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POLICE, FIRE & RESCUE AND SAFER COMMUNITIES BOARD FRIDAY, 14TH MAY, 2021

The following item of additional business will be considered at the MEETING of the POLICE, FIRE & RESCUE AND SAFER COMMUNITIES BOARD to be held VIA MICROSOFT TEAMS on FRIDAY, 14 MAY 2021 at 9.30 am

J. J. WILKINSON,
Clerk to the Council,

13 May 2021

ADDITIONAL BUSINESS			
	(a)	Police Scotland Stakeholder Briefing (National Custody Operating Model). (Copy attached).	(Pages 3 - 8) 5 mins

NOTES

- 1. Timings given above are only indicative and not intended to inhibit Members' discussions.**
- 2. Members are reminded that, if they have a pecuniary or non-pecuniary interest in any item of business coming before the meeting, that interest should be declared prior to commencement of discussion on that item. Such declaration will be recorded in the Minute of the meeting.**

Membership of Committee:- Councillors G. Turnbull (Chair), D. Moffat, N. Richards, E. Robson, H. Scott, E. Small, Mr M Dickson - NHS Borders, Ms M Simpson - Voluntary Sector and Mr H Walti - Business Sector

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Stakeholder Communication Briefing

February 2021

Criminal Justice Services Division Remodeling Programme: Proposed Amendments to the National Custody Operating Model

Purpose

This briefing has been developed to provide an overview of proposed amendments to the National Custody Operating Model through the reclassification of custody centres operated by Criminal Justice Services Division across Scotland.

The proposed amendments are part of a wider programme of reforms at the heart of which are the aims of achieving **better outcomes for people in custody** and **returning police officers to frontline duties**, providing added visible presence within local communities.

Information contained within this document is suitable for a broad constituency of internal and external stakeholders.

Proposal

The following amendments to the National Custody Operating Model and classification of custody centres are proposed.

- **Perth, Dalkeith, Lanark and Ayr** to be reclassified from Primary to Ancillary Custody Centres
- **Cathcart** to be reclassified from a Primary to a Weekend Opening Custody Centre
- **Glasgow City Centre (Stewart Street)** to be reclassified from a Weekend Opening to an Ancillary Custody Centre

Facilities that are proposed for reclassification are **not being closed or decommissioned**. They will continue to be maintained and supported by Criminal Justice Services Division and remain available for activation as and when required.

Any agreed reclassification will not lead to loss of jobs with most staff and officers being redeployed to other nearby Primary Custody Centres.

It is also important to note that the proposed changes would not affect the operational status of the police stations in which these custody facilities are located. The **police stations would remain fully operational** and police officers would continue to work and deploy from them as they currently do.

Criminal Justice Services Division Remodeling Programme: Proposed Amendments to the National Custody Operating Model

Background

Police Custody Provision within Scotland

Custody demand has changed significantly since the commencement of Police Scotland with throughput falling from almost 200,000 people in custody in 2012 / 2013 to 115,000 people last year, a reduction of 42% over an eight year period.

Historically, police custody provision, whether as part of Local Policing or centralised legacy force divisions, varied significantly and has never been resourced to a level capable of being a self-contained and self-sufficient function. Custody operations in the past has therefore always involved an abstraction of police officers from frontline Local Policing duties to perform custody duties.

As a consequence of changing demand and the benefits of added consistency Criminal Justice Services Division introduced a National Custody Operating Model which was designed to deliver an evidence based approach for determining what estate, staff and capacity is reasonably required at any given time. Although still not fully self-sufficient, the new model created a level of resiliency which contributed to significant reductions in the level of custody duty abstractions across Scotland.

By 2019 / 2020 the introduction of the model has contributed to a national reduction in custody duty abstractions of over **200,000 policing hours** a year which is the full time equivalent of 125 police officers no longer required from Local Policing into Custody.

The model is the subject of a comprehensive annual review to ensure that it remains fit for purpose and that the estate footprint, staffing profile and available capacity continues to meet the needs of both Police Scotland, our partners and people taken into custody.

