

Agenda Item	10.
Report No	CPPB/4/25



**Highland**  
Community  
Planning  
Partnership

Com-pàirteachas  
Dealbhadh  
Coimhearsnachd

**na Gàidhealtachd**

**Highland Community Planning Partnership Board – 21 February 2025**

**CONTEST Board Report 2024**

**Report by: Jen Valentine, Police Scotland**

**Summary**

Local CONTEST Boards are tasked with supporting the delivery of the CONTEST Strategy. The board supports delivery through the progression of work plans aligned to each of the four 'P' strands of CONTEST: Prevent, Pursue, Protect and Prepare.

The local Board is at Highlands and Islands level and is required to report to the Scottish Government in December each year.

This report commends the contents of the board report to the CPP, redacted to the Highland only context, for noting.

**1. Background**

1.1 The Highlands and Islands CONTEST Board is tasked with supporting the delivery of the CONTEST Strategy. The board supports delivery through the progression of work plans aligned to each of the four 'P' strands of CONTEST: Prevent, Pursue, Protect and Prepare.

The Board has developed a work plan based on the Local CONTEST Delivery Objectives identified by the Strategic CONTEST Board for Scotland. These work plans are aligned to the current threat and risk picture for H&I region.

Performance reporting on progression of H&I CONTEST Board work plan takes the format of an annual report, which is submitted to the Scottish CONTEST Secretariat.

1.2 Under the wider Partnership structures in Highland, CONTEST has been recognised as being part of the partnership landscape, but has not previously reported to the CPP.

1.3 The main alignment for the CONTEST Board is through Local Resilience Partnership structures, but it has been recognised that there are overlaps in some areas of business with CPP work.

**2. Membership**

2.1 Statutory Partners from Highland are;

- Police Scotland
- Scottish Ambulance Service
- Scottish Fire and Rescue Service
- The Highland Council
- Scottish Prison Service
- NHS Highland
- Local Resilience Partnership
- UHI

### **3. Annual Return**

- 3.1 The annual return was collated in November 2024, for submission to the Scottish Government in 2024.

The attached paper is redacted to Highland only, and submitted for the information only of the CPP.

#### **Recommendation**

The Board is asked to note the contents of the report and Highland activity in relation to CONTEST

**Author: Jen Valentine, Police Scotland**

**Date: 14 February 2025**

**Appendices: Appendix 1 H&I CONTEST Return (redacted to Highland only) 2024**

Appendix 1

## HIGHLANDS AND ISLANDS CONTEST BOARD RETURN 2024 (redacted to Highland only)

**PREVENT**

Local CONTEST Delivery Objectives	Local CONTEST Delivery Outcomes	Local CONTEST Performance Indicators	Annual Delivery Update
<ul style="list-style-type: none"> <li>• <b>Assurance of Prevent delivery in Scotland;</b> improved understanding and assurance of Prevent across <b>statutory sectors</b> in Scotland, enabling partners to identify and address gaps in delivery.</li> <li>• <b>Maintenance of effective provision of Prevent Multi-Agency Panels (PMAP) and processes across Scotland,</b> moving on from the rollout and embedding phase of the 2021 PMAP statutory guidance into confident multi-agency involvement and understanding across partners.</li> <li>• <b>Refreshed statutory Prevent Duty and Prevent Multi Agency Panel (PMAP) Guidance for Scotland;</b> in line with the refreshed guidance for England and Wales but tailored to, and reflective of the delivery landscape for Prevent across devolved statutory sectors in Scotland.</li> </ul>	<ul style="list-style-type: none"> <li>• <b>Assurance:</b> statutory sectors engage with the assurance process for Prevent in Scotland and take responsibility for completing returns which will inform an annual report on Prevent delivery in Scotland produced by Scottish Government and overseen by the Prevent Subgroup.</li> <li>• <b>Prevent Multi-Agency Panels (PMAP);</b> statutory sectors ensure that awareness of the PMAP process is maintained across key partners and multi-agency partners engage confidently in the PMAP process when appropriate.</li> <li>• <b>Refreshed statutory guidance;</b> Sectors across Scotland engage with refreshed statutory guidance for Prevent and Prevent Multi-Agency Panels and reflect any required updates within their delivery of the strategy.</li> </ul>	<p>Number of Prevent referrals in N Division.</p> <p>Good awareness with several agencies requesting further training sessions.</p> <p>National training session are well attended by partners from the Contest group.</p>	<p><b><u>Police Scotland Highland and Islands</u></b></p> <p>CTLO attended PMAP training on the Prevent Assessment Framework.</p> <p>CTLO attends local PMAP’s when available and aids the PDU when required.</p> <p>CTLO has provided numerous Radicalisation Awareness Sessions to partners including Highland Council and local education settings. This continues to be rolled out.</p> <p>CTLO regularly attends sessions on current CT threat and emerging trends.</p> <p><b><u>Prevent Delivery Unit North – Police Scotland.</u></b></p> <p>Prevent Delivery Unit have given inputs to third sector organisations and continue to support PMAP delivery across the region. Prevent Awareness sessions delivered to third sector and statutory organisations. The Prevent Assessment Framework roll out briefing was coordinated by DI Maqsood for Scotland. All Prevent Staff have completed refresher training for Prevent Awareness. All prevent Staff have been trained and accredited to use the Prevent Assessment</p>

