



SCOTTISH POLICE
AUTHORITY
ÙGH DARRAS POILIS NA H-ALBA

2 Clyde Gateway
French Street
Glasgow
G40 4EH

LETTER SENT BY EMAIL ONLY

01 Aug 2025

FOI Ref 2025/26-038

Request

Your request for information dated 24 June 2025 is copied below.

Q1. Please supply the Police Conduct Report as discussed at item 13 of the Complaints and Conduct Committee on 27th February 2025 and the same report as discussed on 5th June 2025. Per the below SAR response, it appears that there should be no barrier to this as SPA report that no individual officer can be identified from the report. Please redact only as necessary.

Q2. Given the assurance in the response to SAR130 below, that no individual officer can be identified from Police Conduct Report, please explain why this report is not publicly available, why that part of the meeting is held in private, and if, given these assurances of anonymity, what plans there are to make this information publicly accessible in the future?

Response

The Scottish Police Authority has considered your request under the Freedom of Information (Scotland) Act (FOISA).

In terms of part one of your request, the following reports presented to the Authority's Complaints and Conduct Committee are provided.

- Item 13 Police Scotland Conduct Report presented on 27 February 2025
- Additional Conduct Information and Q3 Suspended Officer Timelines presented on 27 February 2025.
- Item 10 Police Scotland Conduct Overview presented on 5 June 2025.

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Some information has been redacted where this is considered to be personal information¹ or that of a third party² as this is exempt in terms of FOISA. For example, low numbers which may allow individuals to be identified when correlated with other information have been redacted. Similarly, dates of suspension, reporting to COPFS and return to Police Scotland have been redacted for the same reason.

These exemptions are absolute and do not require application of the public interest test. While you may have a legitimate interest in disclosure of this information, it is our view that those interests are overridden by the interests or fundamental rights and freedoms of the data subjects.

Some information, under the heading Complex Case, Legal and Association Challenge has been redacted as disclosure would, or would be likely to, prejudice substantially the effective conduct of public affairs³. This exemption requires application of the public interest test.

Public Interest Test

The public interest in favour of disclosure of the requested information:

- This would adhere to the basic principle of being open and transparent.
- This would support public understanding of the work of the Complaints and Conduct Committee.

The public interest factors in favour of maintaining the exemption being:

- The information is related to ongoing matters. Disclosure of information that may identify individual cases could prejudice the process if causing increased speculation and scrutiny, ultimately delaying the resolution of sensitive legal matters.
- Disclosure of the information may result in this information not being included in future reporting to the Committee. This would prejudice substantially the ability of the Committee to discharge their duties effectively in accordance with the Authority's Corporate Governance Framework.

¹ This is a notice in terms of Section 38 (1)(a) of FOISA - The personal data of the applicant.

² This is a notice in terms of Section 38(1)(b) of FOISA - Third party data. Disclosure would contravene the data protection principle in Article 5(1)(a) of the General Data Protection Regulation: personal data shall be processed lawfully, fairly and in a transparent manner in relation to the data subject.

³ This is a notice in terms of Section 30(c) - disclosure would, or would be likely to, prejudice substantially the effective conduct of public affairs.

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Therefore, on balance, our conclusion is that maintaining the exemptions outweigh that of disclosure.

In terms of part two of your request, we would refer you to the Standing Orders detailed in the Authority's [Corporate Governance Framework](#) which is available on our website. Section 20 lists circumstances in which meetings may be held in private, and papers and reports need not be published. The published agendas for meetings of the Complaints and Conduct Committee in [February](#) and [June](#) 2025 state that the Police Scotland Conduct Report will be considered in private for the reasons noted in Standing Orders section 20. It is considered that at the time of the Committee meetings the following points apply to these reports:

- a) information relating to identified or identifiable individuals (including members of staff) could be disclosed where there is a risk of a breach of data protection legislation.
- d) matters to be discussed are the subject of legal proceedings (including misconduct or disciplinary proceedings) or where the information to be discussed consists of or includes legal advice provided to the Authority or to a third party.
- e) an obligation of confidentiality exists in respect of the information to be discussed.
- h) discussion in public would be likely to inhibit the free and frank provision of advice or the free and frank exchange of views for the purpose of deliberation.

In terms of the last question in part two of your request, "what plans there are to make this information publicly accessible in the future"? The Authority currently holds no recorded information that would answer your question.⁴ However, to assist, we can advise that assurance reporting in respect of officer misconduct is currently under review, including a focus on ensuring an appropriate balance of public and private reporting.

Right to Review

If you are dissatisfied with the outcome of your request you can ask for a review within 40 working days. You must specify the reason for your dissatisfaction and submit your request by email to foi@spa.police.uk or by letter to Scottish Police Authority, 1 Pacific Quay, Glasgow, G51 1DZ.

If you remain dissatisfied after review, you can appeal to the Scottish Information Commissioner within six months. You can apply [online](#), by email to enquiries@foi.scot or by letter to Scottish Information

⁴ This represents a notice in terms of Section 17 of the Freedom of Information (Scotland) Act 2002 - Information not held.

