



SCOTTISH POLICE FEDERATION

Established by Act of Parliament

Cabinet Secretary for Justice
Humza Yousaf MSP
St Andrew's House
Regent Road
EDINBURGH
EH1 3DG

Ref: AM/KB

3 January 2020

By Email: cabsecjustice@gov.scot

Dear Cabinet Secretary

PUBLIC INQUIRY CONCERNING THE CIRCUMSTANCES OF THE DEATH OF SHEKU BAYOH

I acknowledge receipt of your correspondence dated 20 December 2019 regarding the above mentioned Public Inquiry.

The Scottish Police Federation would welcome the opportunity to meet with you and discuss the remit of the Public Inquiry and the best way in which to progress.

The most appropriate members of the Scottish Police Federation to be involved with this matter are David Kennedy, the Deputy General Secretary and Amanda Givan, National Lead for Conduct. They can be contacted at our office at 5 Woodside Place, Glasgow G3 7QF or via email at david.kennedy@spf.org.uk and amanda.givan@spf.org.uk

Yours faithfully

ANDREA MACDONALD MSc BA
Chair

From: Neil Macdonald <Neil.Macdonald@spf.org.uk>
Sent: 22 January 2020 16:35
To: Forbes K (Kate), MSP <Kate.Forbes.msp@parliament.scot>
Subject: Police Budget Allocation

Good afternoon Kate

I am contacting you on behalf of the Scottish Police Federation and looking for an opportunity to speak briefly with you on the matter of the upcoming budget and the allocation of funds to the Police Service of Scotland.

If you get a chance I would be obliged if we can have a conversation regarding this matter.

Best regards
Neil

Neil Macdonald

**Secretary - North Area Committee
Scottish Police Federation
Federation Office
19 Union Street
Inverness
IV1 1PP
Email: neil.macdonald@spf.org.uk
Tel: 0300 303 0027**

www.spf.org.uk
www.itswhatwedo.org.uk

Rùnaire a' Chaibineit airson Ceartais
Cabinet Secretary for Justice
Humza Yousaf BPA/MSP



Scottish Government
Riaghaltas na h-Alba
gov.scot

F/T: 0300 244 4000
E: scottish.ministers@gov.scot

Neil Macdonald

Scottish Police Federation

neil.macdonald@spf.org.uk

Ar faidhle/Our ref 202000012970
20 February 2020

Dear Mr Mr Macdonald,

Thank you for your email of 22nd January, addressed to Ms Forbes, Minister for Public Finance and Digital economy in which you have invited her to discuss the upcoming budget and the allocation of funds to the Police Service of Scotland. As police funding is the responsibility of the Cabinet Secretary for Justice, Humza Yousaf MSP, I am responding on his behalf.

Due to a very heavily committed diary and parliamentary commitments, the Cabinet Secretary for Justice is unable to meet with you at the current time. He will however continue his regular engagement with the Scottish Police Federation, with a further meeting to be arranged in the near future with the Chair and the General Secretary.

You may be aware that the Scottish Budget for 2020-21 was published on 6 February 2020. This contains details of the funding to the Scottish Police Authority for the coming year. Full details can be found on the Scottish Government website.

Yours sincerely,



PRIVATE SECRETARY

Humza Yousaf MSP
Cabinet Secretary for Justice
Scottish Government
Room 1W.11
St Andrew's House
Regent Road
EDINBURGH
EH1 3DG

Ref: CS/KB

29 May 2020

By email: CabSecJustice@gov.scot

Dear Cabinet Secretary

Coronavirus etc. legislation

As you are aware the Scottish Police Federation (SPF) is a statutory consultee of the Scottish Government. In that regard the SPF is always consulted on legislation that may have an impact on policing and it is my understand that our views are highly regarded (if not always agreed with).

Whilst I appreciate that we are living in unprecedented times, it is regrettable that that practice has recently been abandoned in respect of the COVID19 associated legislation. I fully recognise that the luxury of time is not always available to legislators but that should not result in an absence of consultation with the SPF. The SPF is more than capable of dealing with draft legislation and the usual caveats associated with same.

I am aware that our sister organisation in England & Wales is still afforded the opportunity to contribute to the legislative processes for the Government in Westminster and has been fully sighted on all draft legislation before publication. I would implore you to ensure the SPF is afforded the same courtesy.