<ul style="list-style-type: none"> <li>• <b>Supporting training and awareness of Prevent and Prevent-related content across Scotland</b>, with sectors taking ownership of this activity (including Prevent related issues such as ideology and emerging trends within their networks where appropriate) and supporting non-statutory partners to increase their understanding of the strategy.</li> </ul>	<ul style="list-style-type: none"> <li>• <b>Training and awareness;</b> Statutory sectors give priority to demonstrating a commitment to training and awareness on Prevent within their own networks, using the Home Office e-learning material and work together, through the local contest group, with partners from non-statutory sectors to increase their understanding and awareness of the Prevent strategy, where appropriate and feasible.</li> </ul>		<p>Framework. Bespoke PMAP training was delivered to the PDU by the Home Office.</p> <p>PDU has circulated the new NRF, and this is awareness on the referral process however again cannot quantify or give numbers on this. This is being refreshed and the NRF will be sent out again to all partners through the Contest Structures and CTLO's.</p> <p>This one is hard to quantify but referral discussions take place across all sectors on a regular basis, and we have an annual publication of Prevent Data which will be due in the next few months. There is no way to tell if a referral has been submitted following a training awareness session. This has been highlighted to the Delivery Author Jackie Dirkie and she has been made aware that this is something that cannot be measured due to the referral numbers across Scotland.</p> <p><b><u>HMP Porterfield</u></b></p> <p><b>HMP Inverness staff have been directed to complete the on-line SPS PREVENT training package</b>, this introductory training provides nd awareness of radicalisation and an understanding of what you can do in your duty within a custodial setting to ensure that people are safeguarded from the risks of radicalisation - much in the same way you would protect them from other risks. <b>This package takes approximately 40 minutes to complete.</b></p>
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			<p><b>The Head of Operations and IMU Manager have attended a training event delivered by Police Scotland at Perth Road HQ.</b></p> <p><b>The Head of Operations and IMU personnel have attended a Teams PREVENT Duty Guidance Q&amp;A general awareness/refresher webinar training on two occasions.</b></p> <p>Nil PREVENT referrals submitted by HMP Inverness during 2024.</p> <p><b><u>NHS Highland</u></b></p> <p>Prevent training is compulsory for all staff within the NHS Highlands. Training is delivered by Turas online and is refreshed every three years.</p> <p>79 Prevent training packages have been delivered to staff this financial year.</p> <p>NHS Highland SPOC attends each Prevent Multi-Agency Panel meetings providing health updates to assist in the decision-making process for each individual case.</p> <p>NHS Highland referred one patient to the PMAP process this year which is the first in three years. Referral was a direct result of staff raising concerns highlighted by training.</p> <p>Prevent policy has been reviewed and updated and released to all staff via the intranet.</p> <p><b><u>University of the Highland and Islands</u></b></p> <p>Prevent guidance and briefing materials issued to all members of UHI senior management, to UHI</p>
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			<p>Prevent group and UHI Safeguarding group with cascade to relevant staff at six monthly intervals. SPOC attendance at monthly bridge call. SPOC attendance at HEPWG and Highlands and Islands group meetings with relevant information circulated to partnership colleagues as per a business-as-usual approach. Police Scotland delivered bespoke training to UHI staff in year and UHI staff have attended online sessions delivered by SG SVT. Information includes signposting to Home Office training.</p> <p>UHI SPOC attended training on referral process delivered via HEPWG in year. Relevant information of referrals process and referral forms shared internally with UHI Prevent Group and Safeguarding leads. All training opportunities are highlighted discussed and promoted via internal practitioner group network All training opportunities are highlighted discussed and promoted via internal practitioner group network and a central SharePoint page for Prevent leads.</p> <p>None in year from UHI. One potential referral was considered but on review this was not submitted via Prevent referral as review identified that it was not a prevent concern or risk, the prevent referral process was identified as being useful in escalating the individual as vulnerable and was referred to a separate safeguarding intervention procedure and process.</p>
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**PURSUE**

