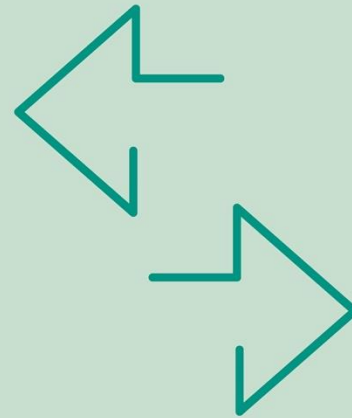


SPA Corporate Performance Report

Q1, 2025-26



SCOTTISH POLICE
AUTHORITY
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Summary

Corporate Strategy Delivery

- **71 per cent** of milestones were delivered as planned.
- **29 per cent** (7 milestones) were re-profiled, reflecting revised timescales and / or output for these areas of work. Re-profiled milestones are expected to be delivered in year.
- The Annual Delivery Plan for 2025-26 and underlying team plans have been updated to reflect re-profiled work and revised timescales. This will be monitored through team plans and reporting to ELT.

Resources

Audit – One HMICS and seven Internal Audit recommendations closed.

Risk – All corporate risks within appetite / tolerance since quarter two.

FOI requests received =40, up on previous quarter. This included three reviews for which all original decisions were upheld. Compliance with 20-day response timeline remained at 100 per cent.

Subject Access Requests received =72, up on previous quarter. Included 71 fingerprint requests by officers retiring. Compliance with 1-month response timeline was 99 per cent - one response was late due to a fingerprint request being misplaced.

Security Incidents recorded =9, up on previous quarter. No incidents related to SPA Corporate. No incidents required reporting to the ICO.

People

Staff FTE – overall staff numbers at 44.82, continue to remain lower than the budgeted level of 51 FTE. Dependency on work to review the SPA2020 Corporate structure which is due to complete in quarter three.

Mandatory training – cyber awareness training is now included in compliance figures. Focus for next quarter will be on following up on outstanding Information Management training and ensuring clear guidance is available to new starts on required mandatory training (including timeline for completion).

Absence – continued improving trend and both long-term and short-term absence tracked lower than for the same period last year. There were two outstanding return to work at the end of the quarter, but both have now been completed.

Performance

Complaints – no SPA Corporate related complaints received during Q1.

Media Enquiries received for SPA =28, down on previous quarter. 93 per cent were answered within the requested timeframe – due to leave two were late but accepted.

Independent Custody Visiting – 33 per cent of detainees available at time of visits were seen, consistent with previous quarters.

Governance Support – 100 per cent of SPA Corporate papers, for public items, were published on time. Further detail on Q1 performance is available for internal purposes.

Corporate Strategy delivery – Q1

Highlights

[ICVS Annual Review 2024-25](#) presented at Policing Performance Committee in June.

Successful procurement exercise allowing next round of public polling to be delivered in Q2.

Tri-partite event as part of the [National Conversation on the use of Live Facial Recognition \(LFR\)](#) technology in policing.

Provided training to Police Scotland PSD on pension forfeiture and reporting template.

Responded to consultation on draft regulations and liaised with SG to ensure smooth transition of Police Appeals Tribunals to the Scottish Courts and Tribunals Service.

New [joint Equality Outcomes for policing](#) and [EDI Mainstreaming and Equality Outcomes Progress reporting for 2023-25](#) published.

Best Value inspection progressing well.

Work with Police Scotland almost complete for roll out of Microsoft 365, with advice received from ICO and DPIA updated. Pilot to commence in July.

Reporting on [gender representation on public boards](#) and [community asset transfer](#) submitted to Scottish Government and published.

Successful relocation of Corporate team, including revision of all How To guides for staff to reflect new location and arrangements.

