Every high risk victim and offender receive additional pro-active contacts to ensure safeguarding remains robust, women and their families are safe and to ensure perpetrators are adhering to the conditions of court orders.

### Multi-Agency Tasking and Coordination (MATAC)

Multi-Agency Tasking and Coordination (MATAC) meetings were introduced nationally by Police Scotland in 2013, in accordance with Priority 4 of the Scottish Government Equally Safe strategy, which seeks to ensure perpetrators 'receive a robust and effective response'.

The aim of MATAC is to effectively tackle offending by perpetrators who present the greatest risk of harm, in order to achieve positive outcomes for victims and their families through coordinated partnership work to identify and investigate domestic abuse perpetrators using relevant and legitimate police tactics.

MATAC meetings take place in Tayside Division held every four weeks.

During the reporting period 5 males from the Perth and Kinross Area were subject of active investigation as part of the MATAC process.

Notable outcomes during the reporting period include:

- A 35 year old male from Perth was sentenced to 32 months imprisonment and was made subject of 15 year Non Harassment Order. The male offended against 2 partners and his offences included contraventions of the Domestic Abuse (Scotland) Act, assault and abduction.
- A 36 year old male from Perth was sentenced to 6 years imprisonment and made subject of a Lifelong Restriction Order. The male offended against 4 partners between over a three year period and offences included assault, abduction and sexual offences.
- A 52 year old male from Kinross was sentenced to 12 years imprisonment for offences against 2 partners which occurred between 2008 and 2020. Offences included numerous assaults, sexual offences and contraventions of the Misuse of Drugs Act.



### Multi-Agency Risk Assessment Conference (MARAC)

MARAC is a local meeting where representatives from statutory and non-statutory agencies meet to discuss individuals at high risk of serious harm or homicide as a result of domestic abuse. The meeting provides a safe environment for agencies to share relevant and proportionate information about current risk and develop a coordinated action plan.

The primary focus of the MARAC is to safeguard the adult victim. However, the MARAC will also make links with other agencies to safeguard children and manage the behaviour of the perpetrator. Ensuring that the victim is supported throughout, and their needs represented at the MARAC is crucial to managing risk, improving and maintaining safety, and reducing repeat victimisation.

MARAC meetings are held twice a month in Perth and Kinross in support of those who are most vulnerable to abuse and violence.

### Disclosure Scheme for Domestic Abuse Scotland (DSDAS)

The aim of DSDAS is to provide a way of sharing information about a partner's abusive past, with a potential victim. It gives people at risk of Domestic Abuse the information they need to allow them to make an informed decision whether to continue the relationship.

The Disclosure Scheme for Domestic Abuse Scotland has two main triggers for disclosure, the *Right to Ask* and the *Power to Tell*.

*Right to Ask* - is open to anyone who has concerns about a new partner's abusive past or has concerns about another person's new partner. An example of this would be a parent concerned about their child's new partner.

*Power to Tell* - enables Police to make a public interest disclosure when we receive information or intelligence about a relationship/developing relationship which may otherwise leave a person at avoidable risk of harm from a violent partner.

Anyone can make a DSDAS application via the Police Scotland internet page.

### Education of Young People

Within Education in Perth & Kinross, our Preventions Interventions and Preventions (PIP) are actively involved with a number of national and local programmes addressing violence and crime prevention. This includes the prevention of domestic abuse and gender based violence and supporting survivors of abuse. Of note this has included collaborative work with RASAC around Mentors in Violence Prevention and the development of a future positive masculinity young men's group within Perth & Kinross.

A PIP officer forms part of the Mentors in Violence (MVP) Program Perth & Kinross steering group as well as being a national staff training instructor for schools and partners and a young person trainer. MVP is a national program operated by Education Scotland which creates mentors from S5 and S6 pupils from the secondary schools around domestic abuse, gender based violence and bystander. In turn, they facilitate classes to S1 and S2 pupils, effectively being positive role models within the schools. The Perth & Kinross MVP steering group, attended by Perth & Kinross Council, Education and Police Scotland, met during this quarter and planned staff training sessions took place involving staff and partner agencies from Breadalbane Academy, Kinross HS, The Community School of Auchterarder, CLD and RASAC. Pupil training sessions also took place at Perth Academy, St Johns Academy, and Crieff HS.

Imagine a man was developed by Youthlink nationally to encourage young men to think about positive masculinity to reduce the instances of men's violence, gender based violence and violence against women. The product looked at mental health, alcohol and drugs and negative stereotypes. This resource has been shared with all secondary schools in Perth and Kinross.