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Commissioner, Kinburn Castle, Doubledykes Road, St Andrews, Fife, KY16 9DS.

Should you wish to appeal against the Commissioner's decision, you can appeal to the Court of Session, only if you think the law has not been applied correctly.

This response will be posted to our [Disclosure Log](#) after seven days.

Yours faithfully

Scottish Police Authority

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Agenda Item 13

Meeting	SPA Complaints and Conduct Committee
Date	27 February 2025
Location	Online
Title of Paper	Police Scotland Conduct Overview
Presented By	ACC Stuart Houston CSU Helen Harrison
Recommendation to Members	For Discussion
Appendix Attached	No

PURPOSE

To provide Members of the Complaints and Conduct Committee with a conduct overview relative to police officers who are currently suspended or restricted in their duties within Police Scotland.

Many of the matters referred to in this report are the subject of ongoing criminal or conduct investigations/proceedings. The paper is produced to provide the Complaints and Conduct Committee with an overview of these matters and the response by Police Scotland relative to each officer.

Criminal matters may be subject to the rule of sub-judice. Officers the subject of conduct proceedings have a right to privacy. Accordingly, the details contained within this report is only for the information of the Complaints and Conduct Committee.

An officer's status can change at any time and as such, the paper is correct as at the date of preparation.

The paper is presented in line with the Scottish Police Authority Standing Orders, Section 21(h).

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1. BACKGROUND

- 1.1. The attached report provides data relating to the period ending Quarter 3 (1 October 2024 – 31 December 2024).

Data contained in this report is management information and is correct as of 1 January 2025.

2. FURTHER DETAIL ON THE REPORT TOPIC

- 2.1 There are no further details on this report.

3. FINANCIAL IMPLICATIONS

- 3.1 There are currently 72 Constables, [REDACTED] [REDACTED] suspended. The amount paid in salaries to suspended officers in the financial year 2023/24 was estimated at £2,898,335. The amount paid in salaries to suspended officers by end of Quarter 3 2024/25 is estimated at £2,544,251. This estimated figure includes the relevant proportion of salaries paid to officers who were suspended for all/part of Quarter 3 2024/25 but are no longer suspended.

4. PERSONNEL IMPLICATIONS

- 4.1 There can be a range of personnel implications associated with suspended/restricted officers facing criminal or disciplinary proceedings. As particular implications are unique to each individual situation, they are not specifically documented in this report, and are actively managed through ongoing engagement with officers and their representatives.

5. LEGAL IMPLICATIONS

- 5.1 There can be a range of legal implications associated with suspended/restricted officers facing criminal or disciplinary proceedings. Disciplinary proceedings have recently been subject to Judicial Reviews and a number of officers have submitted appeals against misconduct outcomes. As particular implications are unique to each individual situation, they are not specifically documented in this report, and are actively managed through ongoing engagement with officers, their representatives, and with Police Scotland Legal Services.

6. REPUTATIONAL IMPLICATIONS

- 6.1 There can be a range of reputational implications associated with suspended/restricted officers who are facing criminal or disciplinary proceedings which can include adverse media and social media commentary. As particular implications are unique to each individual situation, they are not specifically documented in this report. When such implications arise, they are actively managed by Police Scotland through a range of mechanisms and mitigations.

7. SOCIAL IMPLICATIONS

- 7.1 There are no social implications associated with this paper.

8. COMMUNITY IMPACT

- 8.1 There can be a range of community impact implications associated with suspended/restricted officers facing criminal or disciplinary proceedings. As particular implications are unique to each individual situation, they are not specifically documented in this report. When such implications arise, they are actively managed by Police Scotland through a range of mechanisms and mitigations.

9. EQUALITIES IMPLICATIONS

- 9.1 There can be a range of equalities implications associated with suspended/restricted officers facing criminal or disciplinary proceedings. As particular implications are unique to each individual situation, they are not specifically documented in this report. When such implications arise, they are actively managed by Police Scotland through a range of mechanisms and mitigations.

10. ENVIRONMENT IMPLICATIONS

- 10.1 There are no environmental implications associated with this paper.

RECOMMENDATIONS

Members of are invited to discuss the content of this report.