Re-profiled

A Communication and Engagement Plan is in development and will be presented to a Members Seminar in August – now due Q2 (SBM)

Engagement with Forensic Services and Police Scotland to map data sharing services from/to Home Office and ensure appropriate agreements are in place requires further information from parties to map data flows. A short life working group was stood up in June to address action required – now due Q3 (FARIM)

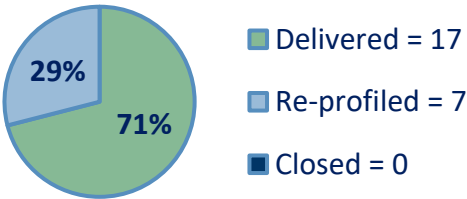
Feedback on the Digital Use & Access Bill through the Lords and Parliament. The Bill has received royal assent, and changes must now be incorporated into Data Protection Legislation - now due Q2 (FARIM)

Support development of clear processes, roles and responsibilities for officer & staff pay negotiations – now due Q2. Pay discussions are underway. Due to changes in team responsibilities within Police Scotland, roles, responsibilities and process will be articulated as part of the ongoing negotiations (WFG)

Lead on development and delivery of updated Code of Conduct – now due Q3. Awaiting feedback on impact of Police (Ethics, Conduct and Scrutiny) (Scotland) Act 2025 (WFG)

Lessons learned review of the coordination of the modern apprentice role – now due Q2. A survey and workshop were undertaken in Q1. However, the report from these activities is yet to be finalised (FARIM)

Summary



71 per cent of milestones were delivered as planned.

29 per cent (7 milestones) were re-profiled, reflecting revised timescales and / or output for these areas of work.

Four of seven re-profiled milestones are only slightly delayed and now due to be completed in Q2, and the remainder are currently planned for delivery in-year.

No milestones were closed, i.e. no longer required, superseded or not business critical.

Forward look

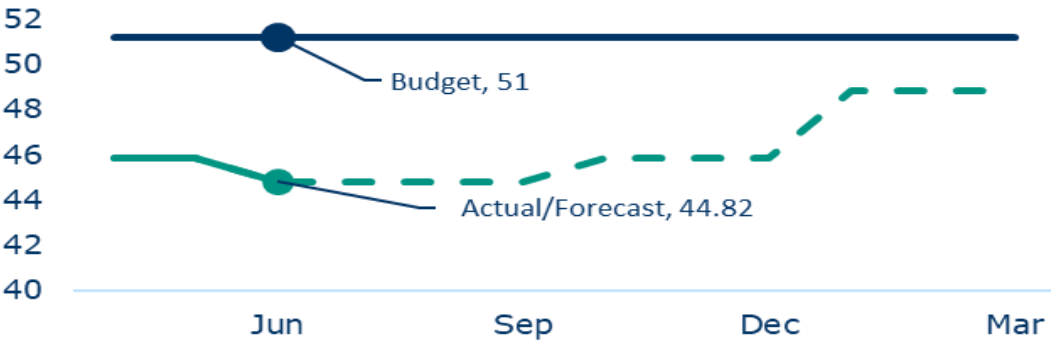
SPA corporate approach to EDI training – re-profiled from Q2 to Q3. Due to movement of SPA staff, alternative support for delivery of training has been sought but may delay delivery.

Review and update PNB Circular on IHR/IoD – re-profiled to Q3. Push for engagement from Police Scotland continues to progress this work.

