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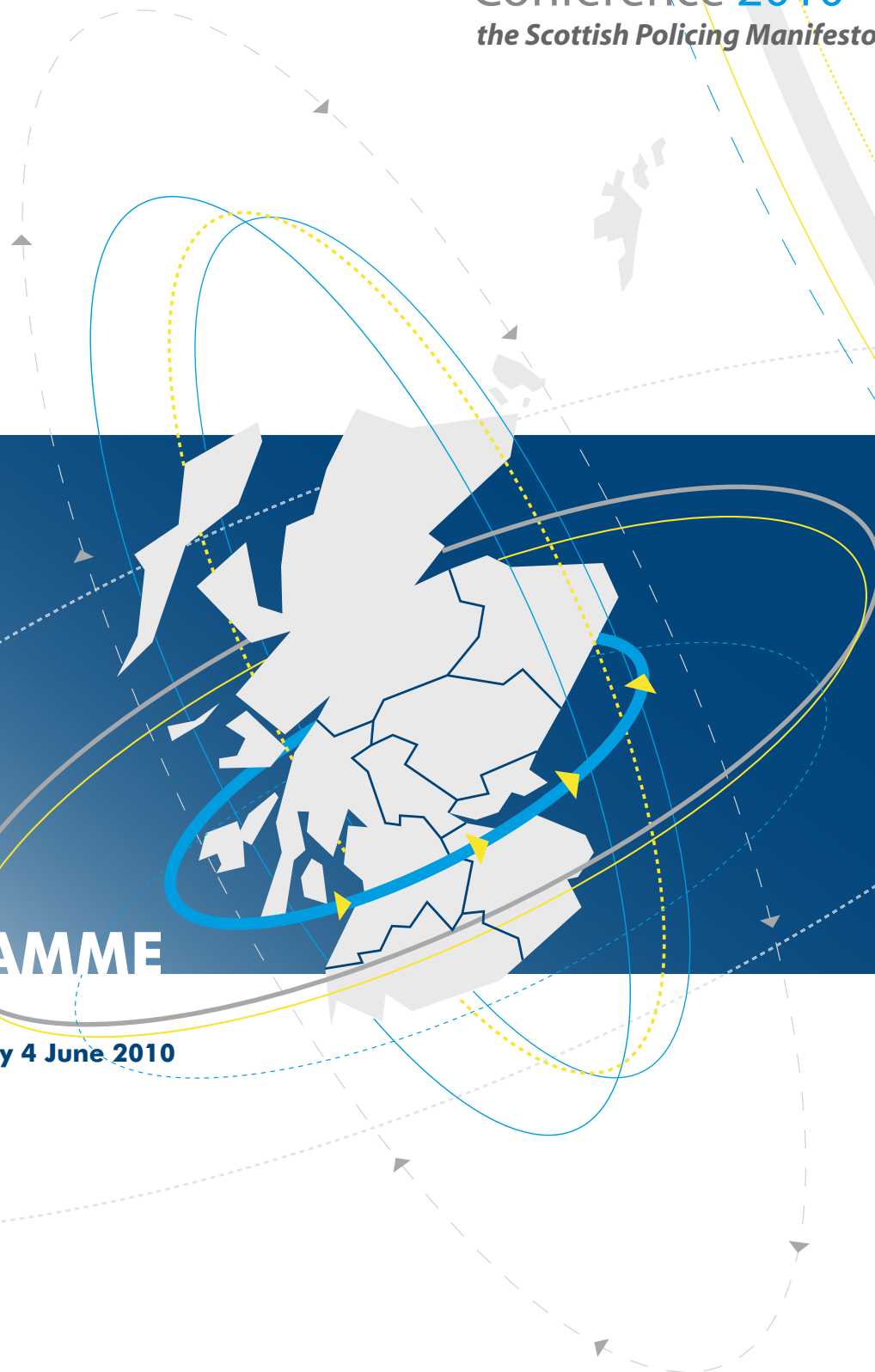
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ASSOCIATION OF CHIEF POLICE OFFICERS IN SCOTLAND

Conference 2010

the Scottish Policing Manifesto



PROGRAMME

Thursday 3 - Friday 4 June 2010

Westerwood Hotel
Cumbernauld





Conference Sponsors

IBM is delighted to be sponsoring the ACPOS Conference again this year. This time we have teamed up with Barrachd, Scotland's leading providers of Analytics Solutions. Our objectives remain the same - to be the trusted partner for the Scottish Police Service. Using IBM Scotland's local presence and our company's global law enforcement experience, we aim to provide a range of solutions to complex problems which enable you to improve the quality and cost-effectiveness of the services you deliver in our communities.