Meeting Date: 27 February 2025
Reporting Period: October 2024 – December 2024

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Executive Summary

- There are currently **80** police officers suspended.
50 of these relate to ongoing investigations or are with COPFS for consideration.
31.3% of total police officer suspensions relate to sexual allegations.
12 officers were suspended from duty in Quarter 3.
- There are **121** police officers operating on a duty restricted basis within Police Scotland (*This represents significantly less than 1% of the total workforce*).
In Quarter 3 (2024/25), **26** police officers were placed on duty restrictions.
- In Quarter 3 (2024/25) there were **7** Hearings for Gross Misconduct and **2** Meetings for Misconduct arranged (*an officer can only be dismissed at Gross Misconduct proceedings*).
- [REDACTED] was dismissed as a result of proceedings, and a [REDACTED]. The two Misconduct Meetings concluded with outcomes of Written Warning and Improvement Action. In addition, [REDACTED] officers resigned prior to the scheduled hearing date.
- [REDACTED] In Quarter 3 (2024/25), [REDACTED] appeals against determination made at Misconduct Hearings or Meetings were received. In the same Quarter, [REDACTED] appeals against determinations made at Gross Misconduct Hearings were concluded – [REDACTED]
- At the end of Quarter 3 (2024/25), there were **6** 'live' conduct matters ongoing where Preliminary Assessment took place more than 12 months ago.
- In the previous 12 months, **39** officers retired or resigned while facing criminal or disciplinary proceedings, **28** while suspended and **11** while duty restricted.
- In the 12 months of 2023/24, Police Scotland Vetting approved **6,928** applications and refused **741**. The figures for Quarter 3 2024/25 were **2,532** approved and **268** refused. The total numbers for 2024/25 are **6,923** approved and **734** refused.

Police Officers Currently Suspended

Status of officers currently suspended:

Suspension of a serving police officer is regulated by the Police Service of Scotland (PSoS) (Conduct) Regulations 2014. Suspension may occur where there is an allegation from which it can reasonably be inferred that the alleged conduct of an officer may constitute a criminal offence, or amount to misconduct or gross misconduct. To invoke suspension, at least one of two conditions must apply; an effective criminal or misconduct investigation may be prejudiced if the officer is not suspended; or, having regard to the nature of the allegation and any other relevant considerations, the public interest requires suspension. Given the significance of any decision to suspend an officer, there is a regulatory requirement to review the decision every 28 days or less if the circumstance demands this. This review must be conducted by the Deputy Chief Constable Professionalism, Strategy and Engagement, or the Assistant Chief Constable (Professionalism and Assurance).

The longest suspension for a criminal matter is [REDACTED] days ([REDACTED] yrs [REDACTED] days). This case relates to allegations of [REDACTED] that remain with COPFS for consideration.

The longest suspension for what is now a non-criminal matter is [REDACTED] days ([REDACTED] yrs [REDACTED] days). This relates to [REDACTED] allegations, originally criminal, that concluded at court on [REDACTED] (Not Guilty / Not Proven) after a lengthy legal process. A Gross Misconduct Hearing is ongoing, however, this is also a lengthy and complex process due to [REDACTED]

All data presented in the section is based on Police Officers suspended and is correct as at 01/01/2025.

Table: Officers currently suspended, by latest status

Status	Number	% of total
COPFS or criminal justice proceedings	34	42.5%
Live Investigation (Divisional, PSD/ACU, PIRC)	16	20.0%
Conduct Unit	30	37.5%
Total	80	100.0%

Regional breakdown of officers currently suspended:

Table: Officers currently suspended, by Command Area

Command Area	North	East	West	Total
Police Officers Suspended	17	20	43	80

Chart removed as detailed figures may allow re-identification of data subjects.

Yearly breakdown of officers currently suspended:

Table: Officers currently suspended, by year of suspension

Year Suspension Began	Number	% of total
2020	█	█
2021	█	█
2022	█	█
2023	19	█
2024	46	█
Total	█	█

Types of allegations linked to officers currently suspended:

Table: Officers currently suspended, by type of allegation

Type of Allegation (main)	Number	% of total
Crimes of Violence (including Assault)	█	█
Data Protection	█	█
Domestic	17	█
Other Criminality	17	█
Sexual	25	█
Inappropriate Comments	█	█
Total	█	█

Table: Officers currently suspended, by allegation category

Allegation Category	Number	% of total
On Duty	24	30.0%
Off Duty	43	53.8%
On and Off Duty	13	16.3%
Total	80	100.0%

Nominal details of officers currently suspended:

Table: Officers currently suspended, by rank

Rank	Number	% of total
Special Constable	█	█
Constable	72	█
Sergeant	█	█
Inspector	█	█
Chief Inspector	█	█
Superintendent	█	█
Chief Superintendent	█	█
Total	█	█

Table: Officers currently suspended, by gender

Gender	Number	% of total
Female	█	█
Male	█	█
Total	█	100.0%

Table: Officers currently suspended, by age bracket

Age Bracket	Number	% of total
18-30 years	18	██████
31-40 years	43	██████
41-50 years	██	██████
Over 50 years	█	██████
Total	██	██████

Table: Officers currently suspended, by service bracket

Service Bracket	Number	% of total
Under 2 years	9	11.3%
2-5 years	16	20.0%
6-10 years	23	28.8%
11-15 years	17	21.3%
16-20 years	8	10.0%
Over 20 years	7	8.8%
Total	80	100.0%

Police Officers Currently Restricted

The decision to impose Duty Restrictions is not a regulated process but is a management tool for use where it is considered, based on risk, that some form of restriction is required, but the circumstances do not merit suspension. A risk assessment is conducted, which considers the circumstances in terms of risk to the public, the officer or staff member and the organisation. The decision to approve restrictions is a significant one and as such, is again taken by the ACC (Professionalism and Assurance) and where possible, may be applied as an alternative to suspension.