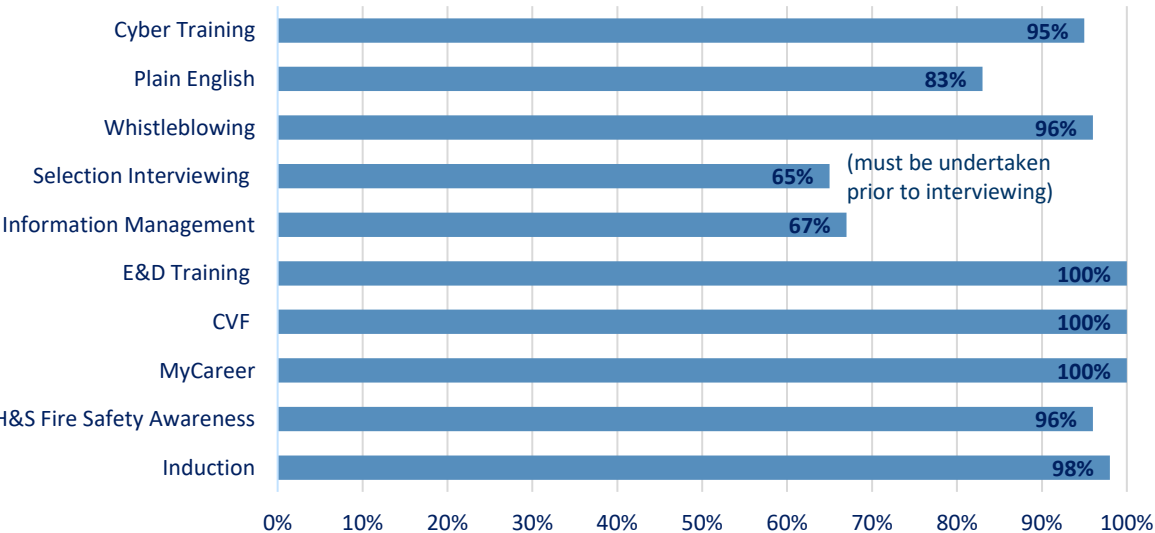


People

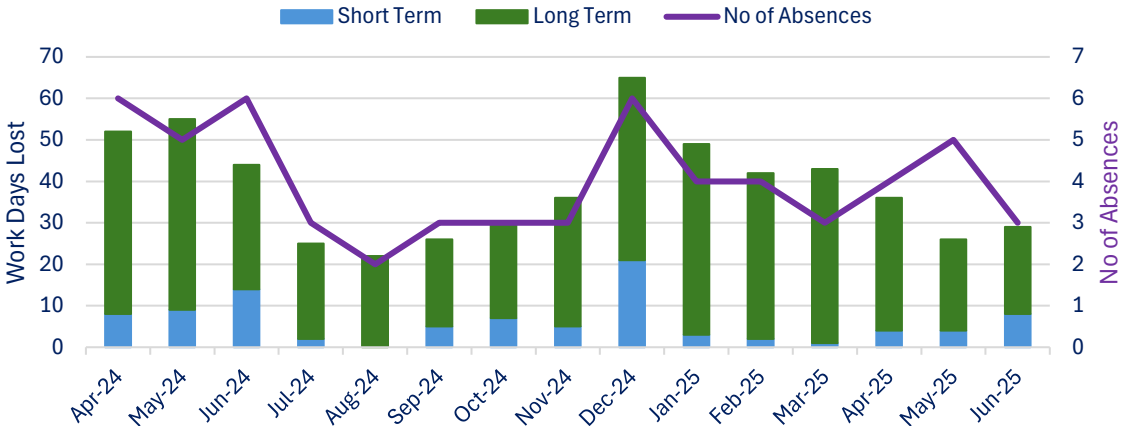
Staff FTE



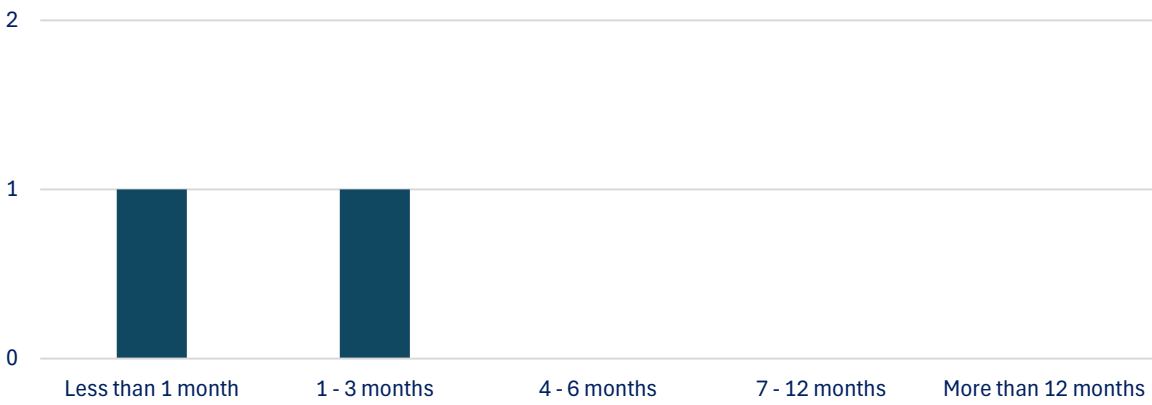
Mandatory training completion (showing only staff required to complete training)



