

SCOTTISH POLICE
AUTHORITY

Meeting	Scottish Police Authority Audit Committee
Date	18 April 2018
Location	Scottish Police Authority Headquarters, Pacific Quay, Glasgow
Title of Paper	Police Scotland Whistleblowing Progress Report
Item Number	13.2
Presented By	ACC Alan Speirs, Police Scotland
Recommendation to Members	For Noting
Appendix Attached	Yes Appendix A – Summary of Police Scotland PSD Gateway Unit Referrals 01/04/17-31/03/18

PURPOSE

The purpose of this paper is to provide members with annual figures in terms of referrals to the PSD Gateway Unit, in addition to contextual information regarding action taken in relation to referrals.

Further to the paper submitted to the SPA Audit Committee meeting of 22 January 2018, members requested additional detail on action taken following receipt of referrals, now contained herein.

1. BACKGROUND

- 1.1 Referrals to the Gateway Unit are received from a variety of sources including Integrity Matters, divisional reports, officer reports, letters, anonymous reports, Crimestoppers and also direct telephone calls.
- 1.2 The remit of the National Gateway Assessment Unit includes assessments and referrals from:
 - Vetting and external forces checks
 - Integrity Matters Referrals
 - Notifiable Association assessment
 - Advice and Guidance assessment
 - Officers Reports
 - Divisional Reports
 - Crimestoppers
 - Intelligence Reports
 - Telephone calls
 - Whistleblowing.

2. FURTHER DETAIL ON THE REPORT TOPIC

2.1 Annual PSD Gateway Unit Figures 2017/18

Between 01 April 2017 and 31 March 2018 inclusive a total of 1165 referrals have been received at the Gateway Unit.

205 (17.6%) of these referrals have been received through the Integrity Matters reporting portal.

At the commencement of the Gateway Unit in 2017 a number of 'referral categories' were identified in order to progress the data. The Gateway Unit referrals were thereafter populated on to the iBase database under specific 'referral category' headings and the figures thereafter broken down further. The annual figures from 01 April 2017 until 31 March 2018 are recorded on table below (**See Attached Table – Appendix A**).

It should be noted that there have been no reports received to date using the whistleblowing forms as per the guidance. Members should note that The Whistleblowing Policy & Guidance is currently

being reviewed and will be published following the review. Notwithstanding this, the table as per Appendix A outlines that there is a recognised and appropriate use of the referrals system available to report areas of concern.

2.2 Next Steps – Gateway Unit

As of 01 April 2018 the annual figures ‘referral categories’ and ‘headings’ will be broken down further to provide a more comprehensive breakdown of the data. For example, the following headings will also be added to the table;

- Business Interest and Secondary Employment
- Performance
- Social Media

The percentage of Integrity Matter referrals received which are anonymous will also be recorded. Where any trends/patterns are identified with an escalation of particular areas of data being received into Gateway Unit, this information will be highlighted to senior management, with a view to quickly identifying potential issues and any action deemed appropriate.

3. FINANCIAL IMPLICATIONS

There are no financial implications associated with this paper.

4. PERSONNEL IMPLICATIONS

There are no personnel implications associated with this paper.

5. LEGAL IMPLICATIONS

There are no legal implications associated with this paper.

6. REPUTATIONAL IMPLICATIONS

There are reputational implications associated with this paper in respect of allegations made against members of Police Scotland.

7. SOCIAL IMPLICATIONS

There are no social implications associated with this paper.

8. COMMUNITY IMPACT

There are no community impact implications associated with this paper.

9. EQUALITIES IMPLICATIONS

There are no Equalities, Diversity and Human Rights implications on this report.

10. ENVIRONMENT IMPLICATIONS

There are no environmental implications associated with this report.

RECOMMENDATIONS

This report is submitted for the attention of the Audit Committee regarding the progression and disposal of referrals submitted to the National Gateway Assessment Unit following the initial submission to the Audit Committee in January 2018.

Notwithstanding that no formal reports of “whistleblowing” have been made using the process and form outlined in the published guidance, the attached table demonstrates that officers and staff are aware and have the ability to raise concerns to the organisation, which is progressed as per the outcomes in the attached table.

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Appendix A - Summary of Police Scotland PSD Gateway Unit Referrals - 01/04/2017 – 31/03/2018

Outcome Category	ACU Referral	Noted for Information Only	Memo to Division for Progression	Other *	PSD Criminal Complaints	PSD Conduct	PSD Specialist investigations	Ongoing Assessment	Grand Total	Percentage
Abuse of Authority	4	13	43	2	4	6	4	5	81	6.95%
Commit, Incite, Aid and Abet, Assist in the Commission of Crime	0	2	1	0	0	0	1	1	5	0.43%
Controlled Drug Use and Supply	10	6	1	0	0	0	0	0	17	1.46%
Disclosure of Information	15	13	8	0	4	1	4	0	45	3.86%
Notifiable Association	42	55	330	1	1	0	26	8	463	39.74%

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Misuse of Force Systems	1	19	6	0	7	3	0	3	39	3.35%
Other **	14	245	83	14	9	26	11	18	420	36.05%
Perverting the Course of Justice	0	0	0	0	1	1	0	0	2	0.17%
Sexual Misconduct	9	7	8	0	1	5	11	2	43	3.69%
Theft and Fraud	0	3	1	0	1	1	0	1	7	0.60%
Vulnerability	5	11	13	0	0	9	2	3	43	3.69%
Grand Total	100	374	494	17	28	52	59	41	1165	

*Referred to external agency or Public Sector, referred to MITs, officer identified as being non Police Scotland

**Business Interest, Performance Issue, Suspicious Activity Report