During the conference you will hear about some of these solutions and how other police forces in the UK and around the world are taking advantage of them. We recognise the key challenge for policing in Scotland is doing more with less. The increase in demand for visible policing activities in our communities, combined with a continually evolving set of business requirements, means that policing needs to become constantly smarter. Many police services in the UK and abroad are investing in technology to integrate processes, information and people - such as is happening in Scotland under the ACPOS business change programme. IBM and Barrachd's capabilities and solutions in innovative technology; proven delivery approaches; and insights on modern joined up criminal justice systems are transforming many police services from 'sense and respond' to 'predict and act' - while dramatically reducing costs and improving front-line services.

I wish you an enjoyable, informative and productive conference and I look forward to strengthening our partnership as we go forward.

Christopher Livesey
IBM Leader
Scotland



President's Welcome



Welcome to the 2010 Conference of the Association of Chief Police Officers in Scotland in the Westerwood Hotel, Cumbernauld.

In the immediate years ahead, policing will arguably face its most significant challenge. Maintaining continually improved performance levels in a sustained period of severely constrained finance will, for police, as for all public services, demand real focus, strong leadership and committed partnership.

The police service is determined to target its efforts toward delivering against our key outcome, supporting safer and stronger communities. Our priorities for this year, detailed within our Scottish Policing Manifesto, will deliver strongly on the issues that have a real impact on the lives of the people and communities we serve.

This year's conference will highlight the work ACPOS is driving forward, identified through detailed analysis of ongoing and emerging issues and risk. The presentations you will hear will also provide members and guests with an insight to the levels of excellence, which the police service in Scotland is capable of.

I am confident that with the strong leadership we have within the Scottish Police Service, the improving technologies we are implementing, the firm and extensive partnerships we enjoy and, above all, the excellent people - police and support staff - we employ, we will negotiate the difficult times ahead, and continue to deliver a strong effective policing service for Scotland.

I look forward to meeting you over the course of the conference and hope you will have an opportunity to combine the important business of the two days with some social time with friends, old and new.

A handwritten signature in black ink, reading "Patrick J. Shearer". The signature is written in a cursive style with a horizontal line underneath.

Patrick Shearer QPM
ACPOS President
Chief Constable of Dumfries and Galloway Constabulary



Programme of Events - Thursday

- 1030 - 1200 **Registration**
- 1200 - 1300 **Buffet Lunch in Conference Reception Area**
- 1300 - 1305 **Conference Welcome**
Patrick Shearer - ACPOS President - Chief Constable, Dumfries and Galloway Constabulary
- 1305 - 1325 **Making a Difference** - the Programme of ICT enabled Business Change
Colin McKerracher - Chief Constable, Grampian Police
- 1325 - 1345 **IBM & Barrachd** - Prediction and Prevention: Predictive Analytics in Law Enforcement
Colin Shearer - Senior Vice-President Strategic Analytics, SPSS, IBM
- 1345 - 1405 **Professionally Protecting the Public and Pursuing the Perpetrator**
George Hamilton - Assistant Chief Constable, Strathclyde Police
- 1405 - 1430 **Operation Anagram** - Investigative Analysis of a Serial Killer
David Swindle - Detective Superintendent, Strathclyde Police
- 1430 - 1450 **Working Together for More Effective Justice Outcomes**
David Strang - Chief Constable, Lothian and Borders Police
- 1450 - 1510 **Reducing the Toll** - The Road Policing Agenda
Kevin Smith - Chief Constable, Central Scotland Police
- 1510 - 1530 **Tea/Coffee**
- 1530 - 1550 **Meeting the Challenge: Putting People & Communities First**
Ian Latimer - Chief Constable, Northern Constabulary
- 1550 - 1615 **Operation Algebra** - Untangling the Web of Online Child Abuse
Stuart Hood - Detective Inspector, Lothian and Borders Police
- 1615 - 1635 **Meeting Common Objectives** - The Five Year Strategy for Working with Scotland's Police and Criminal Justice Community
Vic Emery - SPSA Convener and Jo Brigham - SPSA Interim Chief Executive
- 1635 - 1655 **Protecting Our Communities** - Operational Planning including Olympic and Commonwealth Games
Colin Menzies - Assistant Chief Constable, Grampian Police
- 1655 - 1700 **Session Closure**
John Geates - Assistant Chief Constable, Director of Training Scottish Police College
- 1700 - 1715 **Conference Photograph**
- 1900 **Pre-Dinner Drinks Reception**
- 1930 **Call to Dinner** - Formal Dress - Grace by Deputy Chief Constable George Graham