## Local Priority/Activity – Enable and support effective engagement and communication with the public

Ease of contact is a key area of focus in our [Public Contact and Engagement Strategy](#). The introduction of accessible new contact channels and enhancement of how Police Scotland communicates and engages, will help to improve public experience and confidence in reporting crime and other incidents, enabled by digital services. For example, key programmes are continuing to ensure people are able to contact police in ways which are most accessible for individuals.

Responses to our Your Police and User Experience surveys are reviewed regularly by our Executive and service leads and have helped us act quickly in relation to emerging issues and community concerns.

Your Police is open all year and is available for anyone to complete at any time to provide feedback to their local police service. It is fully accessible on our online Engagement Hub which meets legislative standards for accessibility and is compatible with browser translation. It is available in British Sign Language and alternative languages and formats on request. We have gathered around 100,000 responses to this survey since its launch in 2019. Responses help shape policing in local areas. The User Experience Survey is sent to a sample of around 14,000 people each month who have contacted the police. An invitation to participate in the survey is sent via text message. The sample is made up of a representative number of people who have contacted the police to report crime (calls, online reporting, email, face to face) from all areas in Scotland over the previous month. Around 1,800 people respond each month to share their feedback on the quality of the service they received.

Key activities have included:

- Work is underway to fully develop regular data insights for local policing divisions from the survey data to highlight areas of lower engagement and locations where people have said they feel less safe.
- Keeping local community partners engaged and involved on a regular basis, using the data to design an appropriate policing response for local needs and providing a multi-agency response to cross sector themes.
- Shaping our communications and advice nationally and in local areas in response to concerns and feedback from the public – helping people stay safe. We are currently developing a suite of new resources to respond to feedback from our seldom-heard communities research programme to ensure information is available, relevant and accessible

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for all communities. We are taking forward conversations with local partners and communities in Dundee, Glasgow and Aberdeenshire to co-design these resources together.

- Providing information and advice on issues we know are concerning people right now, like hate crime through our new [#DontFeedHate campaign](#).

We have also recently [launched a feedback form](#) for people who have experienced domestic abuse, rape or other sexual crime to provide feedback on their experience and interactions with the Service. This is the first of its kind for Police Scotland and is the result of a collaborative approach between Public Protection and Strategy, Insight and Engagement. The feedback form will ensure we are continuing to monitor the service we provide to victim-survivors, improving our ability to understand our progress towards achieving the outcomes we have set out in our [Violence against Women and Girls Strategy](#).

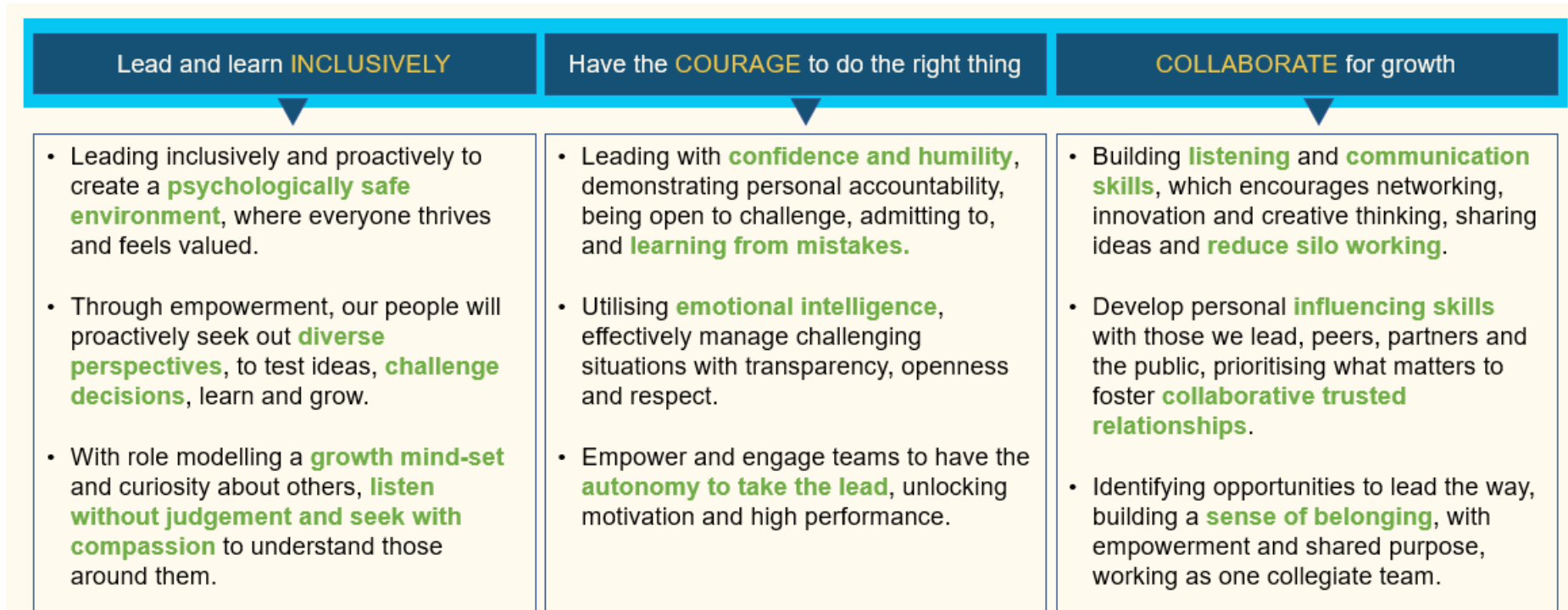
During the reporting period local officers have been promoting the following through social media:

