

Minutes

Scottish Railways Policing Committee

Wednesday 17 February at 11.00am via Microsoft Teams

Present:

Bill Matthews (Chair)
Dominic Booth
Willie Gallagher
Tom Halpin (Co-Opted Member)
Robert Hayes (Co-Opted Member)

Apologies:

None

In attendance:

British Transport Police Executive

Hugh Ind (Chief Executive)
Sam Elvy (Head of Strategy, Planning and Engagement)
Pam Christie (Stakeholder Engagement and Communications Manager)
John McBride (Senior Scotland Project Manager)
Alistair MacLellan (Board Secretary / Minutes)

British Transport Police Force

Adrian Hanstock (T/Chief Constable)
Rachael Etebar (Director of People and Culture)
Emma Manno (Corporate Communications Manager)
Dennis Murray (Chief Superintendent – People and Culture)
Edward Wylie (Chief Superintendent – D Division)

Scottish Police Authority Executive

Lynn Brown (Interim Chief Executive)
Graham Stickle (Risk and Policy Specialist)

Police Service of Scotland

Louise Blakelock (T/Chief Superintendent)

Public

Alastair Dalton (Transport Correspondent, The Scotsman)
Nobby Goodband (Chair, British Transport Police Federation)
Brian McNulty QPM (HMICS)

Apologies

Agenda Item 1

1. There were no apologies. The Chair welcomed T/Chief Superintendent Blakelock to the meeting in the place of Assistant Chief Constable Mark Williams.

Declarations of Interest

Agenda Item 2

2. There were no declarations of interest.

Minutes

Agenda Item 3

3. **RESOLVED**, that the public minutes and non-public summary of the meeting held on 13 November 2020 be approved as a correct record.

Actions

Agenda Item 4

4. Members considered a report of the Board Secretary regarding actions arising from previous meetings and agreed that Actions 1/2020 and 2/2020 could be closed.
5. **RESOLVED**, that the report be noted.

Risk Profile

Agenda Item 5

6. **RESOLVED**, that the report of the Chief Executive regarding the Risk Profile be noted.

British Transport Police Diversity and Inclusion Strategy

Agenda Item 6

7. Members considered reports from the Director of People and Culture regarding the Force's Diversity and Inclusion Strategy and from the Chief Superintendent (People and Culture) regarding the Moving the Needle Race Action Plan and the following points were made.
 - a. A consortium of 30 Forces had been convened, including Police Scotland. Wider activity in support of the plan included 76 1:1 meetings between the Chief Superintendent and BAME officers and staff, and planning for a bespoke BAME development course that was awaiting approval from the incoming Chief Constable. The Force was reviewing lessons from the Angiolini Review that could be applied to BTP. In terms of initial impact of

the plan, five BAME candidates had been successful at the most recent Inspector promotion Board.

- b. In response to a suggestion, the Chief Superintendent (People and Culture) agreed to meet with HMICS outside of the meeting to discuss HMICS scoping of the Phase 2 training and development review, with a view to HMICS being briefed on BTP progress in this area (**Action 1/2021**).
- c. In response to a question, the Chief Superintendent (People and Culture) replied that one of the five BAME candidates recently promoted to Inspector was based in Scotland / D Division. The challenge facing enhancing the diversity of the Force in Scotland was the fact that operational headcount stood at less than 200, and turnover was low, with only ten vacancies since 2019.
- d. The Director of People and Culture added that diversity figures for England were weighted towards London and its diverse population. As in England, diversity outside of the major population centres in Scotland was low. That said, the Force could focus on the recruitment of PCSOs in England, which was a common pathway for BAME candidates into policing.
- e. The Chief Superintendent (D Division) noted that the Division would shortly be recruiting an intake of 10-15 officers and a similar complement of staff, alongside wider investment of Force assets into Scotland – all of which would be an opportunity to increase diversity within the Force in Scotland. The Chair requested an update on recruitment at the September 2021 meeting (**Action 2/2021**).
- f. In response to a question from a Member, the Chief Superintendent (People and Culture) was confident that existing and emerging Force channels were fit for purpose in ensuring BAME officers and staff felt included. His confidence was based on responses to the survey of BAME officers and staff, and his 1:1 meetings, combined with anecdotal feedback that the Force's ways of working were changing for the better. Exit interviews were routinely conducted with BAME officers and staff and were better described as retention interviews. Finally, the Chief Superintendent noted that he had been given free rein to ensure the plan was applied to all elements of the Force, and that he was keen to collaborate with Police Scotland and HMICS where possible.
- g. In response to a question from a Member, the Director of People and Culture confirmed that the Force had reviewed gender representation in both Scotland and Wales to better understand reasons underpinning very low representation in this area. Headline reasons appeared to be that the railway environment was not seen as attractive for women. That said, the Force was publicising the appointment of Lucy D'Orsi as the first female Chief Constable, who herself was keen to use her profile as a working

mother to promote careers in policing. Examples of social media activity in this area could be shared with Members (**Action 3/2021**).