Programme of Events - Friday

- 0700 - 0830 **Breakfast** - Conservatory
- 0850 - 0855 **Session Welcome**
Patrick Shearer - ACPOS President - Chief Constable, Dumfries and Galloway Constabulary
- 0855 - 0910 **Keeping Communities Safe in Challenging Financial Times**
Kenny MacAskill MSP - Cabinet Secretary for Justice
- 0910 - 0930 **Protecting the Public** - A Police Perspective
Iain Livingstone - Assistant Chief Constable, Lothian and Borders Police
- 0930 - 1000 **A Unified Approach to Countering Terrorism**
George Denholm - Detective Superintendent, Lothian and Borders
Nick Croft - Scottish Preventing Violent Extremism Unit, Scottish Government
- 1000 - 1030 **Four Ds and a Strategy**
Gordon Meldrum - Deputy Chief Constable, Director General of the SCDEA
David Hume - Chief Executive of Scottish Borders Council
- 1030 - 1045 **Tea/Coffee**
- 1045 - 1115 **Promoting Positive Outcomes** - Working Together to Prevent Anti-social Behaviour in Scotland
Iain MacLeod - Deputy Chief Constable, Central Scotland Police
- 1115 - 1145 **The Shared Agenda**
John Carnochan - Detective Chief Superintendent, Violence Reduction Unit
Richard Foggo - Head of Community Safety Policy, Scottish Government
- 1145 - 1210 **A Government Perspective**
Sir John Elvidge - Permanent Secretary to the Scottish Government
- 1210 - 1230 **The Big Picture**
Geoff Mawdsley - Director, Reform Scotland
- 1230 - 1250 **Finance Panel**
Chair - Colin Mair, Chief Executive - The Improvement Service
Panel Members - Sir John Elvidge, Geoff Mawdsley, Doug Cross and Patrick Shearer
- 1250 - 1310 **The Scottish Policing Manifesto**
Presidential Address by ACPOS President - Chief Constable Patrick Shearer
- 1310 - 1315 **Conference Closure**
Johnny Gwynne - Assistant Chief Constable, Deputy Director General of the SCDEA
- 1315 **Lunch in Conservatory**



Formal Dinner

Pre-Dinner Entertainment

Lothian and Borders Police Choir is Scotland's first police choir. Formed in 2008, it has quickly grown in strength and appeal with its contemporary and original arrangements of well-known songs. In 2011, the Choir will sing in New York City to demonstrate Scotland's support in marking the 10-year anniversary of the '9/11' atrocities.

