



SCOTTISH POLICE
AUTHORITY
ÙGHDARRAS POILIS NA H-ALBA

Agenda Item 5

Meeting	Authority Meeting
Date	21 August 2025
Location	Clayton Hotel, Glasgow
Title of Paper	Chief Constable's Report
Presented By	Jane Connors, Deputy Chief Constable
Recommendation to Members	For Noting
Appendix Attached	Appendix A – Chief Constable's Report August 2025

PURPOSE

The purpose of this report is to provide the Authority with information relating to the Police Service, policing and the state of crime.

This report is submitted as a Standing Agenda Item.

1. BACKGROUND

- 1.1 The attached Chief Constable's Report provides the Authority with information relating to the Police Service, policing and the state of crime.

2. FURTHER DETAIL ON THE REPORT TOPIC

- 2.1 There are no further details on this report.

3. FINANCIAL IMPLICATIONS

- 3.1 There are no direct financial implications in this report. Any financial implications relating to subjects referenced are fully considered at the time.

4. PERSONNEL IMPLICATIONS

- 4.1 There are no direct personnel implications in this report. Any personnel implications relating to subjects referenced are fully considered at the time.

5. LEGAL IMPLICATIONS

- 5.1 There are no direct legal implications in this report. Any legal implications relating to subjects referenced are fully considered at the time.

6. REPUTATIONAL IMPLICATIONS

- 6.1 Given the nature of the report there are reputational implications however all reputational implications relating to subjects referenced are fully considered at the time.

7. SOCIAL IMPLICATIONS

- 7.1 There are no direct social implications in this report. Any social implications relating to subjects referenced are fully considered at the time.

8. COMMUNITY IMPACT

- 8.1 Given the nature of the report there is potential community impact implications however community impact relating to subjects referenced have been fully considered at the time.

9. EQUALITIES IMPLICATIONS

- 9.1 There are no direct equalities implications in this report. Any equalities implications relating to subjects referenced are fully considered at the time.

10. ENVIRONMENT IMPLICATIONS

- 10.1 There are no direct environment implications in this report. Any environment Implications relating to subjects referenced are fully considered at the time.

RECOMMENDATIONS

Members are invited to note the information contained in these reports.

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**POLICE
SCOTLAND**

Keeping people safe

POILEAS ALBA

Chief Constable's Report

August 2025

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Chief Constable's Report August 2025

Overview

During the summer officers, staff, and volunteers, supported by colleagues from across UK policing, blue light and health services, local authorities, military, Scottish and UK governments, and third sector colleagues, have ensured safety and security across a range of events, most notably the visit to Scotland of the President of the United States Donald Trump.

At the same time, my report outlines the broad range of policing our workforce delivers day in, day out, for the benefit of our communities, including investigations and arrests following murders, the ongoing disruption of serious and organised crime, including arrests under Operation Portaledge, action as part of human trafficking investigations, proactivity around retail crime, and non-recent investigations.

Enabling major events and delivering on the day-to-day needs of communities underlines policing's essential role in building the safety, security, and social cohesion which are pre-requisites for Scotland and its people to thrive and flourish. I am hugely grateful to our important partners for their collaboration and support in that shared mission.

I want to record my thanks for the efforts of officers, staff, and volunteers, including cancelling plans at relatively short notice, to take on additional, extended, or amended duties this summer. Policing in Scotland could not deliver for our communities without the hard work, professionalism and goodwill of our workforce and I do not under-estimate the sacrifices our people make to do their duty.

Policing is a demanding job and officers respond to dynamic, at times dangerous, situations with bravery and skill. My report outlines incidents where individuals have been charged in connection with the attempted murder of officers and the cases are now live for the purposes of contempt of court.

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I would send a clear message that any violence against officers and staff is unacceptable and not simply part of the job. Over a period of years, the safety of officers and staff has been, and remains, a priority and we've worked to encourage reporting and reduce the impact of violence on our people, and to improve our own and the wider criminal justice response when our people are subjected to violence.

Maintaining and building a thriving workforce is a pillar of our vision for policing to deliver safer communities, less crime, and supported victims.

Ensuring our workforce is paid fairly while maintaining a sustainable service while public finances remain under intense pressure is an ongoing challenge and priority. My report details that headline 7.5% pay awards over years 2025-26 and 2026-27 have been made to officers and staff.

I am hugely encouraged the Scottish Police Federation has outlined their belief that the offer is the best achievable and I'm grateful to our staff associations and the unions for their constructive and professional engagement throughout pay negotiations.