Yours sincerely



CALUM STEELE
General Secretary

*Please reply to: Scottish Police Federation, Headquarters, 5 Woodside Place, Glasgow, G3 7QF
Tel: 0141 332 5234 Website: www.spf.org.uk*

T: 0300 244 4000
E: scottish.ministers@gov.scot

Andrea Macdonald
Chair - Scottish Police Federation
Andrea.Macdonald@spf.org.uk

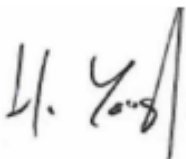
24 June 2020

Dear Andrea,

PUBLIC INQUIRY CONCERNING THE CIRCUMSTANCES OF THE DEATH OF SHEKU BAYOH

Following my statement to Parliament on 21 May to announce the Terms of Reference for the Public Inquiry into Mr Bayoh's death I am now looking to finalise the appointment of Assessors to support Lord Bracadale.

During our recent meeting, I invited you to provide names of people you would consider to be suitable candidates for the role of Assessor. If you still wish to make any recommendations for potential candidates I would be grateful if you could submit these to me by 30th June 2020 via email: CabSecJustice@gov.scot.



HUMZA YOUSAF

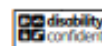
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St Andrew's House, Regent Road, Edinburgh EH1 3DG
www.gov.scot



INVESTORS
IN PEOPLE

Accredited
Until 2020



From: Calum Steele <calum.steele@spf.org.uk>
Sent: Tuesday, November 24, 2020 12:36 PM
To: zzzCabinet Secretary for Justice <zzzCabSecJustice@gov.scot>
Subject: Re: Meeting with the Cabinet Secretary for Justice - 17 November

██████████

That works for me. Many thanks for this

Calum.
Sent from my iPhone. Typos possible

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On 23 Nov 2020, at 09:56, CabSecJustice@gov.scot wrote:

Good morning Calum,

Would Tuesday 1st December at 15:30 be convenient for you?

Best,
██████████

██████████ Assistant Private Secretary
Office of Humza Yousaf, Cabinet Secretary for Justice

Scottish Government, Room 1W.11, St Andrew's House, Regent Road, Edinburgh, EH1 3DG | 0131 244 5141 |
CabSecJustice@gov.scot | www.gov.scot |

***** Out of Hours Advice *****

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From: Calum Steele
Sent: 20 November 2020 17:08
To: Cabinet Secretary for Justice
Subject: Re: Meeting with the Cabinet Secretary for Justice - 17 November

[REDACTED]
I'm afraid that time does not work for me.

What other options are available?

Regards

C
Sent from my iPhone. Typos possible

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On 20 Nov 2020, at 11:41, CabSecJustice@gov.scot wrote:

Good Morning Calum,

Due to a change in parliamentary business, Mr Yousaf will be unavailable on Tuesday at 3:30 p.m. I would like to propose to hold this meeting on Monday 23rd November at 5:15 p.m. and I would be grateful if you could confirm if this is suitable for you.

Apologies for any inconvenience this may cause.

Best,

[REDACTED]
[REDACTED] Assistant Private Secretary
Office of Humza Yousaf, Cabinet Secretary for Justice

Scottish Government, Room 1W.11, St Andrew's House, Regent Road, Edinburgh, EH1 3DG | 0131 244 5141 | CabSecJustice@gov.scot | www.gov.scot |

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From: Calum Steele <calum.steele@spf.org.uk>
Sent: 18 November 2020 11:41
To: Cabinet Secretary for Justice <CabSecJustice@gov.scot>
Subject: RE: Meeting with the Cabinet Secretary for Justice - 17 November

██████████

The time and date suggested are agreeable

Many thanks

C

Calum Steele
General Secretary
Scottish Police Federation
5 Woodside Place
Glasgow
Scotland
G3 7QF
Tel: 0141 332 5234
www.spf.org.uk
www.itswhatwedo.org.uk

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From: ██████████@gov.scot On Behalf Of CabSecJustice@gov.scot
Sent: 18 November 2020 10:47
To: CabSecJustice@gov.scot; Calum Steele
Subject: RE: Meeting with the Cabinet Secretary for Justice - 17 November

Good morning Calum,

Following your yesterday's conversation with the Cabinet Secretary, I would like to arrange another call next week. Would Tuesday 24th November at 3:30 p.m. be convenient for you? I would be grateful for your confirmation.