Menu

Starter

Roast Butternut Squash Soup with crème fraiche & nutmeg

Duo of Melon with rocket salad, lime, lavender & black pepper dressing

Main

Breast of Chicken stuffed with red pepper & basil mousseline pancetta & parmesan crisp with olive jus

Poached Fillet of White Fish stuffed with smoked salmon, spinach & crayfish tails with lobster cream

Ribbons of Tagliatelle with red peppers, white wine, marjoram sauce and toasted pine kernels (V)

Dessert

Traditional Scottish Cranachan

Chocolate and Orange Torte with puff candy ice cream

Coffee and Tablet

After Dinner Speaker

George McNeill was a part-time footballer with Hibs but gave up football to concentrate on athletics. However, he was debarred from amateur running due to his early professional football career. In 1971, George ran 100m in 10.00 seconds, creating a new professional world record and, in 1972, won the world professional sprint title, defeating American Olympic 200m champion Tommy Smith in a four race series. Since retiring from running, he has been involved in fitness coaching for football teams and, in December 2003, was inducted to the Scottish Sporting Hall of Fame. George is also a motivational speaker and is highly sought after on the after-dinner speaker circuit.

Speakers



Patrick Shearer QPM

Chief Constable, Dumfries and Galloway Constabulary

Patrick Shearer joined Grampian Police in 1983 where he worked his way through the ranks in operations and CID roles before being appointed Assistant Chief Constable in 2001, with responsibility for force operations. He was subsequently promoted to Deputy Chief Constable and in May 2007, he was appointed as Chief Constable of Dumfries and Galloway Constabulary and now lives in Dumfries with his wife Morag. He has a keen interest in sport, and supporting youth and community issues. On 1 April 2009, he took up the office of President of the Association of Chief Police Officers in Scotland (ACPOS). He also chairs the ACPOS Performance Management Business Area.



Kenny MacAskill

Cabinet Secretary for Justice

Mr MacAskill was educated at Linlithgow Academy and Edinburgh University and was a senior partner in a law firm. In 2004, he wrote a book entitled 'Building a Nation - Post Devolution Nationalism in Scotland'. He has since edited another book 'Agenda for a New Scotland - Visions of Scotland 2020' and has co-authored two books on the Scottish Diaspora, 'Global Scots - Voices From Afar' and 'Wherever the Saltire Flies', with the former First Minister Henry McLeish. He was an SNP MSP for the Lothians Region from 1999 to 2007 and has been MSP for Edinburgh East and Musselburgh since the General Election on May 3 2007. He is the current Cabinet Secretary for Justice.



Colin McKerracher CBE QPM

Chief Constable, Grampian Police

Colin McKerracher served as a Police Cadet before joining The City of Glasgow Police on 20 May 1974. His Strathclyde Police career culminated in his appointment as Deputy Chief Constable in 2001. He was appointed Chief Constable of Grampian Police in April 2004 and took on the ACPOS Presidency in July 2007, with a desire to develop the strategic vision of the Scottish Police Service. Mr McKerracher sits on the Board of the Scottish Police Services Authority (SPSA), which oversees the governance of the SPSA, including the SCDEA. In January 2009, Mr McKerracher was awarded the CBE for services to the Police. He currently chairs the ACPOS Business Change Programme Board.

Speakers



George Hamilton

Assistant Chief Constable, Strathclyde Police

George Hamilton joined the Royal Ulster Constabulary in 1985. In 1994, he was promoted to Inspector and worked throughout England and Wales on a number of training, assessment and organisational development projects for UK policing. In January 2007, he was appointed as District Commander to one of PSNI's most challenging command roles in South, Central and East Belfast. He was appointed to Strathclyde Police in 2009 as ACC Crime; his portfolio covers all aspects of crime from violence and terrorism through to theft, fraud and high value computer crime. ACC Hamilton is secretary to ACPOS Crime Business Area.



David Swindle

Detective Superintendent, Strathclyde Police

David Swindle joined Strathclyde Police in 1977 and has worked in various CID roles throughout the Force. He is an experienced Senior Investigating Officer who has managed a number of high profile investigations including the murder of Polish student Angelika Kluk and the ongoing UK-wide Operation Anagram which relates to the investigation of serial killer Peter Tobin. He is currently attached to the Public Protection Unit in Strathclyde Police and has responsibility for all victim, offender, child protection and human trafficking issues within the force area.