At the same time, it is crucial we listen carefully to our people and act on what they tell us to improve their experiences and better support the frontline to deliver for our communities.

I have previously reported on the feedback we received from over 11,000 officers and staff who completed our workforce survey and action the service has taken to respond to some of the more challenging feedback, including a robust programme of internal face-to-face engagement supported by additional digital communication.

We've now commenced this year's survey and over the coming weeks we'll encourage officers and staff to complete the survey to provide an understanding of how change is being felt and what further action can be taken to support our people. We will provide further updates to the Authority on the findings of the survey and action to address what's most important to our workforce.

Lastly, I want to thank and congratulate serving and retired members of Police Scotland who joined colleagues from across the UK in a 200-mile cycle in memory of

colleagues who died while on duty, raising significant funds for the important Care of Police Survivors (COPS) charity.

Safer communities

Arrests following investigations into deaths

Police Scotland has made a number of arrests following investigations into suspicious deaths during July. Each death is unique with its own challenges, considerations and each with a profound impact on individuals, families and loved ones and our communities across Scotland. Our detectives work closely with local police officers, and forensic colleagues, to bring a high level of professional practice, compassion, competence and commitment to each investigation.

During recent weeks, these investigations included:

A 20-year-old man arrested and charged in connection with the death of 39-year-old Dr Fortune Gomo, who was found seriously injured in the South Road area of Dundee on Saturday, 5 July. Despite the best efforts of the paramedics who attended, Dr Gomo was pronounced dead at the scene. Kyle Ratray appeared at Dundee Sheriff Court charged in connection with murder and was remanded in custody.

Two men, aged 25 and 28, were arrested and charged in connection with the death of Adam Nevin in Broxburn, West Lothian. Officers attended at a property on McCann Avenue on Friday, 4 July, following a disturbance and three men were taken to The Royal Infirmary of Edinburgh for treatment. On Sunday, 6 July, Mr Nevin died within hospital. Connor Jenkinson and Shane Jenkinson appeared at Livingston Sheriff Court on Wednesday, 16 July, 2025 charged in connection with murder. Connor Jenkinson was granted bail. Shane Jenkinson was remanded in custody.

On Saturday, 5 July, the body of 45-year-old Pamela Wilson was found within an address in Bellshill, Lanarkshire. A 34-year-old man has been arrested and charged

in connection with her death. William Leckie appeared at Hamilton Sheriff Court charged in connection with murder and was remanded in custody.

A 40-year-old woman has been arrested in connection with the death of 42-year-old Mark Blackwood, who was found seriously injured in a property in Ayr on Saturday, 5 July. Mark was pronounced dead at the scene. Jade Bell appeared at Ayr Sheriff Court on Friday, 18 July, charged in connection with murder and was remanded in custody.

A 25-year-old man has been arrested and charged in connection with the death of 24-year-old Dylan Geddes who died in hospital having been found injured in the Pennan Road area of Aberdeen on Thursday, 10 July. Brandon Booth appeared at Aberdeen Sheriff Court on Monday, 14 July, charged in connection with murder and was remanded in custody.

Two men, aged 46 and 34, have been arrested in connection with the death of 25-year-old Austin Ironside in Aberdeen. Austin was found injured on Skene Street in the city on Sunday, 3 August. He was taken to Aberdeen Royal Infirmary, where he later died on Tuesday, 5 August. The 46-year-old appeared at Aberdeen Sheriff Court on Thursday, 14 August, charged in connection with murder and was remanded. The 34-year-old also appeared at the same court on Friday, 15 August, on the same charge.

Non-recent murder investigation - Shona Stevens

Shona Stevens, 31, was found on a footpath located near to the rear of Alder Green in the Bourtreehill Park area of Irvine on 10 November, 1994. The mother-of-one died in hospital a few days later and despite a significant police investigation at the time, no one was charged with Shona's murder.

Following a review by Police Scotland and the Crown Office, a man was arrested and charged in connection with Shona's death. On Monday, 28 July, 67-year-old Fraser Kilpatrick, from Glasgow, appeared at Kilmarnock Sheriff Court charged with murder. He made no plea and was remanded.

Violence against officers

During the early hours of Sunday, 3 August 2025, calls were received reporting concern for a man in Greenock. Officers traced a male in the East India Harbour area where a disturbance took place, an officer was assaulted and the man made off in a dinghy. The officer received treatment for a stab wound at the Queen Elizabeth University Hospital, Glasgow and has since been discharged. On Monday, 4 August, Jake Barrett appeared at Greenock Sheriff Court on Monday charged with attempted murder and theft. The 31-year-old made no plea and was remanded in custody.