National Custody Operating Model

The operating model consists of three main types of custody centre:

- **Primary** – open full time to receive prisoners. Generally situated in areas of highest custody demand and principally staffed by Criminal Justice Services Division officers and staff
- **Weekend Opening** – situated in areas of higher custody demand but only routinely opened to provide additional capacity at times of peak weekend demand. Principally staffed by Criminal Justice Services Division officers and staff
- **Ancillary** – available for activation as and when required. Generally situated in more remote / rural settings where lower levels of custody demand exist. Principally staffed by suitably trained Local Policing officers, with remote custody supervision and criminal justice governance provided by Criminal Justice Services Division

Criminal Justice Services Division Remodeling Programme: Proposed Amendments to the National Custody Operating Model

There are currently 27 Primary Custody Centres supported by one Weekend Opening Custody Centre (Glasgow City Centre) and approximately 50 Ancillary Custody Centres across the country.

Additional Information

Support for Local Policing

The custody centres where amendments to their classification have been proposed were all identified during the course of the annual operating model review.

Where evidence of changing custody demand indicated that reclassification would be operationally viable in terms of occupancy and throughput demand, further analysis was carried out in order to identify if potential amendments would be beneficial and if so what the wider impacts of implementing change might be.

Analysis revealed that while there may be some increase in travelling times, these abstractions would be more than offset by reductions in police custody duty abstractions. The additional resilience and capacity created by the proposed changes would also create opportunities for Custody Teams to take on other key tasks such as constant observations and hospital escorts whenever possible, **returning more police officers back to frontline duties.**

Support for People in Custody

The proposed amendments to the National Custody Operating Model will enable greater support to be provided to people in custody.

In simple terms, the redeployment of custody staff and officers will support the introduction of Community Justice Campuses which are designed to transform custody facilities from disparate legacy places of detention, to modern integrated places of safety and gateways for the delivery of wellbeing, prevention, diversion and transformation services.

The aim is to provide a secure environment where the most vulnerable people in custody, who often have multiple complex needs, can be signposted to onsite public and voluntary sector services. Through this process of early identification and referral, **better outcomes for people in custody** can be achieved, in turn reducing reoffending and other harmful behaviours.

Support for Courts and Solicitors

Ongoing investment in virtual consultation facilities and court links within the custody estate are now enabling solicitors to provide private legal advice to their clients remotely and in many instances allow first appearances at court without the need to physically transport a person there, often avoiding the need for long cross country transfers.

Criminal Justice Services Division Remodeling Programme: Proposed Amendments to the National Custody Operating Model

Front Counter Services

There are a small number of locations across the country where Criminal Justice Services Division staff and officers also provide front counter services to members of the public in addition to performing their core custody role. Custody Teams at **Perth** and **Lanark** perform this dual role.

Consultation on proposed changes will include consideration of the level of service and future staffing requirements that Criminal Justice Services Divisions would provide to support front counter services at both these police stations.

Business Continuity Operating Model

In March 2020 as a result of the COVID-19 pandemic, Criminal Justice Services Division introduced a business continuity operating model where a number of primary locations were temporarily reclassified as a means of maintaining resilience within custody operations nationally. This initially reduced the primary estate to 17 sites however as demand 'normalised' this was gradually increased to 22.

The formal proposals to amend the National Custody Operating Model set out in this briefing would result in 22 Primary sites, supported by one Weekend Opening site (Cathcart) and over 50 Ancillary sites, effectively mirroring the temporary changes introduced by the current business continuity arrangements.

These business continuity arrangements have already contributed to a further reduction in custody duty abstractions of over **22,000 policing hours** or the full time equivalent of 13 police officers in Q1 - Q3 of 2020 / 2021.

Consultation

The proposal for change was presented to the Police Scotland Joint Negotiating and Consultative Committee (JNCC) on 14 January 2021. This group consists of representatives from various Trades Unions and marks the start of a formal consultation phase with custody staff which will run for a period of approximately three months.

Details of proposals have also been discussed with Local Policing Divisions and the Scottish Police Federation. Engagement with Divisional Commanders and Federation representatives will continue throughout the consultation period.

Following the consultation period, any counter proposals will be considered and a final decision on the reclassification of custody centres will be reported to Trade Unions, Staff Associations, relevant partners and stakeholders.

It is expected that updates would be presented in May 2021 and subject to the outcome of the consultation, any changes agreed would be implemented from July 2021.

**Criminal Justice Services Division Remodeling Programme:
Proposed Amendments to the National Custody Operating Model**

Contact

Should you have further questions in relation to the proposals contained within this briefing, please email CJSDPeopleProgramme@scotland.pnn.police.uk.

**Chief Superintendent Garry McEwan
Divisional Commander
Criminal Justices Services Division**

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