Duty Restrictions are not a punitive measure, but rather a protective measure to mitigate potential risk, while still utilising the officer or staff member in a meaningful role. Duty Restrictions are generally imposed when it is alleged that an officer or staff member has committed an offence, or misconducted themselves, but may also be utilised for welfare reasons (e.g., officer suffering from alcohol addiction issues or home stresses). Types of restrictions, although not exhaustive, include non-operational, non-public facing, IT restrictions, close supervision and non-supervisory.

Restrictions can include specialist duty suspension, which means the removal of skills such as use of Firearms or Taser. It can also see the removal of police driving authorisation.

Although not the subject of regulatory provisions, duty restricted officers are similarly reviewed on a regular basis by the ACC (Professionalism and Assurance) to ensure restrictions remain necessary, proportionate and relevant, continuing to manage the identified risk.

There are **121** police officers currently duty restricted within Police Scotland. This represents significantly less than 1% of the total workforce.

Of the 121 duty restricted officers, **24** are road traffic related which resulted in specialist duty restrictions, namely the removal of police driving authorisation.

There are **17** officers' duty restricted in relation to sexual and / or domestic related allegations.

All data presented in the section is based on Police Officers restricted and is correct as at 01/01/2025.

Regional breakdown of officers currently restricted:

Table: Officers currently restricted, by Command Area

Command Area	Police Officers Restricted	% of Total
North	28	23%
East	43	36%
West	50	41%
TOTAL	121	100%

Chart removed as detailed figures may allow re-identification of data subjects.

Yearly breakdown of officers currently restricted:

Table: Officers currently restricted, by year of restriction

Year Restriction Began	Number	% of total
2020	█	█
2021	█	█
2022	█	█
2023	18	█
2024	84	█
TOTAL	█	█

Types of allegations linked to officers currently restricted:

Table: Officers currently restricted, by type of allegation

Type of Allegation (main)	Number	% of total
Assault / Excessive Force (On Duty)	12	■
Assault (Off Duty)	10	■
Authority, Respect & Courtesy	9	■
Other Criminality	22	■
Discreditable Conduct	10	■
Domestic	1	■
Data Protection	1	■
Equality & Diversity	1	■
Honesty and Integrity	10	■
Road Traffic	24	■
Orders & Instructions	1	■
Irregularity in Procedure	1	■
Sexual	9	■
Grand Total	■	■

Table: Officers currently suspended, by allegation category

Allegation Category	Number	% of total
On Duty	72	■
Off Duty	45	■
On and Off Duty	1	■
Total	■	■

Nominal details of officers currently restricted:

Table: Officers currently restricted, by rank

Rank	Number	% of total
Special Constable	1	■
Probationary Constable	8	■
Constable	87	■
Sergeant	14	■
Inspector	9	■
Chief Inspector	1	■
Superintendent	1	■
Grand Total	■	■

Table: Officers currently restricted, by gender

Gender	Number	% of total
Female	32	26%
Male	89	74%
Total	121	100%

Table: Officers currently restricted, by Age Bracket

Age Bracket (at Date of initial restrictions)	Number	% of total
Under 25	10	9%
25-30	15	12%
31-40	45	37%
41-50	44	36%
Over 50	7	6%
Grand Total	121	100%

Table: Officers currently restricted, by Service Bracket

Service Bracket (at Date of initial restrictions)	Number	% of total
Under 2 years	11	9%
2-5 years	26	22%
6-10 years	21	17%
11-15 years	26	21%
16-20 years	25	21%
Over 20 years	12	10%
Grand Total	121	100%

Misconduct Hearings and Meetings 2024/25

Table: Hearings and Meetings in performance year 2024/25, by month and allegation disposals (01/10/2024 – 31/12/2024):

Month	Type and Number	Standard of Professional Behaviour	Disposal
Oct 2024	2 Hearings	[REDACTED]	1. Resigned prior to Hearing 2. Dismissed
	1 Meeting	[REDACTED]	1. Written Warning
Nov 2024	5 Hearings	[REDACTED]	1. Resigned prior to Hearing 2. Resigned prior to Hearing 3. Resigned prior to Hearing 4. Resigned prior to Hearing 5. Required to Resign (SC)
	1 Meeting	[REDACTED]	1. Improvement Action
Dec 2024	0 Hearings		
	0 Meetings		

Misconduct Hearing Appeals 2024/25

Table: Appeals in respect of Hearing Determinations received in performance year 2024/25 (01/10/2024 – 31/12/2024):

Month	Appeals Received	Original Determination
Oct 2024	1	[REDACTED]
Nov 2024	0	
Dec 2024	1	[REDACTED] [REDACTED]

Table: Appeals in respect of Hearing Determinations concluded in performance year 2024/25 (01/10/2024 – 31/12/2024):