Around 1.20am on Monday, 28 July, 2025, an officer was in attendance to assist a member of the public on Herries Avenue when he was struck by a car. The officer was taken to hospital with serious but not life-threatening injuries. On Thursday, 31 July, 26-year-old Martin McGroary appeared at Dumfries Sheriff Court on eight charges including attempted murder and road traffic offences. He made no plea and was remanded.

Operation Portaledge

Extensive enquiries by a dedicated team of officers from our Specialist Crime Division, with support from a number of local divisions are ongoing as part of the investigation into targeted attacks in the East and West of the country and the number of arrests made in connection with Operation Portaledge is now 55.

I want to again thank the public for their continued support. It's vital when it comes to tackling serious organised crime, preventing violence and getting justice for victims.

Serious and organised crime - sentencing

On Friday, 15 August, six men were collectively sentenced to more than 100 years in prison at the High Court in Glasgow on Friday for serious and organised crime offences.

Michael Heeps, Lee Ridgway, John Murray, Dale Bauld, Damien Mullen and Ryan McGovern had been convicted of numerous incidents including attempted murder, wilful fire-raising and attempting to pervert the course of justice in Edinburgh and Midlothian.

I want to thank the officers who worked on this investigation, as well as our partners in forensic services and the Crown Office and Procurator Fiscal service. I also want to thank the public for their support throughout our enquiries.

Those involved in these targeted attacks showed complete disregard for the safety of the local communities. Violence is totally unacceptable and will not be tolerated.

These sentences illustrate Police Scotland's commitment to the Serious and Organised Crime Taskforce's national strategy.

Human trafficking operations

Two major human trafficking operations have taken place in Glasgow and Dundee in the last month.

Search warrants were executed at a number of properties across two days of action, with seven people arrested in connection with human trafficking and drug offences, linked to organised crime. A quantity of cocaine was recovered in Dundee and evidence of multiple cannabis cultivations seized in Glasgow.

Trafficking, exploitation and illegal drugs are a blight on our communities and we are committed to disrupting the activities of organised crime groups and making Scotland a hostile environment for them to operate within.

We will continue target criminals who abuse, control and exploit vulnerable people, and work closely with our partners to bring offenders to justice and provide support to victims.

Terrorism conviction

On Wednesday, 30 July, 18-year-old Felix Winter was sentenced to six years imprisonment at the High Court in Glasgow having pled guilty to breach of the peace, with an accompanying racial aggravation, and a separate but related offence under the Terrorism Act 2000.

Winter was a member of an online pro-Nazi group and planned to carry out acts of violence involving firearms, explosive devices and poison against pupils and teachers at a school.

The conviction followed a complex and fast-moving investigation and I want to thank our counter terrorism and local policing officers for their skill and professionalism.

The investigation underlines the importance of working closely in partnership as part of the Prevent programme, which promotes early intervention through tailored, diversionary support to individuals who may be susceptible to supporting or committing terrorism.

Proscription of Palestine Action

On Saturday, 5 July, 2025 an order came into effect which proscribes Palestine Action as a terrorist organisation, making it illegal to be a member of, or invite support, for the group. This includes wearing clothing or carrying any item in public in such a way as to arouse suspicion that they are a member of, or a supporter of a proscribed organisation.

Police Scotland is committed to ensuring that rights to peaceful protest are protected and officers will continue to engage with those engaged in demonstrations and protests.

We continue to work closely with the Crown Office and Procurator Fiscal Service and where officers consider there is a sufficiency of evidence, they submit reports to the Procurator Fiscal who will then consider whether there is enough evidence in law and decide what action, if any, to take in the public interest.

Operation Roll

Over 7,000 police officers were mobilised for Operation Roll 2; the policing operation for the visit of the President of the United States. It included local, national and specialist officers from Police Scotland as well as colleagues from UK police forces and the military.

The visit took place from Friday 25 July until Tuesday 29 July 2025 and covered other notable figures meeting the US President here, including the European Commission President, Prime Minister and First Minister. It was one of the biggest operations in Police Scotland's history.

Demonstrations and protests took place across the country, including in Aberdeen, Edinburgh and Glasgow, with only a very small number of criminal justice outcomes. Protests were handled proportionately and effectively.

Our priority was keeping the President safe and a policing plan was in place to maintain public safety, balance rights to peaceful protest and minimise disruption.

