



Meeting	SPA Complaints and Conduct Committee
Date	14 November 2023
Location	Video Conference
Title of Paper	Police Scotland - Professional Boundaries - Update
Presented By	CS Catriona Henderson
Recommendation to Members	For Discussion
Appendix Attached	No

PURPOSE

To provide the SPA Complaints & Conduct Committee with an update regarding ongoing activity.

Members are invited to discuss the content of this report.

1. Background

- 1.1 Police Scotland commissioned a review of all complaints and conduct matters which contained “*sexual circumstances*” between 1st January 2017 and 21st October 2021. This involved external reports to Police Scotland and internal reports concerning officers and staff. The review was to ensure the organisation had discharged its responsibilities relating to the management of risk and had thoroughly investigated all matters in line with relevant legislation, powers and regulations.

The review focused on complaints and conduct allegations reported across the following business areas:

- **Complaints about the Police**
- **Referrals through Professional Standards Department (PSD) Gateway Assessment Unit**
- **Anti-Corruption Unit related referrals, intelligence reports and investigations**
- **PSD Misconduct**
- **Vetting**

An overview of grievance related matters was also included to highlight the scale, range and outcomes involved.

- A refreshed review of all complaints and conduct matters which contained “*sexual circumstances*” between 22nd October 2021 and 21st January 2023 is currently underway.
- Following sentencing of a serving officer of another police force, with support from Domestic Abuse Task Force colleagues, Police Scotland have initiated a PSD case review of Domestic Cases between 1st January 2020 and 31st January 2023.

1.2 Progress / Preventions - Update

- Of the 19 recommendations from the PSD Case Review, 16 are complete, 2 are currently in progress as longer term projects, and 1 is being considered under another PSD work stream.
- Work continues to promote our Standards of Professional Behaviour and Code of Conduct through the PSD Preventions and Professionalism Programme as reported within the main quarterly report.

- New editions to the public report include a copy of our internal publications, 'The Standard' and 'Misconduct Outcomes', to enhance transparency and provide assurance around our approach to preventions and continuous improvement.
- Police Scotland continues to have visible representation across relevant groups led by the National Police Chiefs Council (NPCC) to ensure it remains abreast of trends as well as remaining current in respect of broader organisational good practice and learning.
- PSD are fully engaged in the agenda, priorities and governance structures in respect of the organisational Sex Equality Tackling Misogyny work stream.
- Police Scotland continues to actively encourage and support the reporting and challenging of inappropriate behaviour through facilitation of internal, external and anonymous reporting mechanisms.

2. FURTHER DETAIL ON THE REPORT TOPIC

2.1 There are no further details on this report.

3. FINANCIAL IMPLICATIONS

3.1 There are no financial implications in this report.

4. PERSONNEL IMPLICATIONS

4.1 The nature of the matters reported inevitably leads to implications for both individual and wider personnel matters. These are considered on a case-by-case basis to ensure welfare, conduct and both individual and organisational learning opportunities are identified and addressed.

5. LEGAL IMPLICATIONS

5.1 There are no legal implications in this report.

6. REPUTATIONAL IMPLICATIONS

6.1 As per Item 4.1, each case is assessed for individual and organisational reputational risks and implications and appropriate action taken.

7. SOCIAL IMPLICATIONS

7.1 The nature of the data reported in this paper is related to complaints about the police and conduct matters. By its very nature, the subject matter implies a level of negative social, community and equalities impact. By addressing the individual matters and thereafter considering holistically that which has been reported, Police Scotland seeks to mitigate the negative impact of those cases reported.

8. COMMUNITY IMPACT

8.1 As per 7.1 above.

9. EQUALITIES IMPLICATIONS

9.1 As per 7.1 above.

10. ENVIRONMENT IMPLICATIONS

10.1 There are no environmental implications in this report.

RECOMMENDATIONS

Members are invited to discuss the content of this report.