- h. Members commented that there was a common agenda for both the Force and Police Scotland to work together to identify ways to increase diversity; and requested that the two Forces liaise and provide the Committee with tangible examples of how they had worked together to identify those harder to reach communities (**Action 4/2021**).

8. **RESOLVED**, that the reports be received.

COVID-19 Briefing – D Division

Agenda Item 7

- 9. Members considered a report from the Chief Superintendent (BTP Scotland) regarding COVID-19 and the following points were made.
 - a. The T/Chief Constable reported that the Force was focused on ensuring officers had adequate protective kit and equipment and building links to vaccination centres to ensure officers could be called in for surplus vaccines when available.
 - b. The Chief Superintendent noted that the Force had moved to an enhanced enforcement posture over the Christmas period. This enhanced posture had led to 140 breaches being enforced, compared to 55 in the last quarter. Breaches tended to be due to travel, with some due to inadequate face-covering.
 - c. The Chief Superintendent continued, noting that the Force had the best protective equipment it could have, and this was constantly reviewed at GOLD level, and the Federation had been engaged on the issue. In terms of operational resilience, only two officers were obliged to isolate at present.
 - d. The Chief Superintendent concluded by noting that passenger numbers were down 80%, with pressure points in some areas. The Force had developed a tasking process that collaborated where possible with Police Scotland e.g. dealing with youths identified some distance from home, having travelled by train.
 - e. In response to a comment, both the T/Chief Constable and Chief Superintendent confirmed the Force was alert to potential challenges posed by an increase in passenger numbers as restrictions were relaxed, at a time when officers could expect to claim annual leave accrued during the COVID period.
 - f. In response to a comment, the Chief Superintendent confirmed he was linked in with ongoing work by Edinburgh University to analyse links

between COVID Fixed Penalty Notices (FPNs) and areas of deprivation, with a view to improving the quality of FPN data published by the Force.

- g. In response to a question, the T/Chief Constable replied that the Force was linked into government exit-from-lockdown planning via the National Police Chiefs Council and Transport Scotland.

Scottish Railways Policing Committee Performance Report Q3 2020/21

Agenda Item 8

10. Members considered a report of the Chief Superintendent (BTP Scotland) regarding Performance Q3 2020/21 and the following points were made.

- a. Crime remained at low levels, down 30% on year particularly with regards to serious and sexual crimes. Issues flagged at Q2 such as anti-social behaviour continued to be seen. The Force had carried out 50 operations across Scotland and continued to collaborate with Police Scotland and Scotrail.
- b. There had been a 5% rise in crimes in November 2020 which had proved to be an outlier given decline in December 2020 and tightening of COVID restrictions. The Force was dealing with more cases of young persons on the network, partly due to low footfall making them more visible. Volume crime such as theft had dropped 70%, but violent crime, whilst reduced, remained the most problematic crime type. That said, 93% of violent crime was of the lowest level e.g. tempers flaring into verbal abuse due to perceived lack of respect for social distancing. Sexual offences were low, which suggested these were being underreported – this crime type had been included in the policing plan.
- c. Policing of county lines continued apace with a successful intensification week at the start of February 2021. Vulnerability and vulnerable young persons remained an area of priority for the Force, with officers encouraged to use their initiative during engagements. The Force had undertaken joint-working with Police Scotland in this area on the Fife Circle Line, and throughout Glasgow.
- d. There had been an increase in weapons offences, but this was down to proactive policing. The Force had introduced the tactic of weapons arches to increase visibility and provide reassurance.
- e. Disruption had decreased by 22% and police-related disruption by 32%, with a disruption team operating on a trial basis, with an inspector embedded with Network Rail.

- f. In response to a question, the Chief Superintendent agreed to confirm outside of the meeting the baseline against which violence against rail staff was being measured (**Action 5/2021**).
- g. In response to a question, the T/Chief Constable replied that the high levels of fatalities was a UK-wide issue that would need to be monitored, particularly given wider social and economic factors as society recovered from COVID.
- h. The Chief Superintendent agreed to provide examples of the Force's activity to counter trespass (**Action 5/2021**).
- i. In response to a suggestion the Chair requested that the Force review and report on opportunities for collaboration with Police Scotland in the area of freight and the ongoing impact of Brexit.

11. **RESOLVED**, that the report be noted.

Committee Workplan 2021/22

Agenda Item 9

12. Members considered a report of the Head of Strategy, Planning and Engagement (SPE) regarding the Committee Workplan 2021/22 and the following points were made.
- a. The Head of SPE noted the Committee would be heavily involved in the development of the next Strategic plan, due for implementation from 2022. There was also scope for the Committee to conduct more deep dives into specialist areas and invite external speakers, including a Force officer undertaking a Masters in interoperability. A further look at value for money, building on the report made to the November 2020 meeting, could provide the Committee with more assurance on centralised services.
 - b. A Member commented that he would welcome a review of items such as Fleet. In light of COP26 it would also be timely to review the Force's environmental strategy, given Police Scotland was active in this area.
 - c. A Member commented that an overview of freight policing would be welcome.
 - d. A Member commented that an overview of changing rail demand and changing posture(s) would also be welcome.
 - e. The Head of SPE noted that the finalised workplan would be submitted to the Committee at its May 2021 meeting (**Action 6/2021**).