Officers and staff who took part in the operation have been asked to complete an online form as part of our structured debrief, and we've had over 800 responses so far. We want to capture organisational learning and good practice as well as apply any quick time learning to current major events.

This was a significant policing operation and the cost is being discussed with the Scottish Government.

Operation Oclate

A large policing operation was established to support the visit of the Vice President of the United States. The visit took place between Wednesday, 13 August and Sunday, 17 August and involved officers and staff from local and national resources as well as some colleagues from the UK who supported us as part of mutual aid arrangements.

I want to acknowledge the support from our partners in Ayrshire, particularly Ayrshire Road Alliance and East Ayrshire Council for the provision of a staging post for our officers.

The costs from this operation will form part of discussions around Operation Roll 2.

Tall Ships, Aberdeen

Officers supported the Tall Ships Races as they docked in Aberdeen between 19 and 22 July. Local policing and specialist resources supported the event to ensure the safety of visitors and the local community, with more than 400,000 visits by members of the public.

Less crime

Retail Crime Taskforce

Police Scotland has established a dedicated unit to tackle retail crime across the country. The Retail Crime Taskforce has been set-up to address a rise in offences, such as shoplifting.

The Taskforce was created following a £3m funding allocation from the Scottish Government and will work alongside a range of key stakeholders to deliver a four-strand approach to tackling retail crime – prevent, pursue, protect and prepare.

Uniformed officers will operate within Edinburgh, Glasgow and Lanarkshire, as crime figures show these areas experience the highest levels of retail crime.

Our dedicated Edinburgh team shows what a focused approach can achieve, delivering significant results for the capital's retailers since April.

Key Results since April include:

- 234 charges have been brought against retail crime offenders.

- The cases dealt with relate to an estimated £25,000 of stolen goods.
- Approximately £2,000 of stolen property has been recovered by the team.
- The team's work has also led to 230 offender identifications across the city.
- An additional 22 individuals who were wanted on existing warrants have been arrested by the team during their duties.

31 reports have been submitted to the Crown Office and Procurator Fiscal Service and two court orders have been granted to ban prolific offenders from specific retail locations, with three more orders now being sought.

Online Child Sexual Abuse and Exploitation campaign

Our 2025 Online Child Sexual Abuse and Exploitation (OCSAE) prevention campaign commenced on Wednesday, 23 July, in partnership with the prevention charity the Lucy Faithfull Foundation Scotland.

A video advert aimed at perpetrators and those who may offend is being advertised on relevant online channels, with the message that anyone concerned about viewing sexual images of children should 'get help or get caught'.

Media coverage for the campaign focused on our Child Sexual Abuse and Exploitation unit revealing that from April 2024 to July 2025, it carried out 863 investigations, resulting in 604 arrests, with steps taken to protect 815 children.

The campaign will run until early September with content published across Police Scotland social media channels.

Supported victims

Childline partnership

Colleagues in our Criminal Justice Services Division in Glasgow have been working in partnership NSPCC, the children's charity which delivers Childline, to support young people in custody.

As part of a pilot, children in police custody in Glasgow are being offered confidential support from Childline. The project provides children in custody with information about the support service and offers them the chance to talk confidentially to a counsellor.

During the 10-week pilot period, 97% of the 107 young people brought into custody accepted the Childline leaflet.

I know that police custody is not an appropriate place for children. We are working with partner organisations to explore alternative places of safety and to minimise the occasions when custody may be necessary.

The ability to offer a confidential call to Childline helps us to offer the right support to young people as we further develop and modernise our custody provision over the coming years.

Police Scotland's partnership with Childline forms an important part of wider work to further develop and modernise our custody provision.

A thriving workforce

Pay offers

On Thursday, 31 July, the official side of the Police Negotiating Board for Scotland, comprising the Scottish ministers; the Scottish Police Authority and Police Scotland made a multi-year pay offer for 2025-26 and 2026-26.

The offer includes a 4% increase to pay and relevant allowances from 1 April 2025 and a 3.5% increase from 1 April 2026 as well as enhanced maternity and adoption pay arrangements.

Also on 31 July, the Scottish Police Authority made an aligned offer to police staff, which also continues our commitment to no compulsory redundancies for the period.

Formal processes are ongoing and we await the response of our staff associations and trade unions. I wish to thank everyone involved in the work to reach this stage in what I know is an important consideration for our officers and staff.

Workforce survey

From Monday, 4 August, we are running our 2025-26 workforce survey to capture meaningful insight into the day-to-day experiences of officers and staff.

The survey continues on from our 2024 workforce survey, which more than 11,000 officers and staff engaged with.