Month	Appeals Concluded	Original Determination	Appeal Status
Oct 2024	1	[REDACTED]	[REDACTED]
Nov 2024	0		
Dec 2024	1	[REDACTED]	[REDACTED]

Extended Conduct Matters

The following section provides contextual information in respect of matters that remain 'live' with the National Conduct Unit, having been preliminary assessed more than one year ago (i.e. prior to 1 January 2024) - *Note: Does not include matters concluded through Misconduct Proceedings but subject to ongoing Appeal.*

Table: Extended Conduct Matters where Preliminary Assessment took place prior to 1 January 2024:

Date Assessed	Days 'Live'	Status
[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]

Additional context in respect of the six matters outlined above is as follows:

Case 1 [REDACTED]

- Case 2 [REDACTED]

[REDACTED]

- Case 3 [REDACTED]

- Case 4 [REDACTED]

- Case 5 [REDACTED]

- Case 6 [REDACTED]

Suspended or Restricted Police Officers – Retire/Resign within last 12 months.

Data within the tables below is based on Police Officers who retired or resigned between 01/01/2024 – 31/12/2024 while subject to suspension or restricted duties.

Table: Status of case at the date of officer retiral/resignation (last 12 months)

Status	Suspended	Restricted
Conduct Hearing Pending	14	■
Conduct Meeting Pending	0	0
Following Sentencing	0	0
Misconduct Assessment	0	3
Misconduct Investigation	■	■
Prior to Trial	6	■
Under consideration at COPFS	■	0
Criminal Investigation	■	■
PSD Investigation	■	■
Total	28	11

Table: Type of allegation linked to officer retiral/resignation (last 12 months)

Type of Allegation (main)	Suspended	Restricted
Authority, Respect and Courtesy	0	■
Crimes of Violence (including Assault)	2	■
Orders & Instruction	0	0
Discreditable Conduct	■	0
Domestic	■	■
Honesty and Integrity	0	■
Other Criminality	7	0
Road Traffic	0	■
Sexual	10	■
Social media (non-DPA)	0	0
Total	28	11

Table: Category of days linked to officer retiral/resignation (last 12 months)

Category	Suspended	Restricted
Average number of days between suspension/restriction and retire/resign	492	351
Highest number of days	1754	762
Lowest number of days	36	29



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Agenda Item 10

Meeting	SPA Complaints and Conduct Committee
Date	5 June 2025
Location	Video Conference
Title of Paper	Police Scotland Conduct Overview
Presented By	T/Assistant Chief Constable Lynn Ratcliff and Chief Superintendent Helen Harrison
Recommendation to Members	For Discussion
Appendix Attached	Appendix A: Police Scotland Conduct Report (January 2025 to March 2025) Appendix B: Suspended Officer Timelines Q4 Appendix C: Additional Conduct Information

PURPOSE

To provide Members of the SPA Complaints and Conduct Committee with a conduct overview relative to police officers who are currently suspended or restricted in their duties within Police Scotland.

Many of the matters referred to in this report are the subject of ongoing criminal or conduct investigations/proceedings. The paper is produced to provide the Complaints and Conduct Committee with an overview of these matters and the response by Police Scotland relative to each officer.

Criminal matters may be subject to the rule of sub-judice. Officers the subject of conduct proceedings have a right to privacy. Accordingly, the details contained within this report is only for the information of the Complaints and Conduct Committee.

An officer's status can change at any time and as such, the paper is correct as at the date of preparation.

The paper is presented in line with the Scottish Police Authority Standing Orders, Section 21(h).

1. BACKGROUND

- 1.1. The attached report provides data relating to the period ending Quarter 4 (1 January 2025 – 31 March 2025).

Data contained in this report is management information and is correct as of 1 April 2025.

2. FURTHER DETAIL ON THE REPORT TOPIC

- 2.1 There are no further details on this report.

3. FINANCIAL IMPLICATIONS

- 3.1 There are currently 76 Constables, [REDACTED] [REDACTED] suspended. The amount paid in salaries to suspended officers in the financial year 2023/24 was estimated at £2,898,335. The amount paid in salaries to suspended officers by end of Quarter 4 2024/25 is estimated at £3,772,996. This estimated figure includes the relevant proportion of salaries paid to officers who were suspended for all/part of 2024/25 but are no longer suspended.

4. PERSONNEL IMPLICATIONS

- 4.1 There can be a range of personnel implications associated with suspended/restricted officers facing criminal or disciplinary proceedings. As particular implications are unique to each individual situation, they are not specifically documented in this report and are actively managed through ongoing engagement with officers and their representatives.

5. LEGAL IMPLICATIONS

- 5.1 There can be a range of legal implications associated with suspended/restricted officers facing criminal or disciplinary proceedings. Disciplinary proceedings have recently been subject to Judicial Reviews and a number of officers have submitted appeals against misconduct outcomes. As particular implications are unique to each individual situation, they are not specifically documented in this report, and are actively managed through ongoing engagement with officers, their representatives, and with Police Scotland Legal Services.