Absence



Return to work discussion – outstanding by length of time



Finance, Audit & Risk, IM

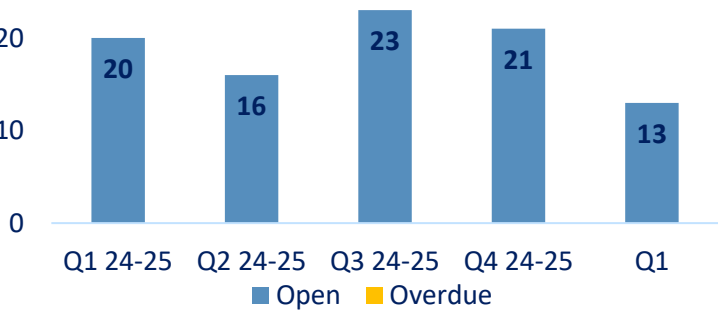
Budget

	Full Year			
	Budget	Q1 Forecast	Var	
	£000	£000	£000	%
Staff	3,881	3,720	161	4
Non-pay	1,704	1,639	65	4
Income	-90	-133	43	48
Total	5,495	5,226	269	5

Audit and Risk

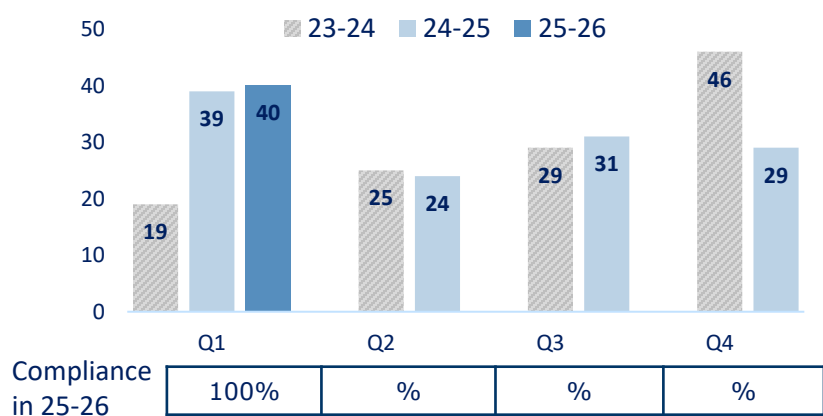
Audit recommendations

- No new recommendations.
- One HMICS and seven Internal Audit closed.
- Open are 11 HMICS; 1 ICO and 1 Internal Audit.



