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SCOTTISH POLICE
AUTHORITY
ÙGH DARRAS POILIS NA H-ALBA

SPA People Committee Rolling Action Log

Action No	Action	Action Owner	Status	Expected Date of Completion	Actual Date of Closure	Update/Comments
COMMITTEE MEETING 27 NOVEMBER 2023						
PEOPLE – 20231127 - 001	Your Voice Matters (YVM): Police Scotland to review and make clearer the expected timescales for actions to be completed which appear in the appendix of the report	Engagement Manager, Police Scotland	Open	28 February 2024		1.2.24: Discussion is ongoing with relevant Executive ambition owners to ensure we fully articulate delivery timescales, particularly around the activities which are longer term and will potentially go beyond 2024. This will be reflected in the update presented to the People Committee on 30 May 2024. Propose ongoing
PEOPLE – 20231127 - 002	Wellbeing Report: Police Scotland to provide a report to the next committee detailing the actions being taken to ensure prioritisation of workload is fair and reasonable for both officers and staff in the light of budgetary reductions	Director of People and Development, Police Scotland	Open	28 February 2024		21.2.24: We are awaiting the publication of the HMICS Wellbeing Front Line focus inspection report and conclusion of the Independent Review that is being undertaken within Wellbeing. It is our intention to consider the recommendations and

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		DCC Alan Speirs				outcomes of these reviews ahead of developing a response to this action. Propose ongoing
PEOPLE – 20231127 - 003	Policing Together: Police Scotland to strengthen reporting on the impact of activity undertaken under the banner of Policing Together	ACC David Duncan	Open	28 February 2024		06/02/24 – meeting chaired by ACC Duncan and attended by reps from Strategy & Analysis, P&D and Policing Together. Policing Together priorities detailed and owners identified. Strategy & Analysis in the process of detailing short/medium and long-term measures. Propose to close
PEOPLE – 20231127 - 004	Sex Equality and Tackling Misogyny: Police Scotland to ensure performance measures capture all the activity in progress and evidence of impact	ACC Emma Bond	Open	28 February 2024		21.2.24: The information that has been requested is included in the report which has been provided. At future meetings, a more focused update around performance and workstream activity can be provided with analytics to support the data being presented. Lessons learned and workstream highlights can also be made available to the group. Propose to close

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PEOPLE – 20231127 – 005	Health and Safety: Police Scotland to report back to the committee on the progress made to fully implement the use of Surefire earplugs and considering the associated risks if not implemented	Health and Safety Manager, Police Scotland	Open	28 February 2024		21.2.24: Sure-Fire is being monitored as Organisational Risk, with the rollout ongoing. A full update is provided within the Q3 Report. Propose to close
PEOPLE – 20231127 – 006	Your Safety Matters: Police Scotland to provide Members with a report on the benchmarking undertaken and key lessons learned.	DCC Alan Speirs	Open	28 February 2024		23.2.24: A briefing paper will be provided to members outlining the benchmarking undertaken. Propose ongoing
COMMITTEE MEETING 14 NOVEMBER 2023						
PEOPLE – 20231114 – 001	Strategic Workforce Planning: Police Scotland to provide a briefing to Members that provides the consideration given to evidence and research regarding the health and wellbeing impact of shift patterns on colleagues.	Head of Strategic Workforce Planning, Police Scotland	Open	28 February 2024		23.2.24: A verbal update will be provided at the next meeting. Propose ongoing.
PEOPLE – 20231114 – 002	People Strategy: Police Scotland to review the feedback provided by Members and make the appropriate changes to the People Strategy in readiness for presenting to the Board	Director of People and Development, Police Scotland	Open	30 November 2023		2.2.24: This was provided to SPA PC Committee Chair by email when final version of the documents were submitted ahead of November 2023 SPA Board. Propose to close
PEOPLE – 20231114 – 003	Learning and Development Strategy: Police Scotland to strengthen the themes around competency in the Learning and	Head of Learning, Training and	Open	28 February 2024		23.2.24: In order to enable further engagement across Police Scotland’s Executive team and with the Chief Constable, the development of the

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	Development Strategy which is due February 2024	Development, Police Scotland				L&D Strategy has been paused and a fuller update will be provided on next steps in due course. Propose to close
PEOPLE – 20231114 - 004	Target Operating Model: Police Scotland to share the draft one-page Target Operating Model with PC Members	Chief Digital Information Officer, Police Scotland	Open	28 February 2024		21.2.24: The draft Target Operating Model has still to progress through internal governance and be signed off by the Force Executive, after which it will be shared with SPA PC members. Propose ongoing
COMMITTEE MEETING 29 AUGUST 2023						
PEOPLE-20230829-001	<u>Mental Health and trauma in Policing outputs:</u> Discussion required on how to align outputs from the Trauma event and the overall Wellbeing approach including understanding how we monitor and measure the practical steps being taken to ensure our people are supported when they need to be.	Director of People and Development, Police Scotland, Head of Strategy & Performance, SPA; and Head of Workforce Governance, SPA	Open	27 November 2023 28 February 2024		P&D Health and Wellbeing are currently working with an external consultant to undertake an independent impact assessment of our approach to wellbeing with the aim providing members with assurance & evidence in relation to our wellbeing activities/agenda. Outputs from the Mental Health and Trauma in Policing event will be considered alongside recommendations from the independent impact assessment and a meeting will be arranged with SPA colleagues in due course.

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			Open			<p>27/11/23 – An action plan will come to the February committee</p> <p>6/2/24: As with PEOPLE – 20231127 002, we are awaiting publication of the HMICS Wellbeing Front Line Focus Inspection and conclusion of the Independent Review that is being undertaken within Wellbeing. It is our intention to consider the recommendations and outcomes of these reviews ahead of developing a response to this action. Ongoing</p> <p>Propose ongoing</p>
PEOPLE-20230829-003	Training: Briefing requested that will provide assurances to committee that all mandatory training is being completed and that development training is also being undertaken along with confirmation of the percentage of worktime the workforce are spending on training	DCC Alan Speirs	Open	<p>27 November 2023</p> <p>28 February 2024</p>		<p>17/11/23 Awaiting update from Police Scotland</p> <p>21.2.24: A briefing paper was provided to the SPA 20 February 2024.</p> <p>Propose to close</p>

COMMITTEE MEETING 31 MAY 2023

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PEOPLE-20230531-003	<u>Ill Health Retirement (IHR):</u> IHR case data to be analysed with causal factors, insights and trends to be reported to the Committee. Report to provide details of what work is in place and planned in response to the findings.	Director of People and Development, Police Scotland, and Workforce Governance Lead, SPA	Open	28 February 2024		07/09: to allow for the inclusion of any insights from the IA Report, this will be considered by the Committee early 2024. 06/02/2024 – Included in Q3 Wellbeing Report. Propose to Close
PEOPLE-20230531-004	<u>Recruitment and Protected Characteristic Impact:</u> Report to be brought to the Committee which; - Provides analysis of data and insight into disproportionate impact on protected characteristics throughout the recruitment process. (As per discussion at committee this should include vetting and assurances that no groups are being unfairly impacted.)	Head of Recruitment, Promotions and Selection, Police Scotland	Open	27 November 2023 28 February 2024		20/11/23 – A private report will be presented to committee on 27/11. SPA have requested that a public paper be brought to a future committee 27/11/23 – The committee has requested that the public paper be brought to committee on 28 Feb 24 21.2.24: Paper on Agenda to be presented. Propose to close