



LETTER SENT BY E-MAIL ONLY

26 April 2024

2024/25-011

Freedom of Information (Scotland) Act 2002

Request

Please find below our response to your correspondence dated 17 April, in which you made the following request under the Freedom of Information (Scotland) Act 2002.

“Please send me the minutes of these discussions and any follow up correspondence and accompanying documents.

Angela Constance, Scottish Parliament chamber, 17 April 2024 said: “I have indeed discussed issues in the round, the broad policy, of non-crime hate incidents with the chair of the Scottish Police Authority, and will intend very much to do so again, because I do accept that clarity on these matters is indeed very important.””

Response

The Scottish Police Authority has considered your request. Please find [Appended](#) a note of a meeting held between the Chair of the Scottish Police Authority, Martyn Evans and the Cabinet Secretary for Justice Angela Constance MSP. This meeting took place on Thursday 28 March and the Hate Crime and Public Order (Scotland) Act 2021 was discussed.

Right to Review

If you are dissatisfied with the outcome, you can ask us to review our response. If you want us to carry out a review, please let us know within 40 working days. You must specify the reason for your dissatisfaction and submit your request to foi@spa.police.uk or by letter to Scottish Police Authority, 1 Pacific Quay, Glasgow, G51 1DZ.

If you remain dissatisfied after review, you can appeal to the Scottish Information Commissioner within six months. You can apply [online](#), by email to enquiries@itspublicknowledge.info or by letter to Scottish Information Commissioner, Kinburn Castle, Doubledykes Road, St Andrews, Fife, KY16 9DS.

Should you wish to appeal against the Commissioner's decision, you can appeal to the Court of Session, only if you think the law has not been applied correctly.

This response will be posted to our [Disclosure Log](#) after seven days.

Yours faithfully

SPA Corporate Management



Appendix

CABINET SECRETARY FOR JUSTICE AND HOME AFFAIRS MEETING WITH THE CHAIR OF THE SCOTTISH POLICE AUTHORITY

Thursday, 28 March 2024

Scottish Parliament

Attendees

Angela Constance MSP, Cabinet Secretary for Justice and Home Affairs
Martyn Evans, Chair of Scottish Police Authority (SPA)
Lynne Brown, Chief Executive of Scottish Police Authority (SPA)

John Somers, Deputy Director, Police Division, Scottish Government
Lynsey McKean, Police Policy Team Leader, Police Division, Scottish Government.

Introduction

The Cabinet Secretary welcomed the Chair and the Chief Executive to the meeting. Noting the full agenda (set out below), she asked the Chair to speak to matters he wished to update her on.

Revised model of policing

The Chair spoke about the mechanisms in place to oversee the review of a revised model of policing. He reflected on the energy of the management team and the impressive start of the Chief Constable, noting the reform agenda is being very much owned by Police Scotland.

The programme of work aims to bring what were previously disparate parts of the organisation together, for example, operational policing, workforce, estates and finance to look at the model of policing as one vision and to develop a route map of how that vision can holistically be delivered. Organisational wellbeing and culture are a key component of this vision, and the Chair is keen to involve the appropriate staff associations in those discussions.

The Cabinet Secretary reflected on the positive progress. She was supportive of looking at the policing model holistically, while underlining the importance of restoring and maintaining officer numbers to agreed levels. She will be appraised of progress at her next meeting with the Chief Constable.

Mental health and policing

The Cabinet Secretary asked for the Chair's view on progress. He considered that there had been a considerable sea change on this agenda, setting out there is a

collective will to better support both the Police and those who make mental health distress calls to the Police. He noted the multi-agency work being taken forward by health boards, Police Scotland, the SPA and the Scottish Government. He expressed his confidence that we were now moving in the right direction to make the change required.

The Cabinet Secretary thanked the Chair for the work his organisation was doing to maintain momentum and drive forward change. The Cabinet Secretary will maintain a close overview of progress over the coming months and will seek an update from the Chief Constable and the Chair at forthcoming meetings as required.

Hate crime

The Chair spoke to the Cabinet Secretary about the operational readiness of Police Scotland in advance of the Hate Crime and Public Order (Scotland) Act 2021 coming into force on 1 April. He reflected on the political and media debate, and how this can have an adverse effect on the image and role of policing. He noted that it can also hamper the efforts of Police Scotland in responding to allegations of hate crime in a proportionate manner. He highlighted further clear messaging would help to clear up the misinformation in circulation surrounding the legislation. The Cabinet Secretary spoke to the work underway on the matters the Chair raised and highlighted the importance of the quality assurance process around training in Police Scotland. The Chair agreed and said he would seek clarity on that matter.