6. REPUTATIONAL IMPLICATIONS

- 6.1 There can be a range of reputational implications associated with suspended/restricted officers who are facing criminal or disciplinary proceedings which can include adverse media and social media commentary. As particular implications are unique to each individual situation, they are not specifically documented in this report. When such implications arise, they are actively managed by Police Scotland through a range of mechanisms and mitigations.

7. SOCIAL IMPLICATIONS

- 7.1 There are no social implications associated with this paper.

8. COMMUNITY IMPACT

- 8.1 There can be a range of community impact implications associated with suspended/restricted officers facing criminal or disciplinary proceedings. As particular implications are unique to each individual situation, they are not specifically documented in this report. When such implications arise, they are actively managed by Police Scotland through a range of mechanisms and mitigations.

9. EQUALITIES IMPLICATIONS

- 9.1 There can be a range of equalities implications associated with suspended/restricted officers facing criminal or disciplinary proceedings. As particular implications are unique to each individual situation, they are not specifically documented in this report. When such implications arise, they are actively managed by Police Scotland through a range of mechanisms and mitigations.

10. ENVIRONMENT IMPLICATIONS

- 10.1 There are no environmental implications associated with this paper.

RECOMMENDATIONS

Members are invited to discuss the content of this report.



Meeting Date: 5 June 2025
Reporting Period: January 2025 – March 2025

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Executive Summary

- There are currently **87** police officers suspended.
54 of these relate to ongoing investigations or are with COPFS for consideration.
27.6% of total police officer suspensions relate to sexual allegations.
18 officers were suspended from duty in Quarter 4.
- There are **113** police officers operating on a duty restricted basis within Police Scotland (*This represents significantly less than 1% of the total workforce*).
19 officers were placed on duty restrictions in Quarter 4.
- In Quarter 4 (2024/25) there were **10** Hearings for Gross Misconduct and **5** Meetings for Misconduct arranged (*an officer can only be dismissed at Gross Misconduct proceedings*).
- **■** officers were dismissed as a result of proceedings with various other outcomes ranging from Not Upheld to Final Written Warnings being recorded. In addition, **■** officers resigned prior to the scheduled hearing date.
- In Quarter 4 (2024/25), **■** against determination made at a Misconduct Hearing was received. In the same Quarter, **■** against determination made at a Misconduct Meeting was concluded. **■**.
- At the end of Quarter 4 (2024/25), there were **6** 'live' conduct matters ongoing where Preliminary Assessment took place more than 12 months ago.
- In the previous 12 months, **42** officers retired or resigned while facing criminal or disciplinary proceedings, **32** while suspended and **10** while duty restricted.
- In the 12 months of 2023/24, Police Scotland Vetting approved **6,928** applications and refused **741**. The figures for Quarter 4 2024/25 were **2543** approved and **202** refused. The total numbers for 2024/25 are **9,102** approved and **935** refused.

Police Officers Currently Suspended

Status of officers currently suspended:

Suspension of a serving police officer is regulated by the Police Service of Scotland (PSoS) (Conduct) Regulations 2014. Suspension may occur where there is an allegation from which it can reasonably be inferred that the alleged conduct of an officer may constitute a criminal offence, or amount to misconduct or gross misconduct. To invoke suspension, at least one of two conditions must apply; an effective criminal or misconduct investigation may be prejudiced if the officer is not suspended; or, having regard to the nature of the allegation and any other relevant considerations, the public interest requires suspension. Given the significance of any decision to suspend an officer, there is a regulatory requirement to review the decision every 28 days or less if the circumstance demands this. This review must be conducted by the Deputy Chief Constable Professionalism, Strategy and Engagement, or the Assistant Chief Constable (Professionalism and Assurance).

The longest suspension for a criminal matter is [REDACTED] days ([REDACTED] yrs [REDACTED] days). This case relates to allegations of [REDACTED] that remain with COPFS for consideration.

The longest suspension for what is now a non-criminal matter is [REDACTED] days ([REDACTED] yrs [REDACTED] days). This relates to [REDACTED] allegations, originally criminal, that concluded at court on [REDACTED] (Not Guilty). A Gross Misconduct Hearing is scheduled to take place, however is currently on hold pending conclusion of legal challenge.

All data presented in the section is based on Police Officers suspended and is correct as at 01/04/2025.

Table: Officers currently suspended, by latest status

Status	Number	% of total
COPFS or criminal justice proceedings	39	44.8%
Live Investigation (Divisional, PSD/ACU, PIRC)	15	17.2%
Conduct Unit	33	37.9%
Total	87	100.0%

Regional breakdown of officers currently suspended:

Table: Officers currently suspended, by Command Area

Command Area	North	East	West	Total
Police Officers Suspended	21	19	47	87

Chart removed as detailed figures may allow re-identification of data subjects.