Best,

[REDACTED]

[REDACTED] Assistant Private Secretary
Office of Humza Yousaf, Cabinet Secretary for Justice

Scottish Government, Room 1W.11, St Andrew's House, Regent Road, Edinburgh, EH1 3DG | 0131 244 5141 |
CabSecJustice@gov.scot | www.gov.scot |

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From: [REDACTED]@gov.scot> On Behalf Of Cabinet Secretary for Justice

Sent: 17 November 2020 09:19

To: Calum Steele <calum.steele@spf.org.uk>

Cc: Cabinet Secretary for Justice <CabSecJustice@gov.scot>

Subject: RE: Meeting with the Cabinet Secretary for Justice - 17 November

Many thanks for your swift reply. Please use the link below to join at 1315.

Microsoft Teams meeting

Join on your computer or mobile app

[Click here to join the meeting](#)

SCOTS Connect

[Learn More](#) | [Help](#) | [Meeting options](#)

[REDACTED]

[REDACTED]
Private Secretary to Cabinet Secretary for Justice, Humza Yousaf
CabSecJustice@gov.scot

[REDACTED]

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From: Calum Steele <calum.steele@spf.org.uk>
Sent: 17 November 2020 09:16
To: Cabinet Secretary for Justice <CabSecJustice@gov.scot>
Subject: RE: Meeting with the Cabinet Secretary for Justice - 17 November


Yes that's fine thanks

C

Calum Steele
General Secretary
Scottish Police Federation
5 Woodside Place
Glasgow
Scotland
G3 7QF
Tel: 0141 332 5234
www.spf.org.uk
www.itswhatwedo.org.uk


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From: @gov.scot> On Behalf Of CabSecJustice@gov.scot
Sent: 17 November 2020 09:13
To: Calum Steele <calum.steele@spf.org.uk>
Cc: CabSecJustice@gov.scot
Subject: Meeting with the Cabinet Secretary for Justice - 17 November

Good Morning Calum

The Cabinet Secretary has asked me to arrange a meeting with you to discuss the announcements that will be made later today. I would like to offer 1315 for this and we will host via MS Teams.

Please let me know if this is convenient for you.

Regards

[REDACTED]

[REDACTED]

Private Secretary to Cabinet Secretary for Justice, Humza Yousaf
CabSecJustice@gov.scot

[REDACTED]

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CSJ REGULAR CATCH UP WITH CALUM STEELE, SCOTTISH POLICE FEDERATION – 6 JANUARY 2021

Attendees: Humza Yousaf, Cabinet Secretary for Justice

Calum Steele, General Secretary, Scottish Police Federation

John McFarlane, SpAd

Clare Hicks, Deputy Director, Police Division (note)

COVID-19

- There was general discussion regarding the effect on policing of the new lock down measures introduced from Boxing day, CS noted that it was a very similar position to the earlier position in March and April last year and that the policing approach would be similar. CS noted some concern regarding challenge to the issuing of Fixed Penalty Notices and referred to legal challenges likely to take place in England. The Cabinet Secretary noted this and referred to the tests of reasonableness and proportionality which has been applied to all COVID-19 legislation.
- CS noted an apparently different approach being taken to vaccination of workers providing essential services in Canada and Australia and contrasted this with the approach being taken by the UKG and Scottish Government. CSJ noted that the advice published by the JCVI on 30 December did reference vaccination of those at increased risk of exposure to SARS-CoV-2 due to their occupation could also be a priority in the second phase of the vaccine. This could include first responders, the military, those involved in the justice system, teachers, transport workers, and public servants essential to the pandemic response which could cover many involving in policing. CS acknowledged that clinical need and prioritising the health and social care workforce was accepted, however he raised concern regarding a proportion of Police Scotland officers who were interacting with the public and moving from potential COVID related calls such as house parties to helping vulnerable members of the community. He noted that these officers may unwittingly act as spreaders of the virus and therefore it was crucial to prioritise them in terms of vaccination. CSJ committed to continue to discuss and involve Police Scotland in the policy discussions regarding priority occupations. CS noted that he intended to write to the CSJ on this issue underlining the importance of the issue to his members.
- CS reported that an HSE visit to Dunfermline Police Station had uncovered a range of areas of guidance regarding Covid safe practices not being followed. CS noted that in his view a similar situation would be found in other stations across Scotland, with perhaps exceptions for the C3 offices. CSJ noted that this was disappointing to hear and that he would raise with the CC, given the new strain of the virus it was essential that all health and

safety guidance was followed strictly, noting the potential implications for the service of increased absences etc. CS noted that while the Service had good policies in place around room occupancy, cleaning protocols, use of face coverings etc, that there was little evidence of auditing or documented reporting of compliance with these policies and directives.