Local CONTEST Delivery Objectives	Local CONTEST Delivery Outcomes	Local CONTEST Performance Indicators	Annual Delivery Update
<ul style="list-style-type: none"> <li>• Provision of Quarterly and Annual Counter Terrorism threat and risk assessment for Scotland broken down by the relevant policing region: East, North and West.</li> <li>• Provide guidance to support understanding of the current mechanisms for reporting terrorist concerns to Police Scotland.</li> </ul>	<ul style="list-style-type: none"> <li>• Increased understanding of current threat and risk picture to Scotland for the local policing region, to enable consideration for delivery activity required to mitigate.</li> <li>• Increased understanding of mechanisms for reporting terrorist concerns to Police Scotland.</li> </ul>	<p>Positive response in relation to the Police Intelligence Portal training</p> <p>Threat and risk picture delivered to all members at each Contest board.</p>	<p><b><u>Police Scotland Highland and Islands</u></b></p> <p>Partners attend the Multi Agency meeting each quarter. At these an up-to-date threat overview is delivered and shared via the minutes post meeting.</p> <p>Multi agency Contest Boards members and their respective organisations are all aware of the mechanisms for reporting such concerns in Scotland. This may include the Anti-Terror Hotline (0800 789 321), Police Scotland Control Centre's (101/999), local Counter Terrorism Security Advisors with whom they work and the local Counter Terrorism Liaison Officer.</p> <p>Police Intelligence Portal is regularly promoted to partners via briefings. There are no exact figures, but this is estimated to have been delivered to 600-800 people from partner agencies.</p> <p>Quarterly CT Threat Overview shared with local crime management.</p> <p>National CT intelligence requirements briefed to officers locally.</p> <p>Local Divisional Intelligence Unit to expedite CT relevant (REFRACT) intelligence logs to CT Intelligence/Fixed Intelligence Management Unit CT Intelligence to provide daily updates to N Div CONTEST manager and Counter Terrorism Liaison Officer</p>

			Continued CT Intelligence training to N Division Supervisors
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<b>PROTECT</b>			
<b>Local CONTEST Delivery Objectives</b>	<b>Local CONTEST Delivery Outcomes</b>	<b>Local CONTEST Performance Indicators</b>	<b>Annual Delivery Update</b>
<ol style="list-style-type: none"> <li>Promote and share guidance on protective security measures, counter terrorism protection training and preparedness for Publicly Accessible Locations. Including the Protect UK Website and free online training packages.</li> <li>Promote and share guidance and information aligned to Cyber and</li> </ol>	<ol style="list-style-type: none"> <li>Increased awareness of protective security measures, and preparedness for Publicly Accessible Locations.</li> <li>Increase awareness of the free online Counter Terrorism training packages for inclusion within employee Induction Packages: Action Counters Terrorism (ACT) and See Check and Notify for all staff (SCAN).</li> <li>Increased awareness of cyber protective security measures that protects information</li> </ol>	<p>Good attendance at CTSA Bridge call which promotes all available training and current e-learning packages.</p>	<p><b><u>Police Scotland Highland and Islands</u></b></p> <p>Regular promotion of the Protect App and CTSA Bridge call through the Contest Board.</p> <p>CTLO regularly attends NPSA training and awareness sessions. CTLO also attended Martyn’s Law awareness sessions.</p> <p><b><u>Protect and Prepare Contest Sub-Group – Chaired by Scottish Fire and Rescue</u></b></p>