Yearly breakdown of officers currently suspended:

Table: Officers currently suspended, by year of suspension

Year Suspension Began	Number	% of total
2020	█	███
2021	█	███
2022	██	████
2023	18	████
2024	40	████
2025	18	████
Total	██	████

Types of allegations linked to officers currently suspended:

Table: Officers currently suspended, by type of allegation

Type of Allegation (main)	Number	% of total
Crimes of Violence (including Assault)	6	6.9%
Data Protection	7	8.0%
Domestic	23	26.4%
Other Criminality	14	16.1%
Sexual	24	27.6%
Inappropriate Comments	13	14.9%
Total	87	100.0%

Table: Officers currently suspended, by allegation category

Allegation Category	Number	% of total
On Duty	24	27.6%
Off Duty	50	57.5%
On and Off Duty	13	14.9%
Total	87	100.0%

Nominal details of officers currently suspended:

Table: Officers currently suspended, by rank

Rank	Number	% of total
Special Constable	1	1.1%
Constable	77	88.3%
Sergeant	1	1.1%
Inspector	1	1.1%
Chief Inspector	1	1.1%
Superintendent	1	1.1%
Chief Superintendent	1	1.1%
Total	87	100.0%

Table: Officers currently suspended, by gender

Gender	Number	% of total
Female	1	1.1%
Male	86	98.9%
Total	87	100.0%

Table: Officers currently suspended, by age bracket

Age Bracket	Number	% of total
18-30 years	23	26.4%
31-40 years	45	51.7%
41-50 years	13	14.9%
Over 50 years	6	6.9%
Total	87	100.0%

Table: Officers currently suspended, by service bracket

Service Bracket	Number	% of total
Under 2 years	14	16.1%
2-5 years	16	18.4%
6-10 years	22	25.3%
11-15 years	19	21.8%
16-20 years	8	9.2%
Over 20 years	8	9.2%
Total	87	100.0%

Police Officers Currently Restricted

The decision to impose Duty Restrictions is not a regulated process but is a management tool for use where it is considered, based on risk, that some form of restriction is required, but the circumstances do not merit suspension. A risk assessment is conducted, which considers the circumstances in terms of risk to the public, the officer or staff member and the organisation. The decision to approve restrictions is a significant one and as such, is again taken by the ACC (Professionalism and Assurance) and where possible, may be applied as an alternative to suspension.

Duty Restrictions are not a punitive measure, but rather a protective measure to mitigate potential risk, while still utilising the officer or staff member in a meaningful role. Duty Restrictions are generally imposed when it is alleged that an officer or staff member has committed an offence, or misconducted themselves, but may also be utilised for welfare reasons (e.g., officer suffering from alcohol addiction issues or home stresses). Types of restrictions, although not exhaustive, include non-operational, non-public facing, IT restrictions, close supervision and non-supervisory.

Restrictions can include specialist duty suspension, which means the removal of skills such as use of Firearms or Taser. It can also see the removal of police driving authorisation.

Although not the subject of regulatory provisions, duty restricted officers are similarly reviewed on a regular basis by the ACC (Professionalism and Assurance) to ensure restrictions remain necessary, proportionate and relevant, continuing to manage the identified risk.

There are **113** police officers currently duty restricted within Police Scotland. This represents significantly less than 1% of the total workforce.

Of the **113** duty restricted officers, **24** are road traffic related which resulted in specialist duty restrictions, namely the removal of police driving authorisation.

There are **19** officers' duty restricted in relation to sexual and / or domestic related allegations.

All data presented in the section is based on Police Officers restricted and is correct as at 01/04/2025.

Regional breakdown of officers currently restricted:

Table: Officers currently restricted, by Command Area

Command Area	North	East	West	Total
Police Officers Restricted	31	36	46	113

Chart: Police Officers Currently Restricted, by Division

Chart removed as detailed figures may allow re-identification of data subjects.

Yearly breakdown of officers currently restricted:

Table: Officers currently restricted, by year of restriction

Year Restriction Began	Number	% of total
2020	█	█
2021	█	█
2022	█	█
2023	16	█
2024	67	█
2025	19	█
Total	█	█

Types of allegations linked to officers currently restricted:

Table: Officers currently restricted, by type of allegation

Type of Allegation (main)	Number	% of total
Assault / Excessive Force (On Duty)	10	■
Assault (Off Duty)	6	■
Authority, Respect & Courtesy	6	■
Other Criminality	20	■
Discreditable Conduct	12	■
Domestic	9	■
Data Protection	1	■
Neglect of Duty	1	■
Honesty and Integrity	11	■
Road Traffic	24	■
Equality & Diversity	1	■
Irregularity in Procedure	1	■
Sexual	10	■
Total	■	■

Table: Officers currently suspended, by allegation category

Allegation Category	Number	% of total
On Duty	67	■
Off Duty	40	■
On and Off Duty	1	■
Total	■	■

Nominal details of officers currently restricted:

Table: Officers currently restricted, by rank

Rank	Number	% of total
Special Constable	0	■
Probationary Constable	12	■
Constable	81	■
Sergeant	12	■
Inspector	6	■
Chief Inspector	1	■
Superintendent	1	■
Total	■	■

