

COMPLAINTS AND CONDUCT COMMITTEE
19 August 2021

**Private Minute of the Scottish Police Authority Complaints and
Conduct Committee held by video conference on Thursday 19
August 2021**

Committee Members

Alasdair Hay (Committee Chair)
Paul Edie
Grant Macrae
Fiona McQueen

Scottish Police Authority

Lynn Brown, Chief Executive
Darren Paterson, Head of Workforce Governance
Graham Ravenscroft, Complaints and Conduct Co-ordinator
Stuart Milne, Complaints and Conduct Co-ordinator
Colette Craig, Governance Support Officer

Police Scotland

ACC Alan Speirs
Chief Superintendent Andy McDowall

Police Scotland attendees were only be present for items 8, 9 and 10.

8. Standing Items

- 8.1** The Committee **APPROVED** the minute relating to items taken in private at the meeting held 19 May 2021.
- 8.2** The Committee **NOTED** the action log. There were no matters arising.

9. COP26 Complaint Handling

The committee considered a report which provided information on Police Scotland's complaint handling strategy for COP26. Members were informed of potential key issues and what Police Scotland's approach would be around conduct matters involving officers. Members were provided assurance around the approach to policing from supporting

officers working throughout COP26 from other parts of the UK and the training they and Police Scotland officers had been through.

The Committee resolved to:

- **NOTE** the report.

10. Police Scotland Restricted Duties and Suspended Officers

The Committee considered a report which provided a conduct overview relative to police officers and police staff who are currently suspended or restricted in their duties within Police Scotland.

The Committee resolved to:

The Committee resolved to:

- **NOTE** the report.

11. Revised SPA Complaints Procedures

The committee considered a report presented by Darren Paterson (DPaterson) which sought approval of the revised SPA Complaints Handling Procedures and associated Unacceptable, Persistent or Unreasonable Actions by Complainers Policy, changes to both of which sought to address recommendations arising from the Review of Complaints Handling, Investigations and Misconduct Issues in Relation to Policing, led by Dame Elish Angiolini.

In discussion the following matters were raised:

- Members were informed that the SPA Complaints Department would be regularly reviewing procedures in respect of any changes in best practice, working with partner organisations and being alert to any key learning that arises from the SPA's handling of complaints along with committee oversight. Members asked that if any changes were being applied during this regular reviewing that it is fed back to the committee by correspondence.

The Committee resolved to:

- **APPROVE** the revised SPA Complaints Handling Procedures and associated Unacceptable, Persistent or Unreasonable Actions by Complainers Policy; and

- **DELEGATE** authority to the Committee Chair, supported by SPA officials, to agree final design to enable publication.

12. Revised guidance on the Senior Officer Conduct Regulations

The committee considered a report presented by DPaterson which sought approval (subject to outstanding consultation feedback not suggesting material changes required) of revised Guidance on the Senior Officer Conduct Regulations, changes to which sought to address recommendations arising from the Review of Complaints Handling, Investigations and Misconduct Issues in Relation to Policing, led by Dame Elish Angiolini. DPaterson noted that there was still ongoing and outstanding consultation and the request of the committee was to approve the revised guidance, subject to there being no feedback from the ongoing consultation which would suggest any material changes would be required.

In discussion the following matters were raised:

- Members discussed some of the terminology used, however, welcomed the revised guidance and asked that the SPA reassess its effectiveness after a reasonable period of time to understand if they are working in practise.
- Lynn Brown (LBrown) added that the guidance had been a joint effort with input from primary partners, SPA, PIRC and Police Scotland. The document has been shared with HMICS and SCPOSA who are grateful for the work that has been undertaken and intend to feedback their comments early September.

The Committee resolved to:

- **APPROVE** the revised Guidance on the Senior Officer Conduct Regulations subject to no feedback arising from ongoing consultation suggesting material changes required.

13. Public Reporting of Items Taken in Private

The Committee considered a report which sought approval to a proposed approach to the development and agreement of a public version of private sessions of the Committee, serving in part to address a recommendation set out in the Review of Complaints Handling, Investigations and Misconduct Issues in Relation to Policing, led by Dame Elish Angiolini. Darren Paterson (DPaterson) advised that the proposed public version of the private minute from the May 2021 committee meeting had been shared with Police Scotland for comment and they are content.

In discussion the following matters were raised:

- Members supported the proposal as detailed within the paper, however, sought clarity on whether it would meet the expectations of the recommendation. LBrown advised that the recommendation referred to strategic issues, policies and trends which was mainly addressed in public session, therefore, LBrown believes this version of the minute should address the recommendation sufficiently.
- The Committee resolved to:
 - **APPROVE** for publication the 'public' version of the private minute of the May Committee meeting (Appendix B); and
 - **APPROVE** the proposed approach presented to the Committee in May (Appendix A) in respect of the development and agreement of 'public' versions of private sessions of the Committee be adopted from this point forward.

14. SPA Ongoing Complaints Update Report

The Committee considered a report which provided a summary of the SPA Complaints Team ongoing workload. DPaterson highlighted a number of key points as detailed in the paper.

In discussion the following matters were raised:

- The committee discussed the possibility of having an additional committee meeting to address some ongoing complaints that were currently being addressed. LBrown advised that she would follow up with Colette Craig on those arrangements.

The Committee resolved to:

- **NOTE** the report.
- **AGREE** the following action:

15. Post Meeting Communication

The Committee discussed the reasons behind having items such as COP26 Complaint Handling private session and not public. DPaterson provided rationale for that particular paper but agreed that more discussion at the stage would be beneficial in order to identify if more papers could be taken in public session.

End.