

SCOTTISH POLICE
AUTHORITY

Meeting	Public SPA Board Meeting
Date	24 February 2017
Location	Stirling Court Hotel, Stirling
Title of Paper	HMICS Review of Police Scotland CCU – Update on Implementation of Recommendations
Item Number	12
Presented By	DCC Gwynne
Recommendation to Members	For Noting
Appendix Attached:	NO

PURPOSE

The purpose of this paper is to update the Scottish Police Authority on the progress made towards the implementation of the recommendations contained within the HMICS Assurance Review of Police Scotland's Counter Corruption Unit.

1. BACKGROUND

- 1.1 Monday 27 June 2016 HM Inspector of Constabulary in Scotland published its Assurance Review into the state, effectiveness and efficiency of the Police Scotland's Counter Corruption Unit (CCU).
- 1.2 The intention behind the review was to independently determine the facts and to identify practical lessons that will assist in improving police counter corruption practices in Scotland.
- 1.3 As a result of this review 39 recommendations covering various aspects of CCU activity and governance were presented.
- 1.4 Implementation of the review recommendations is being overseen by the Police Scotland Assurance Review Steering Group Chaired by the DCC Crime and Operational Support.

2. FURTHER DETAIL ON THE REPORT TOPIC

- 2.1 Work remains ongoing in response to the 39 recommendations contained within the review.
- 2.2 It should be noted that Recommendations 2 and 3 do not fall within the remit of the Steering Group and work in relation to these recommendations is being overseen directly by the DCC Local Policing.
- 2.3 The progress status of the recommendations are as follows:

BLUE	Discharged by HMICS or proposed for closure by Police Scotland	19
RED	Not started. Not on track or within agreed timescales	0
AMBER	Progressing. On track but minor slippage	5
GREEN	Progressing. On track	15

- 2.4 Eighteen recommendations have been proposed for closure and an update regarding these proposals was provided at the SPA Boards on 27 October 2016 and 15 December 2016.
- 2.5 A further recommendation has been proposed for closure and 15 recommendations are currently in progress and developing on track.

- 2.6 This represents an approximate completion rate of 49% of the overall recommendations made by HMICS.
- 2.7 The following recommendation has been proposed for closure:

Recommendation 22

Engagement with the Police Investigations and Review Commissioner (PIRC) to consider establishing a confidential reporting function - Engagement has been carried out with PIRC, however current legislation does not provide the Commissioner with powers to deal with complaints made by police officers via a whistleblowing procedure or to investigate police conduct matters except in circumstances relating to senior officers.

There is no legislative means by which members of Police Scotland can raise matters with PIRC and be guaranteed protection under the Public Interest Disclosure Act 1996.

There are however a number of prescribed bodies under this legislation which members of Police Scotland are able to refer whistleblowing issues to and retain that protection. Full details / reporting mechanisms are being incorporated into the Whistleblowing Policy, in line with recommendation 20.

- 2.8 There are 5 recommendations progressing and on track however, have emerging risks which may impact on delivery, as follows:

Recommendation 7

Review of CCU capability and capacity and approach to tackling corruption – As previously advised, this recommendation was due to be completed by 31 January 2017, however the senior officer promotion process is ongoing and it is felt it was prudent for this process to be completed prior to any of the ACU senior management changes being implemented. This delay does not affect the revised role and remit of the department.

Recommendation 8

Increase awareness of the code of ethics – As previously advised, this recommendation was due to be completed by 31 December 2016. The Policing Values and Ethics Communication Plan has been created and work is ongoing to deliver this recommendation.

Recommendation 9

Improve co-ordination of internal self-assessment – As previously advised, this recommendation was due to be completed by 31 December 2016, however the Continuous Improvement Framework

is still being assessed by the Deputy Chief Officer (Corporate Services, Strategy and Change) and will be presented to the Force Executive for decision in due course.

Recommendation 23

Engage with COPFS to examine alternative approaches to the reporting of minor data protection offences whereby there is no evidence of corruption – As previously advised, this recommendation was due to be completed by 31 December 2016. Police Scotland have been advised that the revised process has been approved in principle by Law Officers, however are awaiting formal documented confirmation from COPFS prior to presenting this recommendation for closure.

Recommendation 34

Establishment of a learning and development debrief process – As previously advised, this recommendation was due to be completed by 31 January 2017. A formal process has been developed to identify and capture all learning from an ACU enquiry, ensuring the necessary information is disseminated throughout the ACU and the wider organisation, where required. However, prior to presenting this recommendation for closure the process requires to be assessed in practice.

3. FINANCIAL IMPLICATIONS

3.1 There are no financial implications in this report.

4. PERSONNEL IMPLICATIONS

4.1 There are no personnel implications associated with this paper.

5. LEGAL IMPLICATIONS

5.1 There are no further legal implications in this paper to those listed above.

6. REPUTATIONAL IMPLICATIONS

6.1 There are no reputational implications associated with this paper.

7. SOCIAL IMPLICATIONS

7.1 There are no social implications associated with this paper.

8. COMMUNITY IMPACT

8.1 There are no community implications associated with this paper.

9. EQUALITIES IMPLICATIONS

9.1 There are no equality implications associated with this paper.

10. ENVIRONMENT IMPLICATIONS

10.1 There are no equality implications associated with this paper.

RECOMMENDATIONS

Members are requested to: Note the content of this paper.