<p>Personnel protective security measures.</p> <p>3. Promote and share guidance on technological developments that enhance current or emerging attack methodologies.</p>	<p>held by Scottish stakeholders that may be useful to terrorists.</p> <p>4. Increased awareness of personnel security measures including mitigations aligned to Insider Threat.</p> <p>5. Increased awareness of technological developments that enhance current and emerging attack methodologies.</p>		<p>As a working group we provide guidance and support where required, the deputy chair is CTLO for Police Scotland and leads on the above within the group.</p> <p>Education function within Highland Council have been keen to discuss the guidance, all partners are invited to review and utilise.</p> <p>The group has the CTSA lead for Police Scotland involved as a member and the APP is regularly discussed / provided. Most partners have indicated that they have accessed the app, and their organisations integrate this into training.</p> <p>Martyn's law is an agenda item and regularly discussed, SG partners have provided support / presentations and partners have also been directed to UK Government input sessions.</p> <p><b><u>HMP Porterfield</u></b></p> <p>Head of Operation attended a session on Martyn's Law along with the IMU Manager, this was delivered by Police Scotland at their Perth Road HQ.</p> <p>HMP Inverness has received Cyber Alerts from the Cyber Security Resilience Guidance for UK organisations Police Scotland Cybercrime Harm Prevention team, this Alert was disseminated to staff within the establishment.</p>
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			<p>All SPS staff undergo on-line training pertaining to Responsible for Information, some of the topics above are covered in this training package.</p> <p><b><u>University of the Highland and Islands</u></b></p> <p>UHI have attended 2 awareness sessions on Martyn's Law and the Protect App has been promoted.</p> <p>ACT awareness is not yet mandatory training, nor has SCan training.</p> <p>UHI publish on our SharePoint system personal cyber protective security guidance that is relevant, that we receive from external agencies for example Police Scotland, we also share to our internal partners information from Cyber Scotland, JISC, NCSC and HEFESTIS.</p> <p>UHI carries out a bi-annual Information Security and GDPR on-line training session that's mandatory for all employees.</p> <p>UHI has Cyber Security information on its SharePoint sites and does add messages to the system as and when an issue is identified.</p> <p>The university covers several areas from the NPSA 'Are you thinking about it' initiative including-</p> <ul style="list-style-type: none"><li>• Requirements to check identity, right to work and interviews prior to</li></ul>
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			<p>commencement. This also includes reference checks.</p> <ul style="list-style-type: none"><li>• IT access protocols and building security identification are in place for new starts.</li><li>• Probationary and ongoing annual performance reviews with flexible working policy in place that supports works life balance.</li><li>• In the event of remote working, the employee completes a risk assessment which is reviewed and actioned where required.</li><li>• Grievance procedures are in place that can be utilised by colleagues should they wish to raise any concerns or issues; this covers both formal and informal procedures.</li><li>• On exit from the business, IT protocols are in place to remove access to relevant access. Within the employment contracts, a clause is provided to cover the expectation around security.</li></ul> <p>UHI receives information from multiple sources about Cyber issue and takes the actions that are relevant to the organization.</p> <p><b><u>NHS Highland</u></b></p> <p>The Scottish Government Protective Security Guidance is under consideration through senior management, estates and the resilience team. The document has been</p>
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			<p>circulated to all managers responsible for NHS Highland properties.</p> <p>The Protect UK app has been promoted to all staff including security managers and security staff, public facing staff and duty management via the internal intranet and weekly bulletin requesting all staff download and keep up to date on current CT information.</p> <p>It has not been possible assess how many staff have complied with the request.</p> <p>All Protect bulletins are circulated to all NHS Highland staff via the weekly bulletins online.</p> <p>Martyn's Law is under review by NHS Highland Executive Directors and senior management. The relevant staff are attending all briefings provided by Scottish Government, NaCTSO and NPSA. All information will be cascaded down once the full impact of the legislation and how it affects NHS Highland.</p> <p>All NHS Highland staff undergo mandatory training for Counter Terrorism which is refreshed every three years. All staff have taken part in this training which is enforced by line managers.</p> <p>SCaN (See Check and Notify) has not been adopted for all Staff as part of staff mandatory training. NHS Highland are</p>
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			<p>waiting for the updated training package from Scottish Government.</p> <p>With the impending implementation of Martyn's Law, NHS Highland will assess the impact on the organization. All training packages including ACT Awareness or SCan will be considered as mandatory training for staff.</p> <p>Terrorism protection training such as mail handling, incident response/management and Hostile Vehicle Mitigation Awareness are circulated to NHS Highland staff via the weekly bulletin. Staff have been advised to download and monitor the Protect App and the NPSA website.</p> <p>Cyber Protective Security is policed by the NHS Highland eHealth department and the Information Governance &amp; IT Security Manager. Guidance from Scottish Government, Police Scotland, Cyber Scotland and NCSC are circulated to all staff via the internal intranet and weekly bulletins.</p> <p>The IT structure within NHS Highland is constantly monitored by eHealth and any attacks/trends quickly identified and circulated to all staff timeously.</p> <p>eHealth adopts the five basic principles from Cyber Scotland and the logging in system for all devices including phones and tablets has been updated to provide better security.</p>
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		<p>NHS Highland eHealth continually assess cyber protection and attend briefings and seminars, keeping up to date with current external and internal threats. They work with internal and external partners to share current trends and threats.</p> <p>NHS Highland Human Resources maintain policies which include protection and security of staff. Strict vetting procedures are adhered to ensuring the right person is hired for the role. They carry out the required backgrounds checks to reduce the internal threat to their staff.</p> <p>Key staff work with eHealth to reduce the threat to staff.</p> <p>Human Resources have and maintain policies that mitigate against insider threat.</p> <p>Relevant staff from NHS Highland counter terrorism attend all briefings including threat briefs relating to technological developments for attack methodologies.</p> <p>The single SPOC attends the monthly CTSA briefing and continues to promote the Protect UK App.</p> <p>All relevant threats and latest information are circulated via an internal intranet and weekly bulletin.</p> <p>With the introduction of Martyn's law, further training will be identified for relevant</p>
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			staff to mitigate against technological developments.
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**PREPARE**