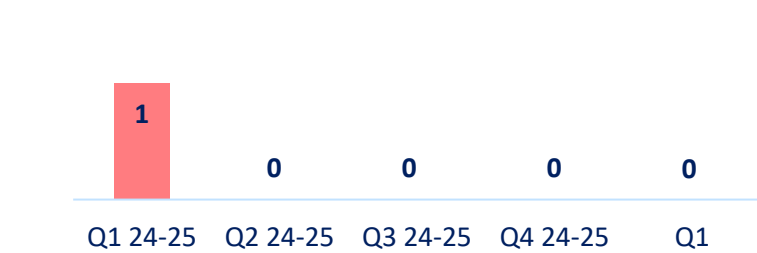
Information Management

FOI received & compliance with 20-day response timeline

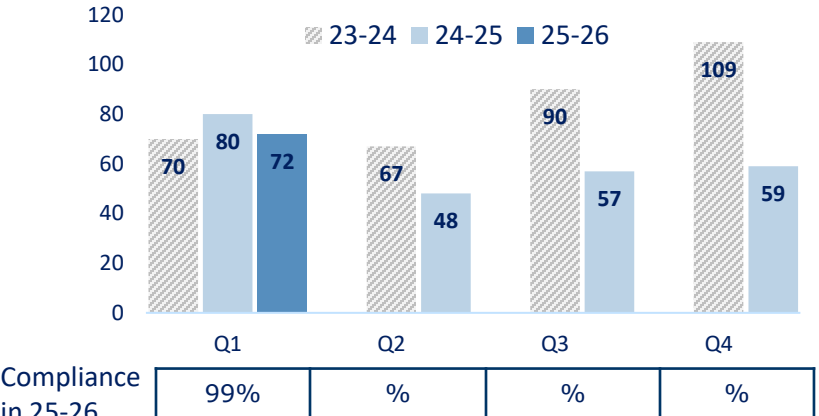


Risks out with appetite / tolerance

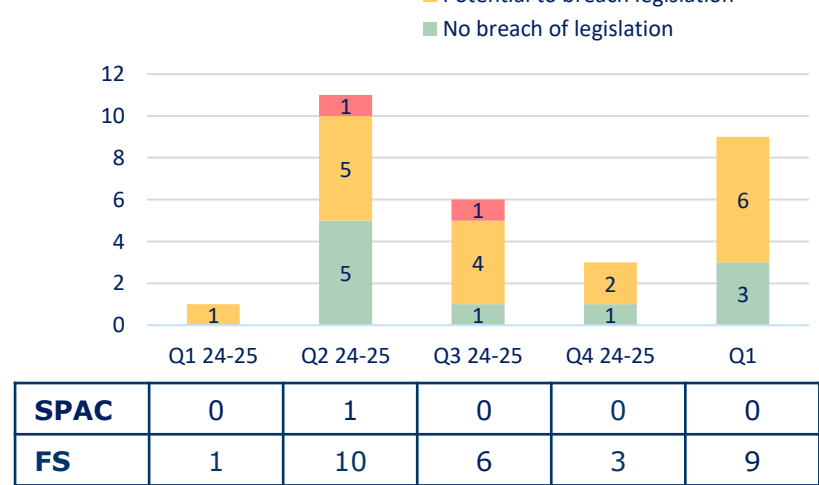
All risks continue to remain within appetite/tolerance.



SAR received & compliance with 1-month response timeline



Security incidents



Performance

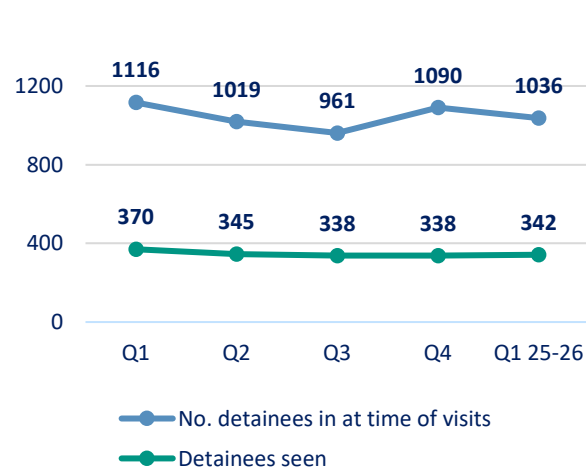
Service Back

SPA Corporate relocation - Estates, Procurement, IT and Administration teams undertook extensive planning and activity to deliver SPA Corporate’s move during Q1. Including advising on design and delivering the new office to specification; being on site to oversee the removal and relocation of furniture and fittings; being on site following the move to support with snagging issues; supporting integration of SPA Corporate team into the building management processes in Dalmarnock; liaising directly with Scottish Government and Disclosure Scotland.