13. **RESOLVED**, that the report be noted.

Stakeholder Engagement

Agenda Item 10

Policing Plan 2021/22 Proposals

Agenda Item 10.1

14. Members considered a joint report of the T/Chief Constable and Chief Executive regarding the 2021/22 Policing Plan and the following points were made.
 - a. The Head of SPE noted that final consultation had closed on 8 February 2021, with a fantastic level of engagement across the development timeline of the plan.
 - b. A Co-Opted Member commented recommended that a measure for increasing confidence that referenced the number of joint initiatives be included as a benchmark.
15. **RESOLVED**, that the comments made be submitted to the Policing Plan Working Group (19 February 2021) and Strategy and Planning Committee (2 March 2021) for consideration (**Action 7/2021**).

Inspection & Audit Findings and Forward Look

Agenda Item 11

16. The Head of SPE was heard regarding Inspection & Audit Findings and Forward Look, and the following points were made.
 - a. There was nothing to report with regards to recent inspections, and the inspection plan for 2021/22 was in development. The Head of SPE hoped for a draft audit plan for submission to the Committee at its May 2021 meeting. The incoming Chief Constable had highlighted victim service assessment a priority area, which would include a crime data integrity assessment.
 - b. A Member commented that the Committee should be able to expect audit follow up items coming to its future meetings given this area had last been looked at in September 2020. The Chief Executive recommended that this remain a standing item accompanied by a rolling log of internal audit and inspection actions, alongside a forward look. Members could also be given sight of the Audit and Risk Assurance Committee's eight annual internal audit reports and decide which it wished to call in to a formal meeting (**Action 8/2021**).
 - c. The T/Chief Constable confirmed that the Force had nothing to report in terms of actions for that meeting.

Evaluation Framework

Agenda Item 12

17. Members considered a report of the Senior Scotland Project Officer regarding the evaluation framework and the following points were made.

- a. A Member welcomed the report and recommended that the BTPA Executive liaise with the SPA Executive with a view to aligning it with the Police Scotland performance framework (**Action 9/2021**).

18. **RESOLVED**, that Members

- a. Agree that the following items be added to the evaluation framework: Equality, Diversity and Inclusion; COP26 Planning and Preparation; Thematic report on disruption and delay management.
- b. Note further consideration was required regarding design principle 2.1 (effective performance reporting) and design principle 3.3 (BTP attendance at Strategic T&C).
- c. Agree to the quarterly provision of the evaluation framework for information, with detailed review at alternate Committee meetings and key risks reported to Members as required.

Meeting Evaluation

Agenda Item 13

19. Willie Gallagher led the meeting evaluation and the following points were made.

- a. Meeting technology had performed well, and reports had been circulated in good time and of good quality.
- b. Quality of presentations to the Committee was high, prompting welcome discussions of issues around equality, diversity, and legitimacy.
- c. Whereas the level of diversity in staff numbers was disappointing, it has been reassuring to hear of Force plans in this area. It would be important to see evidence of improvement at the Committee in the coming months.
- d. There was clear theme emerging of various opportunities for the Force and Police Scotland to work together.

Any Other Business

Agenda Item 14

Forensic Medical Services (Victims of Sexual Offences) (Scotland) Act 2021

20. The Chair noted that he had been approached and given sight of the planned implementation of the Forensic Medical Services Act – he raised it with Members as an example of the way in which the Committee could be part of improved joined up working between the Force, Police Scotland and Holyrood.

New Scottish Police Authority Chair

21. The Chair noted he would be meeting with Martyn Evans (Chair, Scottish Police Authority) in the coming weeks and would take the opportunity to both invite him to a future meeting of the Committee and highlight the need for the Scottish Police Authority to nominate a replacement for Robert Hayes on the conclusion of his term as Member of that Authority, and the Committee.

Farewell to Robert Hayes

22. The Chair noted this was Bob Hayes' last meeting before his term as Member of the Scottish Police Authority, and therefore co-opted Member of the Committee, concluded. On behalf of the Committee, the Chair noted that Bob had been a fantastic Committee colleague - collegiate, corporate and challenging and all the while very professional. All that remained was to place on record the Committee's thanks and wish him well in his next endeavours. Bob Hayes was heard in reply.

Exclusion of the Public

Agenda Item 15

23. **RESOLVED**, that the public be excluded from the meeting for the following items of private business, in accordance with the Committee's terms of reference and the British Transport Police Authority's Procedural Standing Orders (Annex 5, Code of Governance).

Non-Public Minutes

Agenda Item 16

24. **RESOLVED**, that the non-public minutes of the meeting held on 13 November 2020 be approved as a correct record. The T/Chief Constable noted that the national threat level had reduced since the last meeting of the Committee.

Any Other Business that Members agree should be considered whilst the Public are excluded

Agenda Item 17

25. There was no other business.

The meeting ended at 1.16pm