David Strang QPM

Chief Constable, Lothian and Borders Police

David Strang joined the Metropolitan Police in 1980, rising through the ranks to Divisional Commander of Wembley Division. In September 1998 he was appointed Assistant Chief Constable in Lothian and Borders Police and then appointed Chief Constable of Dumfries and Galloway Constabulary in August 2001. He is a past President of ACPOS (2004-05), and is now the Executive Vice President of ACPOS. He was appointed Chief Constable of Lothian and Borders Police in March 2007 and chairs the ACPOS Criminal Justice Business Area.

Speakers



Kevin Smith

Chief Constable, Central Scotland Police

Kevin Smith joined Strathclyde Police in September 1977 when he was posted to 'G' Division, serving from Orkney Street, Govan.

Rising through the ranks, he has worked on the Lockerbie Enquiry, in Special Branch and as Divisional Commander in the East End of Glasgow. He was appointed Assistant Chief Constable - Territorial Policing in 2005, where he had overall responsibility for all operational policing, including community policing, throughout the force area. He was appointed Chief Constable of Central Scotland Police in October 2008 and is chair of the ACPOS Road Policing Business Area.



Ian J Latimer QPM

Chief Constable, Northern Constabulary

Ian Latimer joined Merseyside Police in 1981, serving there until his appointment as Assistant Chief Constable with Devon and Cornwall Constabulary in February 1999. He was appointed Chief Constable of Northern Constabulary in September 2001. He has, during the intervening years, chaired a number of national business areas including Road Policing, Crime and Terrorism, and Performance Management. He was President of ACPOS in 2006/07 and is currently chair of both the ACPOS Personnel and Training, and Equality and Diversity Business Areas.



Stuart Hood

Detective Inspector, Lothian and Borders Police

Detective Inspector Stuart Hood joined Lothian and Borders Police in 1994 working in various departments. In late 2006, he began working on Operation Abdicat, a year long national internet based child abuse enquiry. In October of 2007 he moved to lead on Operation Algebra, a major investigation with international dimensions that used innovative techniques and cutting edge technology to infiltrate and dismantle Scotland's biggest paedophile network. On completing his work on Operation Algebra, he was seconded to Her Majesty's Inspectorate of Education undertaking thematic child protection inspections.

Speakers



Vic Emery OBE

Convener of SPSA Board

On 1 January 2009, Vic Emery was appointed as the new Convener of SPSA. Prior to his appointment, Mr Emery was Managing Director of BAE Systems Surface Fleet Solutions, which manage the shipyards on the River Clyde, and sat on the Board of BAE Systems UK and Rest of the World Organisation from 2003 until 2008. He is also a former Board Member and Chair of Scottish Enterprise Glasgow. He was awarded an OBE in May 2008 for services to shipbuilding.



Jo Brigham

Interim Chief Executive - SPSA

Jo Brigham joined SPSA in September 2008 as Director of Strategy and Performance, and has, since January 2009, been interim Chief Executive of the organisation. In a varied career, Jo's last role was with the Shareholder Executive - an organisation established to improve the effectiveness of the Government as a shareholder - where she had responsibility for two public bodies, a LLP and a public corporation. She has also held executive roles with the Royal Parks Agency and the Met Office. A qualified meteorologist and oceanographic forecaster, she also served over a decade as an officer in the Royal Navy.



Colin Menzies

Assistant Chief Constable, Grampian Police

Colin Menzies joined Grampian Police in 1982 and, in rising through the ranks, has undertaken a wide variety of roles within the force. He was appointed Assistant Chief Constable - Territorial Operations in March 2008 and is responsible for Operational Policing and Community Partnership Business Areas. In 2004, Mr Menzies graduated from the University of Leicester with an MSc in Police Leadership and Management and now lectures widely on these subjects. He is secretary to the ACPOS Operational Policing Business Area.

Speakers



John Geates QPM

Assistant Chief Constable, Director - Scottish Police College

John Geates started his career in 1981 in Ayrshire, subsequently working in Glasgow Divisions in uniform and CID. During this time, he worked in the Serious Crime Squad and was Head of the Surveillance Unit. He has extensive experience of criminal investigations and, in 2006, headed a reinvestigation into the Nat Fraser murder enquiry and reported the findings to the Lord Advocate for Scotland. He was appointed Deputy Director of the Scottish Police College in June 2006, and took up the post of Director at the College in August 2007. John will MC the first day of the Conference.