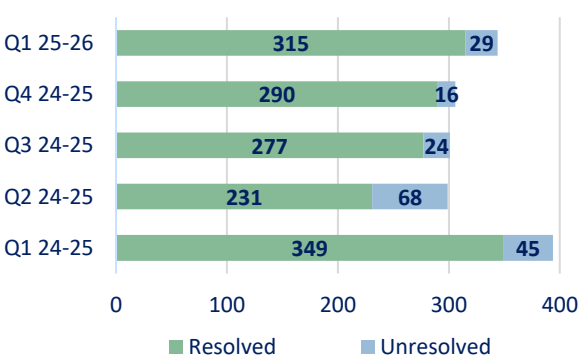
Recruitment - Administration issues were experienced during recent recruitment of the Operational Policing Policy Lead. For example, exercise not shared with a candidate resulted in the interview having to be rescheduled, and recruitment pack shared with the panel had to be re-issued due to errors. Any issues highlighted to the recruitment team were quickly rectified.

ICVS

Detainees seen



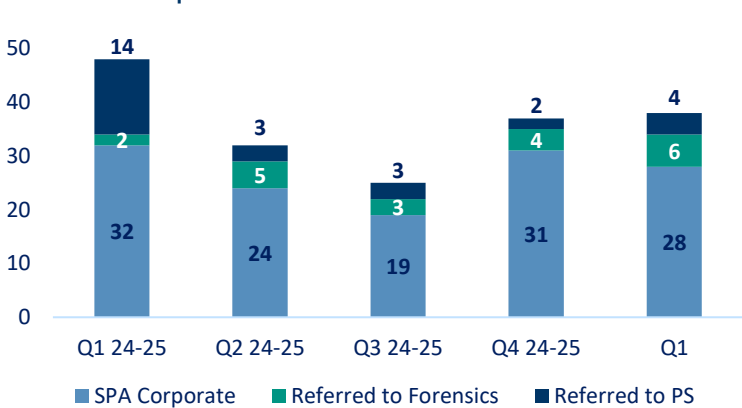
Detainee concerns



Top five concerns:-
Letter of rights; Medical; Reading material;
Solicitor notification; Medical request;
Food/drink request

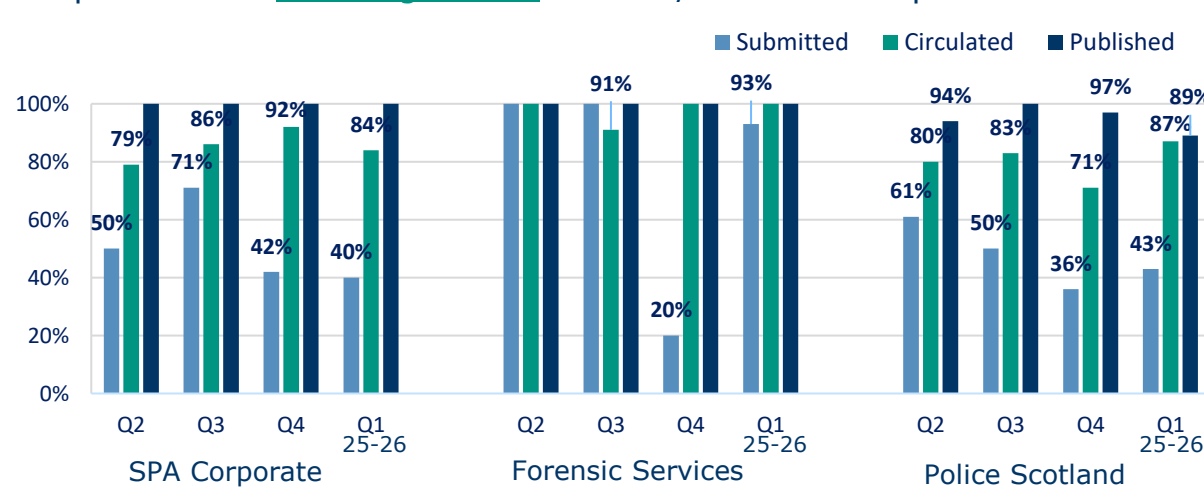
Service Standards

Media enquiries



Governance Support

Compliance with Standing Orders – Board/Committee reports on time



Complaints (relating to SPA Corporate)

2025-26	No. received
Q1	0
Q2	
Q3	
Q4	

2024-25 = nil
2023-24 = nil