Last year's findings underlined the commitment and teamwork of officers and staff, while also highlighted areas for improvement which have informed action by the Service and the Chief Officer Team, including:

- Co-ordinated work which to reduce the impact of mental health incidents, court citations, and event abstractions on the frontline.
- Improved Employee Assistance Programme and new occupational health services.
- Driving necessary change to ensure policing supports all communities, inside and outside the Service under our Policing Together programme.
- Our grievance procedures have been revised to include a mediation service to support with early resolution of workplace issues.

Along with the Chief Officer Team, I have been sharing updates on these subjects and others through a series of face to face, online and in person, engagement sessions, as well as regular Chief Constable updates and blogs to improve communication and visibility.

The question set of this year's survey is similar to that used in 2024 to help build understanding of what progress has been made and, crucially, if it is being felt by our officers and staff. We expect the survey to be open until the end of September and we're encouraging all officers and staff to take part.

We will again, share the findings and outline the action we take.

Officer recruitment

On Thursday, 10 July, 100 new probationary constables took their oath of office at six ceremonies across the country, maintaining our officer establishment at 16,520.

The cohort was the first to make a new declaration of a constable which includes a duty of candour following the first commencement regulations of the Police (Ethics, Conduct & Scrutiny) Scotland Act 2025 which came into force on 25 June.

The first commencement regulations includes the creation of a new legislative Standard of Professional Behaviour for officers, that of duty of candour, taking the total number of standards to eleven.

Duty of candour means officers have a duty to be open and truthful in their dealings, without favour to their own interests or the interests of the police service subject to the reasonable assertion of the privilege against self-incrimination.

It means officers have a duty attend interviews and assist and participate in proceedings - including all investigations - openly, promptly, and professionally, in line with the expectations of a Police Constable. It is an organisational requirement for all officers and members of police staff.

Our implementation of the Police (Ethics, Conduct & Scrutiny) Scotland Act 2025 is being supported by an internal programme of communication, engagement and training, managed by our Professional Standards Department.

Police Unity Tour

Between Thursday, 31 July and Sunday, 3 August serving and retired members of Police Scotland joined colleagues from forces across the UK for a gruelling 200-mile cycle in memory of those who died while on duty.

The Police Unity Tour is an annual event to raise money for the Care of Police Survivors (COPS) charity and sees participants bike from Gretna to the National Memorial Arboretum in Staffordshire.

It was a privilege to be in Gretna as the Police Scotland contingent started their journey and then to attend the memorial service on Sunday.

To date, the 2025 Police Unity Tour has raised £240,000 for COPS which is a terrific achievement and demonstrates our ongoing support for the families and loved ones of officers and staff who have died on duty.

I want to congratulate everyone who took part in this year's tour and pay tribute to the work of the Care of Police Survivors and the charity's co-founder, Christine Fulton MBE.

Interim guidance on use of workplace facilities

Further to my update around interim search guidance, we continue to consider where further guidance is most urgently required following the UK Supreme Court judgment that the terms 'man', 'woman', and 'sex' in the Equality Act 2010, refer to biological sex.

The judgment directly impacts who is allowed to use single-sex facilities, and to provide clarity to our officers and staff, we have issued interim guidance on access and use of workplace toilets, changing facilities and shower rooms.

This guidance has been developed following extensive advice from our legal team and independent Human Rights Advisor, Jane Gordon, as well as engagement with relevant business areas and staff associations.

Single sex facilities designed and designated for the sole use of females or the sole use of males across Police Scotland workplaces must be accessed and used on the basis of a person's biological sex.

Facilities designed and designated as mixed-sex and single occupant spaces, that is a self-contained facility, secured by a lockable door, may be used by anyone.

I know a small number of colleagues will be directly impacted by these new arrangements and we are progressing with a review of our estate to ensure suitable and sufficient facilities are available in all workplaces.

We're working to encourage those affected to access support from colleagues, line managers, our staff associations and our Employee Assistance Programme.

Our wider review into sex and gender remains ongoing which will consider the full implications of the UK Supreme Court judgment, along with revised national guidance.

Crimestoppers Police Integrity Line

Police Scotland is now part of Crimestoppers Police Integrity Line, joining 28 other police forces around the UK that are currently benefiting from the service. It provides an anonymous and confidential route for officers and staff to report crimes committed within the Service.

The Police Integrity Line will act as a supporting mechanism in addition to the current systems and procedures in place, to demonstrate total transparency. There are clear benefits to providing a variety of routes for officers and staff to raise their concerns.