Iain Livingstone

Assistant Chief Constable, Lothian and Borders Police

Iain Livingstone joined Lothian and Borders Police in 1992, having previously worked as a solicitor. He has served in detective and uniform roles throughout his career and was appointed Assistant Chief Constable - Crime and Operational Support in April 2009. He has led numerous serious crime investigations, including the recent Operation Algebra, a major online child abuse investigation. He is the chair of the ACPOS Public Protection Portfolio, which provides national strategic oversight for the police service in Scotland for adult protection, child protection, domestic abuse, honour based violence, offender management, prostitution, sexual crime and violence reduction.

George Denholm

Superintendent, Deputy Head of CTIU (Scotland)

Superintendent Denholm joined Lothian and Borders Police in 1983. As head of the Lothian and Borders Police Diversity Unit, he led the ACPOS response to the Commission for Racial Equality's formal inspection of race relations in the Scottish Police Service following BBC's Panorama investigation of racism in the police. In 2007, as a member of Her Majesty's Inspectorate of Constabulary, he worked on an evaluation of Scotland's response to the 'Prevent' strand of the CONTEST strategy and, in 2008, he was appointed Deputy Head of CTIU (Scotland).

Speakers

Nick Croft

Scottish Government, Scottish Preventing Violent Extremism Unit (SPVEU)

Schooled in Sheffield, Nick graduated at Bradford University (BSc Econ/Pol) in 1988 and thereafter undertook a variety of jobs with the NHS (London/Reading), MENCAP (Nottingham) and local authorities (Bradford). In 2001, he moved to Scotland, and in recent years he has been working on progressing the 'Prevent' agenda within the Scottish Government, linking in with Supt Denholm, who then worked at HMICS. Since December 2008, Nick has been on secondment to SPVEU in the Scottish Government.



Gordon Meldrum QPM

Director General, Scottish Crime & Drug Enforcement Agency

Gordon Meldrum joined Strathclyde Police in 1985. Spending much of his career as a Detective, in 1997, he was appointed Head of the Scottish Office of the National Criminal Intelligence Service, a post that he held for three years. In 2003/2004, Mr Meldrum undertook a twelve month Fellowship Programme with the Leadership Development Institute of the Federal Bureau of Investigation. In June 2006, Mr Meldrum was appointed Assistant Chief Constable, Deputy Director General of the SCDEA. He was appointed Deputy Chief Constable, Director General, of the SCDEA on 1 January 2008.



David Hume

Chief Executive - Scottish Borders Council

David Hume graduated from St Andrews University with a BSc in 1976, and the University of Wales in Cardiff in 1978 with an MSc. After working in research for the University of Wales, David joined Strathclyde Regional Council in 1980 and then Lothian Regional Council in 1986. In 1995, he joined the City of Edinburgh Council as Director of Strategic Policy, and in 1998 became Director of Corporate Services. In 2002, David joined Scottish Borders Council as Chief Executive. His other active engagements include: the Institute for Research and Innovation in Social Services, the Scottish Business Crime Centre, and Skills for Justice.

Speakers



Iain MacLeod

Deputy Chief Constable, Central Scotland Police

Iain MacLeod joined Tayside Police in 1976 and served in a number of operational and specialist roles throughout the force, including CID, Drugs Branch, Special Branch and the Professional Standards Department. He rose to the rank of Assistant Chief Constable with Tayside Police and was appointed Deputy Chief Constable of Central Scotland Police in March 2008 after 32 year's service with Tayside Police. In April 2009, he became chair of the ACPOS Professional Standards Business Area.