SCOTTISH POLICE FEDERATION

Established by Act of Parliament

Humza Yousaf MSP
Cabinet Secretary for Justice
Scottish Government
Room 1W.11
St Andrew's House
Regent Road
EDINBURGH
EH1 3DG

Ref: CS/KB

7 January 2021

By email: CabSecJustice@gov.scot

Dear Cabinet Secretary

Coronavirus Vaccine Programme

I refer to the above and our previous conversations in respect of this matter.

As you are aware police officers do not work in a clinical setting. Their work environment is often chaotic, uncontrolled, and unavoidably "up close and personal" with the public. It is fast moving and with the best will in the world, it is often impossible to avoid the need for physical intervention.

At the best of times these realities are an unfortunate part of life; in a coronavirus world, they carry considerable additional risk and these risks are not always capable of being mitigated.

As we are both aware, the Scottish Government has consistently warned (and stated that the science supported) that house parties are one of the greatest drivers of infection in our communities. The Scottish Government legislated to make such gatherings unlawful, and in doing so placed an implicit obligation on the police service to attend such high-risk incidents.

By contrast, the Scottish Government has consistently reported (and stated that the science supported) that schools remaining open was safe. The Government has consistently commented that schools do not present a high risk of coronavirus transmission.

*Please reply to: PO Box 27163, Glasgow, G3 9EZ
Tel: 0300 303 0027 Website: www.spf.org.uk*

Against this backdrop it was therefore surprising to hear the First Minister allude (in her update to parliament on the 4th January 2021) to the possibility of teachers being prioritised in the Coronavirus vaccination programme, whilst at the same time, nothing has been said by any member of Government in respect of the police service.

Clearly the SPF has no axe to grind with the dedicated professionals who work in our education system, and we wish them well in their bid to be prioritised for vaccine. We do however find it difficult to reconcile the Government's approach with its messaging and legislative output.

At the risk of repeating the point, the Government has stated house parties are a high-risk environment for the transmission of Coronavirus; has legislated to tacitly require police officers to put themselves right in the heart of these high-risk activities; yet has advocated that a sector of the workforce it has consistently stated is not at high risk, should be prioritised for vaccination.

The SPF accepts there is an inevitable requirement for Government to consider a whole host of factors that the Joint Committee on Vaccine and Immunisation (JCVI) does not, when forming policy. It is clearly a political consideration as to when teachers should be vaccinated; and not strictly a "health risk" one.

We cannot accept however that a service so critical for the functioning of our society, and so critical in responding to this public health emergency, like the police service, is not subject to the same considerations.

Since the prohibition on house parties was introduced on the 28th August, police officers have attended almost 7,000 such events. The SPF has not been able to identify a single day in all that time that unlawful house parties have not been reported to the police.

After attending calls to house parties, police officers continue to attend other calls like domestic violence calls, hate crimes, and concerns for the vulnerable. In every single case, police officers, through no fault of their own, increase the risk of bringing virus they have been exposed to into the homes of others. They are the very epitome of state designed super-spreaders

These realities are compounded with the new strain of the virus ripping through our country and we are seeing a steady increase in coronavirus related absences across the service. Some of our stations have experienced absence rates in excess of 40% and many of our critical departments live in constant fear that an infection could wipe out their ability to function. Given the widespread non-compliance with the regulations (granted by a small, but still considerable minority) it will also directly impact on the ability of the police to continue our sizeable contribution to curtailing community transmission. We cannot imagine this possibility would be one the Government would welcome.

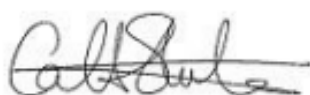
From the moment vaccines became available the SPF was clear that health care professionals, social care professionals, and the most very vulnerable should be at the front of the queue. It should not require the Wisdom of Solomon to conclude that police officers and those who work in such a critical public service should not be far behind them.

I remain grateful for the personal support you have offered police officers throughout this pandemic but as I am sure you appreciate; our members are becoming tired of kind words. Their concerns have amplified significantly in recent weeks and it is not unfair to say that they consider they are the poor relation in the Government's thinking. I would implore you therefore to advocate that police officers should be prioritised in the vaccination programme and look forward to hearing that they will be so.