Local CONTEST Delivery Objectives

Local CONTEST Delivery Outcomes

Local CONTEST Performance Indicators

Annual Delivery Update

<ol style="list-style-type: none"> <li>1. Develop and maintain a working relationship with their Local Resilience Partnerships, for the purpose of sharing knowledge and understanding of local preparedness and recovery plans, including available training, testing and exercise events.</li> <li>2. Conduct multi agency CT exercising to share awareness of national capabilities and test local response plans.</li> <li>3. Promotion of products including “Run, Hide, Tell” and “Remove, Remove, Remove” to reduce the risk of physical harm to individuals if acts of terrorism occur.</li> </ol>	<ol style="list-style-type: none"> <li>1. Good understanding of local Preparedness and Recovery plans, including roles and responsibilities.</li> <li>2. Establish a process for identifying and recording relevant shared learning from both CT and Non-CT incidents, training, and exercising.</li> <li>3. Delivery of multi-agency CT exercising at a minimum of every two years to test local preparedness plans, including alignment to previous lessons learned and identified areas for improvement.</li> <li>4. Ensure local awareness of “Run, Hide, Tell” and “Remove, Remove, Remove” procedures to enhance public safety.</li> </ol>	<p>Learning was shared from Exercise Safe Steeple which assisted area LRP’s to improve their own response and recovery plans.</p> <p>Improved attendance to the Protect and Prepare meetings which allows for shared learning and training.</p>	<p><b><u>Police Scotland Highland and Islands</u></b></p> <p>Exercise Safe Steeple was completed in all four council areas with learning shared. Planning for Op Shopboard is underway.</p> <p>Act Awareness e-learning is mandatory for all Police Officers and staff.</p> <p>CTLO attended REDDE 23 – Dounreay’s yearly exercise.</p> <p>CTLO aided Highland Council with lockdown plans for Education.</p> <p><b><u>Protect and Prepare Contest Sub-group – Chaired by Scottish Fire and Rescue</u></b></p> <p>The Protect and Prepare subgroup reports into the CDB for Highland and Islands directly, as Chair I also sit on the Highland LRP as a partner.</p> <p>Presentation sessions are delivered as CPD events within the group. Training and exercising is a standing agenda item.</p> <p>All partners who attend the group are made aware of the campaigns and presentations are delivered regularly on these.</p> <p><b><u>HMP Porterfield</u></b></p> <p>The establishments Head of Operations is the designated attendee for local Resilience Partnership meetings.</p> <p><b><u>NHS Highland</u></b></p>
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			<p>NHS Highland is an active member of Regional Resilience Partnerships, Local Resilience Partnerships and attends all Emergency Liaison Group meetings.</p> <p>NHS Highland Contest membership is at Deputy Chief Executive level to ensure there is both a good understanding of recovery plans, including organisational roles and responsibilities for major incidents and counter terrorism incidents.</p> <p>NHS Highland provide secretariat to the Contest Sub-Group.</p> <p>NHS Highland provide representation at all multi-Agency meetings actively contributing to all live incidents, training and exercising. NHS Highlands chair debriefings to establish lessons learned which are then shared through RRP's, LRP's and ELG's.</p> <p>NHS Highland recently hosted a major incident. Exercise on behalf of Scottish Government and has chaired hot and cold debriefs. Lessons learnt from this exercise are released through all multi-Agency partners through established connections in RRP's and LRP's.</p> <p>NHS Highland took part in Safe Steeple 2, a multi-Agency exercise to test agency response to a terrorist event in the centre of Inverness. The exercise tested response times including armed response. NHS SAS response times and hospital capabilities for high casualty numbers. Debriefs were carried out and lessons learnt are being carried over into the next CT event, Shop Board, scheduled for 2025. This exercise will build on the previous good practice.</p>
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			<p>NHS Highland shares all relevant information surrounding counter terrorism via an internal intranet media platform. Campaigns such as “Run, Hide, Tell” and “Remove, Remove, Remove” are also circulated via a weekly bulletin which goes out to all staff.</p> <p>The bulletin has been used to promote use of the Protect UK App.</p>
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