John Carnochan QPM

Detective Chief Superintendent, Head of the Scottish Violence Reduction Unit

John Carnochan has been a police officer for 36 years and is a Detective Chief Superintendent with Strathclyde Police. He has been involved in various roles in the investigation of serious crime and in particular as senior investigating officer in murder inquiries. He was centrally involved in establishing the Violence Reduction Unit (VRU) in January 2005, with the aim of developing a strategy that would bring about sustainable reductions in violence within Strathclyde. In April 2006, the VRU assumed a Scotland wide role and is now supported by the Scottish Government. Its fundamental tenet is that "violence is preventable - not inevitable".

Richard Foggo

Scottish Government, Head of Community Safety Policy

Richard Foggo joined the Scottish Government in 2001 after a period as an academic, teaching philosophy at the Universities of Essex, Stirling and Edinburgh. He held various posts in Government including working on the Local Government in Scotland Act 2003, serving as the Private Secretary to the Minister for Justice, and, since 2006, working in the Police and Community Safety Directorate, first as head of CT Policing Policy and now as Head of Community Safety Policy. Over the last 4 years Richard has also been lead sponsor of the Violence Reduction Unit. Richard has three small children and lives noisily in Edinburgh.

Speakers



Sir John Elvidge KCB

Permanent Secretary of the Scottish Government

Sir John Elvidge has been Permanent Secretary of the Scottish Government since July 2003, covering the second period of the Labour – Liberal Democrat coalition government in the post devolution era and the current period of SNP minority government. Having come back to Scotland in May 1999, specifically to be involved in the start of devolved government, he spent the first 3 years of the first coalition government as Head of the Education Department and the fourth year as Head of Finance and Central Services Department. Although almost all his earlier career had been spent in Scotland, in various Civil Service posts concerned mainly with economic development and Scotland's physical infrastructure, during 1998 and 1999 he was part of the Cabinet Secretariat for the UK Government.



Geoff Mawdsley

Director, Reform Scotland

Before joining Reform Scotland, Geoff Mawdsley was Director of Grayling Political Strategy in Scotland, a public affairs and public relations consultancy specialising in planning and running political communications campaigns on behalf of its clients. Prior to joining Grayling, he was Policy Manager for Scottish Financial Enterprise. Previously, he had been Chief Political Adviser to the leader of the Scottish Conservative Party for 8 years and has also worked in public relations and public affairs, latterly with GPC. From 1992-96, he was a councillor on City of Edinburgh District Council. He has an MA from the University of Edinburgh, is married with two children and lives in Edinburgh.



Colin Mair

Chief Executive, Improvement Service

Colin Mair is Chief Executive of the Improvement Service (IS), a COSLA/SOLACE partnership established to support local government improvement across Scotland. The aim of the IS is to help councils and their partners improve the health, quality of life and opportunities of all people in Scotland through community leadership, strong local governance and the delivery of high quality, efficient local services. Before joining the Improvement Service in 2004, Colin worked with Scottish councils as Director of the Scottish Local Authority Management Centre.

Speakers



Doug Cross OBE

Director of Corporate Services, Tayside Police

Doug Cross joined Tayside Police as Director of Corporate Services in 1994 from Tayside Regional Council, where he was employed as Principal Accountant in the Finance Department. He is chair of the ACPOS Finance Management Business Area and was responsible for establishing an effective best value and continuous improvement system to ensure the Scottish Police Service captured robust financial information to inform on Scottish Government BV and efficiency targets. He assumed overall responsibility for financial matters relating to policing of the G8 World Leaders Summit held at Gleneagles in July 2005. In 2006, Doug Cross was awarded the OBE for services to the Police.



Johnny Gwynne

Deputy Director General, Scottish Crime and Drug Enforcement Agency

Johnny Gwynne is a native of Northern Ireland and started his police career in the Royal Ulster Constabulary in 1985. He transferred to Strathclyde Police in 1989, where he performed a number of roles, including Head of Special Branch in 2002. In November 2007, he was seconded from Strathclyde Police to the role of Interim Deputy Director General at the Scottish Crime and Drug Enforcement Agency, and appointed permanently in March 2009, to oversee the Agency's response to the threat from serious and organised crime. He leads on the ACPOS Covert Policing and Technical Surveillance portfolio. Johnny will MC the second day of the Conference.