Given the overwhelming strength of feeling on this matter, I will be publishing a copy of this letter for the information of members.

The SPF continues to wish you and the wider Government every success in defeating this virus that has blighted, and claimed so many lives.

Yours sincerely

A handwritten signature in black ink, appearing to read 'Calum Steele', written in a cursive style.

CALUM STEELE
General Secretary



F/T: 0300 244 4000
E: scottish.ministers@gov.scot

Calum Steele
General Secretary
Scottish Police Federation

24 March 2021

Dear Calum

Thank you for your letter of 7 January 2021, regarding the rollout of the Coronavirus Vaccine in Scotland

I would first like to thank all your members for the dedicated service they have provided during the pandemic. I recognise the pressure that our police officers are under, as they help citizens by engaging, explaining and encouraging everyone to take personal responsibility, and only enforcing Coronavirus legislation where necessary.

I do apologise for the delay in responding and I acknowledge your engagement, and that of Police Scotland, regarding the vaccination of police officers. I had been awaiting for more clarity on the second phase of the vaccinations programme before responding to your letter and the JCVI has now published its advice on phase 2 of the vaccine rollout. Their updated advice is to continue to take an age-based approach, rather than one that prioritises by workforce.

The rollout of the vaccine in Scotland is going well throughout our communities. We are continuing to follow JCVI guidance, which focuses on providing vaccination to those with the greatest clinical need. Other than Frontline Health and Social Care workers, there is no sectoral prioritisation as the evidence suggests that age is the single biggest risk factor.

A growing proportion of the policing workforce will fall within the JCVI priority list and will be offered the vaccine in line with this and we will continue to review our approach in line with clinical and scientific evidence.

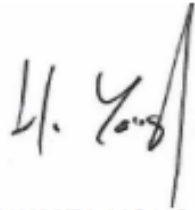
Tha Ministearan na h-Alba, an luchd-comhairleachaidh sònraichte agus an Rùnaire Maireannach fo chumhachan Achd Coiteachaidh (Alba) 2016. Faicibh www.lobbying.scot

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St Andrew's House, Regent Road, Edinburgh EH1 3DG
www.gov.scot



I am also grateful for your engagement on the discussions around officers taking up the offers of excess vaccines made by Health Boards across the country, where these cannot be distributed to those that fall into the JCVI priority groups and would otherwise be wasted. I understand that to date over 1,000 officers have been vaccinated through this route.



HUMZA YOUSAF

Tha Ministearan na h-Alba, an luchd-comhairleachaidh sònraichte agus an Rùnaire Maireannach fo chumhachan Achd Coiteachaidh (Alba) 2016. Faicibh www.lobbying.scot

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St Andrew's House, Regent Road, Edinburgh EH1 3DG
www.gov.scot





Calum Steele
[REDACTED]

Our Reference: 202100136339

Your Reference: FW: Letter

10 March 2021

Dear Calum Steele,

Thank you for contacting the Scottish Government regarding the COVID-19 Vaccine. Please accept my apologies for the delay in replying to you, we have received a very high level of interest in the Scottish Government's COVID-19 Vaccination Programme. I am replying on Mr Yousaf's behalf as an official in the Health Directorate.

The Scottish Government follows the Joint Committee on Vaccination and Immunisation (JCVI) Guidance in the planning of vaccine delivery. This evidence based guidance advises that the single greatest risk of mortality from COVID-19 is increasing age, and that the risk increases exponentially with age. Additionally the committee considers frontline health and social care workers who provide direct care to vulnerable people a high priority for vaccination.

The JCVI priority lists represents 99% of the preventable mortality from COVID-19 and throughout the delivery of the vaccination programme we will be guided by the clinical expertise of the JCVI, the MHRA, and our own senior clinical advisers.

At this stage in the vaccination programme every vaccine given to one of these groups would be one less vaccine to a at-risk individual.

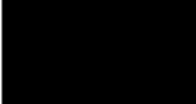
We greatly value the work of Scotland's police officers and staff in keeping communities safe throughout this pandemic. They have been at the frontline of this public health response, and we are so grateful for the work they have undertaken.

Decisions to prioritise one population group over another are not taken lightly, nor are they straightforward. That is why our prioritisation decisions are guided by the independent expert advice from the Joint Committee on Vaccination and Immunisation.



