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Date: 18 June 2019

Your Ref:

Our Ref:

Mr John Finnie MSP  
Convener, Justice Sub-Committee on  
Policing  
c/o Justice Sub-Committee Clerks  
Room T2.60  
The Scottish Parliament  
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SCOTLAND**  
Keeping people safe

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Dear Convener

**Justice Sub-Committee on Policing, 30 May 2019**

I refer to the above meeting of the Sub-Committee and a subsequent email seeking further information regarding comments made by the Chief Superintendent Ivor Marshall, President of the Association of Scottish Police Superintendents (ASPS). Specifically, the Sub-Committee sought further information regarding *'a piece of work being co-ordinated by DCC Fiona Taylor in relation to compiling information on health and safety issues across the Police Scotland estate, in terms of the conditions of buildings etc. This followed on from a discussion the Sub-Committee had with the witnesses in terms of Police Scotland facilities meeting health and safety legislation requirements and how maintenance issues are prioritised.'*

Police Scotland has established processes to discharge its Health and Safety responsibilities supported by a Health and Safety Team comprising of a Health and Safety Manager, 9 Safety Advisors and 1 Safety Assistant. The Health and Safety Team works closely with command structures across the organisation. In terms of its Estate, divisionally based Designated Safety Coordinators and Fire Safety Coordinators carry out 6-monthly inspections of police buildings and report any infrastructure issues to Police Scotland's Estates Department. In addition, the Health and Safety Team has recently undertaken a two year rolling programme of visits to every Police Scotland building, linking in with the local inspection programme. Representatives from the staff associations are routinely invited to participate in these Health and Safety Team inspections.

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The Estates Department works with Police Scotland's facilities management partner Mitie, to ensure compliance with statutory maintenance obligations. This maintenance covers testing and certification requirements to ensure the police estate is fully compliant with both British and European building standards and regulations. The latest compliance data which covers April 2019, demonstrates Police Scotland's estate is 99.5% compliant with these regulations, which cover areas such as gas heating systems, emergency lights, fire alarms, electrical installation testing, and water hygiene.

The Department also undertakes a number of important health and safety risk assessments, including fire, water hygiene, and asbestos management. The actions from these risk assessments are prioritised in line with the risk profile, with some actions resolved immediately and others programmed for completion as soon as possible and within available budgets.

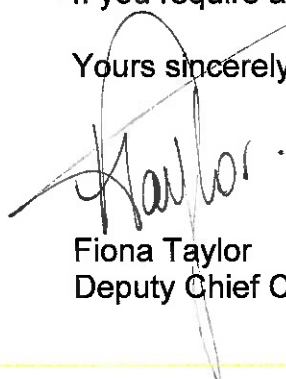
It is important to note that not all estate maintenance issues have an associated health and safety risk. In recognition of this, a series of condition surveys were undertaken throughout the Police Scotland estate during 2015. The results of these surveys have been used to inform and prioritise capital investment to replace component assets and upgrade building fabric. Given current financial constraints, any investment made that has been additional to urgent health and safety and compliance risks, has been targeted at resolving any recommendations classified as 'immediate'.

As Deputy Chief Constable for People and Professionalism, I chair the Police Scotland Health and Safety Board, which provides governance around all aspects of health and safety within Police Scotland and the Scottish Police Authority (SPA). With regard to the remarks made by Chief Superintendent Marshall, my office has clarified his comments and confirmed that he was referring to a recently approved Health and Safety Assurance Model, which was highlighted at the SPA Board meeting on 22 May 2019. The Assurance Model will be implemented during summer 2019 and will involve Divisional Commanders and Heads of Business Areas within Police Scotland and the SPA, certifying compliance with key health and safety matters and recording areas where they believe there are shortfalls or areas of concern. The Model will be a tiered approach with Assistant Chief Constables, Directors, and the SPA thereafter signing off on their portfolios. The Assurance process will be undertaken annually and overseen by the Health and Safety Board on behalf of the Chief Constable.

In relation to the Sub-Committee's request, the Assurance Model does not replace existing inspection, recording, and compliance processes relating to health and safety and estate maintenance matters, but is designed to support the continued development of Police Scotland's health and safety compliance culture.

If you require any further information, please do not hesitate to contact me.

Yours sincerely



Fiona Taylor  
Deputy Chief Constable