



Meeting	Authority Meeting
Date	25 September 2025
Location	COSLA, Edinburgh
Title of Paper	SPA Chief Executive's Report
Presented By	Lynn Brown, Chief Executive
Recommendation to Members	For Discussion
Appendix Attached	Yes – Appendix A Calendar of Board and Committee Meetings 2026-27

PURPOSE

To update Members on activities carried out by the Authority's Chief Executive since the last Authority meeting held on 21 August 2025.

Members are invited to consider this report and to raise any matters for clarification or further detail with the Chief Executive.

Members are invited to note the proposed calendar of Authority and Committee meetings for 2026-27 as set out in Appendix A.

1. Background

- 1.1. This report provides Members with an update on key Authority business not already covered elsewhere on the agenda.

2. Staff Pay Award Agreed

- 2.1 A two-year pay deal for police staff in Scotland, covering the period 1 April 2025 – 31 March 2027, has now been formally agreed.
- 2.2 The agreement will see staff receive a 4% pay increase from April 2025 to March 2026, followed by a further 3.5% increase from April 2026 to March 2027. The same uplift applies to a range of allowances. [Full details of the pay award have been published on the Authority's website.](#)

3. 2024-25 Annual Report and Accounts

- 3.1 The audited Annual Report and Accounts (ARA) for 2024/25 and independent auditors report have been considered and recommended to the Board by the Audit, Risk and Assurance Committee.
- 3.2 I am very grateful to the Authority and Police Scotland staff who have worked hard to prepare the Accounts on time and to a high standard. I am also grateful to our auditors, Grant Thornton, who also completed their audit work to the planned timetable.
- 3.3 All the financial information that is in the gift of the SPA and Police Scotland has been completed to the satisfaction of the external auditor. There is, however, one matter outstanding before the annual report and accounts can be signed off. The financial statements include details relating to various pension funds covering police officers and staff. And at the time of writing this report we are waiting some pension information from external third parties before final clearance is possible from the SPA auditor ..
- 3.4 In line with protocol, the Authority will ensure the Accounts are published on our website once they have been laid in the Scottish Parliament.

4. Budget Development 2026-27

- 4.1 The Authority's Budget Development Group continues to meet to support the development of a detailed budget for policing for the next financial year (2026-2027). Meetings involving the Authority,

Forensic Services and Police Scotland take place to explore the current cost base, demands, risks and priorities for the year ahead.

- 4.2 To date, the group has informed the Authority and Police Scotland's separate written submissions to the Criminal Justice Committee which is currently undertaking pre-budget scrutiny in advance of the Scottish Government's 2026-27 budget. All submissions, including the Authority and Police Scotland's, have been published on the [Parliament's website](#).

5. Best Value Audit and Inspection

- 5.1 On 15 August 2025, I met with Audit Scotland and HMICS to discuss the initial findings of their Best Value audit and inspection.
- 5.2 The audit fieldwork has now been completed and HMICS and Audit Scotland are currently preparing their report. I welcome the emerging findings, and I expect a draft report to be provided in late Autumn with a final report provided to the Scottish Parliament in early 2026.
- 5.3 This report, like the Authority's Accounts, will require to be laid in Parliament before it can be published by Audit Scotland and HMICS.

6. 2026 / 2027 Schedule of Board and Committee Meetings

- 6.1 The Authority's Corporate Governance Framework requires that a schedule of board and committee meetings for the forthcoming calendar year is set and published on the Authority's website.
- 6.2 The provisional schedule of meetings from 1 April 2026 – 31 March 2027 are set out at Appendix A. These dates have been set following engagement with members, Police Scotland and Forensic Services and take account of reporting requirements and internal governance. Members are invited to note this schedule.

7. Retirement

- 7.1 I retire from post on Tuesday 30 September 2025 and as such this will be my last board meeting.
- 7.2 The Scottish Police Authority was established in 2013 and is, in comparison to other public bodies, a young organisation committed to continuous improvement as it matures. When I joined in 2019 there had already been four Chief Executive's and the Board's

expectation of me was clear and that I was to bring focus, grip and stability.

- 7.3 HMICS's independent review of the Authority, published in June 2024, coupled with recent comments to the Board from HM Inspector of Constabulary Craig Naylor, support the view that there has been significant progress in leadership, governance and accountability.
- 7.4 Credit for this progress can be attributed to two things. Firstly, the leadership of all Board Members that have served on the Authority over this time. Secondly, the professionalism and hard work of all staff who, when given the opportunity to display their capability, consistently rose to the occasion.
- 7.5 I am confident that the staff, under the leadership of the next Chief Executive Chris Brown, will continue to build on their track record over the last few years and will support Authority Members in their oversight of the policing of Scotland. I wish the organisation well for this next chapter.

RECOMMENDATIONS

Members are invited to discuss the contents of this report and note the proposed calendar of Authority and Committee meetings for 2026/27 as set out in Appendix A.



	M	T	W	Th	F	Sa	Su	M	T	W	Th	F	Sa	Su	M	T	W	Th	F	Sa	Su	M	T	W	Th	F	Sa	Su	M	T	W	Th	F	Sa	Su	Mo	T
Apr			1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30					
May					1	2	3	4	5	6	7 FSC	8	9	10	11	12 ARAC	13	14	15	16	17	18	19 CCC	20	21	22	23	24	25	26	27	28 BM	29	30	31		
Jun	1	2	3 PC	4 LC	5	6	7	8	9	10 PPC	11	12	13	14	15	16	17 RC	18	19	20	21	22	23	24	25	26	27	28	29	30							
Jul			1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30 BM	31				
Aug					1	2	3	4	5 RC	6 FSC	7	8	9	10	11	12	13 ARAC	14	15	16	17	18	19	20	21	22	23	24	25	26	27 PC	28	29	30	31		
Sep	1		2	3 PPC	4	5	6	7	8 CCC	9	10 LC	11	12	13	14	15 ARAC	16	17	18	19	20	21	22	23	24 BM	25	26	27	29	29	30						
Oct			1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27 FSC	28	29	30	31				
Nov						1	2	3	4 CCC	5	6	7	8	9 RC	10 ARAC	11	12	13	14	15	16	17 RC	18	19	20	21	22	23	24	25	26 BM	27	28	29	30		
Dec	1 PC		2	3 LC	4	5	6	7	8 PPC	9	10	11	12	13	14	15	16 RC	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31					
Jan					1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28 BM	29	30	31		
Feb	1	2	3	4 FSC	5	6	7	8	9	10	11 ARAC	12	13	14	15	16 RC	17	18	19	20	21	22	23	24	25 PC	26	27	28									
Mar	1	2	3	4 LC	5	6	7	8	9 CCC	10	11 PPC	12	13	14	15	16 RC	17	18	19	20	21	22	23	24	25 BM	26	27	28	29	30	31						
	M	T	W	T	F	Sa	Su	M	T	W	T	F	Sa	Su	M	T	W	T	F	Sa	Su	M	T	W	T	F	Sa	Su	M	T	W	T	F	Sa	Su	Mo	T

BM Board Meeting

PC People Committee
CC Complaints and Conduct Committee
RC Resources Committee
FS Forensic Services Committee

ARAC Audit Risk and Assurance Committee
PPC Policing Performance Committee
LC Legal Committee