We are adhering to the priority list devised by the JCVI which has been designed to target those at greatest risk from this virus and is estimated to address over 90 per cent of preventable mortality from the virus in Scotland. This is the priority rollout all nations of the UK are working towards and it is really important that we adhere to these lists in order to avoid more lives being lost

Yours sincerely



DPAD : Vaccinations

From: [REDACTED]
Sent: 27 March 2020 09:06
To: Cabinet Secretary for Justice <CabSecJustice@gov.scot>
Subject: Letter

Good Morning

Please find attached from Calum Steele, General Secretary

[REDACTED]

[REDACTED]

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SCOTTISH POLICE FEDERATION

Established by Act of Parliament

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Room 1W.11
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Ref: CS/KB

27 March 2020

By email: CabSecJustice@gov.scot

Dear Cabinet Secretary

COVID-19

I refer to the above and regret that I have to write to highlight some significant issues that I consider the Government needs to address urgently in respect of COVID-19 and the police service.

I fully appreciate that Governmental attention is directed to the phenomenal work of our health professionals but I feel police officers who are daily exposed to significant risk have been left unprotected.

As we both know there is hardly an occurrence or event that does not in some way lead to demand being placed on the police service. Police officers operate in both public and private places and very often in uncontrolled and chaotic situations without order or clinical security.

They are very often in conflict situations and the target of violence and abuse. Police officers put their personal safety at risk for the safety of others on a daily basis and I don't believe it is too much to ask that in doing so they are not left exposed and unsupported.

The Government(s) advice on social distancing runs entirely contrary to the requirements of the police service and indeed advice in respect of policing. The Prime Minister has stated that people will die if advice is not followed; the First Minister has said repeatedly that those who refuse to implement social distancing measures are putting lives at risk.

"From what we know about other coronaviruses, spread of COVID-19 is most likely to happen when there is close contact (within 2 metres or less) with an infected person. It is likely that the risk increases the longer someone has close contact with an infected person."

(Public Health England Guidance for First Responders Updated 24 March – redirection from Health Protection Scotland Website)

"There are 2 routes people could become infected:

- 1. Secretions can be directly transferred into the mouths or noses of people who are nearby (within 2m) or possibly could be inhaled into the lungs.*
- 2. It is possible that someone may become infected by touching a person, a surface or object that has been contaminated with respiratory secretions and then touching their own mouth, nose, or eyes (such as shaking hands or touching door knobs then touching own face)." (Public Health England Guidance for First Responders Updated 24 March – redirection from Health Protection Scotland Website)*

"In the majority of policing, Border Force and Immigration Enforcement activities, it is unlikely that officers will require any additional PPE for normal activities." (Public Health England Guidance for First Responders Updated 24 March – redirection from Health Protection Scotland Website)

"... the question you must ask yourself is can you operate your business in line with safe social distancing practice and of course your normal health and safety requirements?" (FM Speech 24 March)

"Again, I cannot be clearer – please do not think that this advice just applies to other people and not to you." (FM Address to the Nation 20 March)

The second measure – which applies to everyone, not just to people with symptoms - is that we should minimise social contact as much as possible. This is vital to reduce the risk for all of us of getting infected or, if we do, of passing it on to others, especially to those who are most vulnerable." (FM Speech 17 March)

There is an increasing sense amongst our members that the Government appears to have abandoned the police service in the midst of this crisis. The sense of frustration from front line officers is palpable. There is an absolute recognition that health demands have to come first but the dearth of commentary in support of police work and police risks is disgraceful. We accept that its important businesses get certainty, we accept that its important citizens get certainty over income and financial security, but we cannot accept that essentially the only references to policing is in an authoritarian manner.

Police officers are fearful. The willingness to face danger so others don't have to is almost entirely related to physical danger. The COVID19 virus is different. It is indiscriminate, invisible and a random killer. Police officers do not have an inherent immunity or protection from it and are at as much risk of transmitting it as they are catching it. They should not have to worry about bringing COVID19 into their own households and jeopardising the health of their loved ones.

Police work sees officers coming together in close proximity to each other on a daily basis. Beyond our workplace interactions, the interactions with the public must surely put police officers in the category of being potential super spreaders.

The Scottish Police Federation recognises full well there is a considerable challenge in sourcing PPE, we accept that health workers are an entirely legitimate priority, but we cannot

condone a situation that sees officers left in limbo because the Government fails to recognise and react to the realities they are charged with on behalf of our nation's citizens.