- Promotion of National Carers Week
- National Seatbelt Campaign
- Pride Month
- Crime Prevention Patrols in Perth City Centre
- Enforcement of School Exclusion Zones across Perth and Kinross
- Speed check activity in LPAs with local officers
- Motorcycle safety
- Trusted Trader
- Fearless Safer Summer with PSYV

## National Priority – Use innovative approaches to accelerate capacity and capability for effective service delivery

Your Leadership Matters Core Programme (YLM) is a virtual first programme designed to enhance leadership behaviours, through a blend of summits on MS Teams virtual platform, combined with guest speakers and elements of digital learning, to equip our leaders with the support, capability and skills needed to lead, in a manner that is aligned to our Competency and Values Framework, and to the three leadership behaviours that have been defined as part of the programme.

1. Lead and Learn Inclusively
2. Have the Courage to do the Right Thing
3. Collaborate for Growth



Police Scotland has evolved as an organisation both internally and in response to the current external challenges that we face in policing the communities of Scotland. Our ambition for our people, and their professional experience have also grown, as a reflection of how society has changed over almost a decade.

Leading and learning inclusively is the consistent thread that runs through everything that we do. We are building inclusive teams with diverse perspectives to proactively strengthen decisions and solutions. It is vital that we equip our leaders with the support, capability and skills they need to be able to lead, in a manner that is aligned to Police Scotland's Competency and Values Framework, and to the three leadership behaviours that have been defined the Your Leadership Matters program (YLM).

## National Priority – Prioritise wellbeing and keep our people safe, well equipped and protected

### Officer Safety Training

Following extensive review, Operational Safety and First Aid Recertification Training have been fully reviewed and updated.

The course was developed as part of the Your Safety Matters initiative and follows the Chief Constable's Assault Pledge to give officers and staff the tools and training needed to stay safe. Officer Safety Training has been extended to a two day annual course designed for all officers from the rank of Constable to Chief Inspector and certain members of police staff.

It is delivered at venues across the country by staff from the newly created National OST Unit.

The new two day course includes refresher training of Operational Safety theory and techniques including:

Practical first aid inputs introducing the use of Automatic External Defibrillators (AEDs); Compression bandages; Inputs on situational awareness and de-escalation alongside the introduction of new operational safety techniques.

### Mobile Working

Police Scotland commenced a program of introducing new mobile devices in 2019, designed to provide officers with access to a range of Police databases and additional communication functionality, limiting officer's time behind desks and maximising visibility within local communities.

This technological advance ensures officers have instant access to detailed information, including warning markers to help keep them safe, through smart devices which incorporate radio communication, mobile telephony and online access.

Recently, some 12,400 new devices with enhanced functionality have been rolled out across the country, with a focus on prioritising those engaged in front line policing.

Senior Leadership Engagement

During August and September 2023, Tayside's Senior Leadership Team hosted 14 staff engagement sessions with staff across the division. This was an opportunity to bring officers and staff together to hear about key activities ongoing both divisionally and nationally and to enable staff to pose questions and engage directly with members of the leadership team.

The events were well attended with a significant commitment and enthusiasm evident from all staff. The learning and ideas generated from these sessions are being developed into an Action Plan to drive forward in a way which best supports the public and our people. These sessions will be repeated at 6-monthly intervals.