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| Meeting | Authority Meeting |
| Date | 21 March 2024 |
| Location | COSLA, Edinburgh |
| Title of Paper | SPA Chair's Report |
| Presented By | Martyn Evans |
| Recommendation to Members | For Discussion |
| Appendix Attached | No |

PURPOSE

To update Authority Members on activities carried out by the Chair since the February 2023 Authority meeting.

1. New Deputy Chief Constables

- 1.1 The Authority announced the appointment of two new Police Scotland Deputy Chief Constables (DCCs) on Thursday 29 February 2024. DCC Alan Speirs and DCC Bex Smith took up their new posts on Monday 11 March 2024.
- 1.2 I want to put on record the Authority's thanks to the Selection Panel including the Chief Constable, Authority Member Alasdair Hay, and our Independent Member Usma Khan, Vice Principle and Chief Operating Officer at the University of Glasgow. Recruitment processes are always a significant undertaking and resource intensive for all those involved. In addition to the selection panel, I would like to thank HMICS Craig Naylor for observing and offering assurance over the process, and the Authority and Police Scotland team who supported and facilitated the recruitment process.
- 1.3 Lastly, and importantly, I would like to express the Authority's gratitude to all the senior officers who put themselves forward for consideration. Applying for these senior roles can be daunting and challenging. The cadre of talented and professional officers who put themselves forward and expressed a desire and commitment to Police Scotland's leadership team and vision has been inspiring.

2. Assistant Chief Constable Recruitment

- 2.1 The Authority now has three vacancies at Assistant Chief Constable (ACC) rank. A recruitment process will launch on Friday 22 March 2024 advertising these vacancies to suitably qualified candidates.
- 2.2 The Selection Panel will be Chaired by myself, supported by Chief Constable Jo Farrell, Deputy Chief Constable Jane Connors, Authority Member Tom Halpin, and Sally Loudon as the Independent Member. Interviews will take place in May 2024 and we expect to announce the successful candidates in early June 2024.

3. Board Members

- 3.1 I mentioned in my last report to the Board that Jane Ryder and Michelle Miller would be retiring from the Board in March 2024 and May 2024 respectively. This will be their last public Board meeting and I want to put on record my thanks and appreciation to both Jane and Michelle for their outstanding service and contribution to policing over the last 6-years.

3.2 Jane and Michelle have demonstrated an unwavering commitment to public service. We owe them a debt of gratitude for their insights, support and challenge. On behalf of the Authority, I want to wish them both well for their richly deserved retirement.

4. Deputy Chief Constable Malcolm Graham

4.1 This will also be the last Board meeting for DCC Malcolm Graham who will retire in April 2024. I want to put on record the Authority's thanks to DCC Graham for his dedication and commitment to policing over a long and very successful career. DCC Graham has held a range of demanding and complex roles. He has been a highly effective police leader who has made significant progress fostering collaborative partnerships, improving services and leading the policing and social response to misogyny and violence against women and girls. On behalf of the Authority, I want to wish him well for this next chapter and his retirement.

5. Board Member Recruitment

5.1 A recruitment process is currently underway, being run by the Scottish Public Appointments Team, seeking four new members to join the Board. The closing date for applications has now passed and I am delighted with the diversity and calibre of applications for these four posts. I want to put on record my thanks to all members and stakeholders who promoted and encouraged suitably qualified candidates to apply.

6. Engagement with Staff Associations

6.1 Tom Halpin and I met with the Scottish Police Federation earlier this month. We discussed a range of issues including the need to ensure the Federation are engaged and involved in Police Scotland's development of a revised model for policing; the roll-out of a proportionate response to crime following the North East Pilot, and concerns the Federation have around training for police drivers. I am grateful for the Federations ongoing and constructive dialogue.

7. HMICS Validated Self-Assessment

7.1 The Chief Executive provided an update to the Board last month about HMICS's scheduled validated self-assessment of the Authority's corporate function following its more detailed Thematic Inspection in 2019. The focus of the HMICS assessment is the effectiveness of the Authority's new arrangements, its continuous improvement and its core role and governance approach. A significant amount of information has been shared with HMICS to

inform their validated assessment and a number of Board members, senior staff and key stakeholders have now been interviewed as part of that process. I want to express my thanks to the team supporting this process in both HMICS and the Authority and those giving their time to input their views. I meet regularly with HMICS and we expect the findings of this work to be published by HMICS in the Spring.

RECOMMENDATIONS

Members are invited to discuss the contents of this report.