We are told the new legislative powers now exist for police officers to enforce certain offences yet we have been denied the basic courtesy of seeing the actual legislation. The operational guidance prepared by the Police Service of Scotland was (perhaps understandably) published before we were able to influence its content. This may well be a moot point without the primary source. We cannot accept however that this is in any way an appropriate way of expecting laws to be enforced. Whilst I don't doubt the PSoS has done everything in its power to put out accurate guidance based on what it knows, it does not always follow that the service gets its guidance and working practices right. The recent "issues" in respect of the operations of the former Counter Corruption Unit and approach to Stop and Search should more than attest to that.

But what we do see in this guidance is an explicit expectation that police officers will put themselves increasingly in harms way. They are expected to intervene and issue advice, direction or command into matters which a few short days ago were nothing more than routine social intercourse. Police officers will of course uphold the law. We do so without fear or favour. We expect to be supported in that in both word and deed.

Whilst it may not have been politically acknowledged, it surely cannot be ignored any longer that police officers are at the front line of response to this public health emergency. We demand the risks we face are met with action to mitigate them.

Police Officers are being targeted by thugs who deliberately cough (or worse) in their faces. It should not need said that this crime is one that should see an accused immediately brought before a court and remanded to prison whilst awaiting trial. If lives are at risk, what greater risk can there be than the deliberate targeting of a police officer in this vile and disgusting manner. It is depressing that it seems a greater priority to protect our courts, than to protect our police officers.

In order to keep our society safe and alleviate pressures; created through community transmission, on our health service, police officers need to be subjected to early, extensive and ongoing testing for the COVID19 virus. They need access to PPE for their day to day interactions with the public to mitigate risks to themselves. They also need a moderation of language from our politicians towards our citizens that are geared to presenting the police duties as reassuring and not simply authoritarian. We do not need a public on tenterhooks fearing "robust" police action, increasing the risk of the need for physical contact.

In conclusion, I wish you and every member of Government every success in your efforts to defeat the COVID19 epidemic. I can assure you the Scottish Police Federation, and our wider members will play our part in helping you do so. Despite the words in this letter, there is only one team and we are all on it.

Yours sincerely



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General Secretary



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Calum Steele
General Secretary
Scottish Police Federation
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01 April 2020

Dear Calum

I thank you for your letter of 27 March 2020 regarding the support provided to Police Officers to keep them safe during the current Covid-19 pandemic.

I recognise that Police Officers and Police Staff are being asked to interact with members of the public and that this may not allow them to strictly follow the social distancing guidelines published by the UK and Scottish Governments. You and your members have the full support of the Scottish Government and on 27 March the First Minister specifically praised the exceptional job that Police Officers were doing during the pandemic.

From what is being reported, and from what I see, the vast majority of people are doing the right thing, but for those who don't, the new regulations provide the police with emergency powers to enforce social distancing where necessary.

The Chief Constable has been clear that he expects that his officers and staff will always act in a reasonable and proportionate manner and will use their communication skills to work with the public to encourage them to follow the guidance. The new powers allow officers to direct, and if need be to enforce, social distancing but this is to protect our fellow citizens, not to criminalise a small number of people who do not follow the rules.

While interacting with the public it is right that our officers and staff have access to protective equipment. Police Scotland has recognised that there needs to be a robust process for the supply, and re-supply, of PPE and I understand that the extended roll-out of PPE will be underway this week.

As of Friday 27 March, I understand that more than 630 officers have already received kit, including fit for purpose FFP3 masks, gloves, boot covers, coveralls and goggles and that officers across Operational Support Units, Border Policing, custody and in some rural areas have already received their PPE.

Tha Ministearan na h-Alba, an luchd-comhairleachaidh sònraichte agus an Rùnaire Maireannach fo chumhachan Achd Coiteachaidh (Alba) 2016. Faicibh www.lobbying.scot

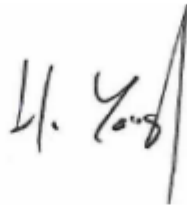
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Police Scotland will continue to procure and distribute PPE across the country and I would ask that you alert the Executive Team to any areas that lack PPE, once the extended roll-out is completed.

I would like to thank you and all our officers and Staff for the dedication being shown during this crisis. I am in regular contact with the Chief Constable and I work closely with him, and throughout Government, to raise issues impacting on our officers and staff. However, I am always happy to hear from you about any issues that impact on your members during these challenging times.



HUMZA YOUSAF

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