Table: Officers currently restricted, by gender

Gender	Number	% of total
Female	■	■
Male	■	■
Total	113	100%

Table: Officers currently restricted, by Age Bracket

Age Bracket	Number	% of total
Under 25	9	■
25-30	19	■
31-40	45	■
41-50	36	■
Over 50	■	■
Total	■	■

Table: Officers currently restricted, by Service Bracket

Service Bracket	Number	% of total
Under 2 years	13	12%
2-5 years	27	24%
6-10 years	22	19%
11-15 years	23	20%
16-20 years	18	16%
Over 20 years	10	9%
Total	113	100%

Misconduct Hearings and Meetings 2024/25

Table: Hearings and Meetings in performance year 2024/25, by month and allegation disposals (01/01/2025 – 31/03/2025):

Month	Type and Number	Standard of Professional Behaviour	Disposal
Jan 2025	3 Hearings	[REDACTED]	1. Resigned prior to Hearing 2. Dismissed 3. Dismissed
	4 Meetings	[REDACTED]	1. Written Warning 2. Verbal Warning 3. Written Warning 4. Verbal Warning
Feb 2025	5 Hearings	[REDACTED]	1. Verbal Warning 2. Final Written Warning 3. Resigned prior to Hearing 4. Resigned prior to Hearing 5. Final Written Warning
	1 Meeting	[REDACTED]	1. Not Upheld
Mar 2025	2 Hearings	[REDACTED]	1. Not Upheld 2. Written Warning

Misconduct Hearing Appeals 2024/25

Table: Appeals in respect of Meeting / Hearing Determinations received in performance year 2024/25 (01/01/2025 – 31/03/2025):

Month	Appeals Received	Original Determination
Jan 2025	0	
Feb 2025	1	1
Mar 2025	0	

Table: Appeals in respect of Meeting / Hearing Determinations concluded in performance year 2024/25 (01/01/2025 – 31/03/2025)

Month	Appeals Concluded	Original Determination	Appeal Status
Jan 2025	0		
Feb 2025	1	1	1
Mar 2025	0		

Extended Conduct Matters

The following section provides contextual information in respect of matters that remain 'live' with the National Conduct Unit, having been preliminary assessed more than one year ago (i.e. prior to 1 April 2024) - *Note: Does not include matters concluded through Misconduct Proceedings but subject to ongoing Appeal.*

Table: Extended Conduct Matters where Preliminary Assessment took place prior to 1 April 2024:

Date Assessed	Days 'Live'	Status
[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]

Additional context in respect of the six matters outlined above is as follows:

- Case 1 [REDACTED]
- Case 2 [REDACTED]

[REDACTED]

- Case 3 [REDACTED]

Case 4 [REDACTED]

- Case 5 [REDACTED]

Case 6 [REDACTED]

Suspended or Restricted Police Officers – Retire/Resign within last 12 months.

Data within the tables below is based on Police Officers who retired or resigned between 01/04/2024 – 31/03/2025 while subject to suspension or restricted duties.

Table: Status of case at the date of officer retiral/resignation (last 12 months)

Status	Suspended	Restricted
Conduct Hearing Pending	16	■
Conduct Meeting Pending	0	0
Misconduct Assessment	0	0
Misconduct Investigation	■	■
Prior to Conclusion Criminal Proceedings	9	■
Following Criminal Conviction	■	■
Under consideration at COPFS	0	■
Criminal Investigation	■	■
PSD Investigation	■	■
Total	32	10

Table: Type of allegation linked to officer retiral/resignation (last 12 months)

Type of Allegation (main)	Suspended	Restricted
Authority, Respect and Courtesy	0	■
Crimes of Violence (including Assault)	■	■
Orders & Instruction	0	0
Discreditable Conduct	7	0
Domestic	6	■
Honesty and Integrity	0	■
Other Criminality	6	■
Road Traffic	■	■
Sexual	8	■
Social Media (non-DPA)	0	0
Total	32	10

Table: Category of days linked to officer retiral/resignation (last 12 months)

Category	Suspended	Restricted
Average number of days between suspension/restriction and retire/resign	445	404
Highest number of days	1442	800
Lowest number of days	36	54

Scottish Police Authority
Complaints and Conduct Committee
Item 10 Appendix B



Police Scotland
Suspended Officers Timeline Information
(as at 1 April 2025)

1. The following table provides updated timeline information in respect of the 40 Police Scotland officers who were suspended from duty as at 11 July 2023, and who had initially been suspended prior to the start of calendar year 2023.

The first part of the table outlines suspended officers where other matters have been concluded and are now subject to conduct procedures. The second part relates to matters that have not yet been subject to conduct assessment.

The table shows the progression of the cases since the last report to the Committee and of note highlights the following:

Suspension concluded	29 cases* <i>*Note – 4 cases have concluded since date of last report with 25 cases already concluded, meaning 29 of the 40 cases under review are now concluded.</i>
Suspension remains and moved to Conduct	0 cases* <i>Note – 0 cases have moved to conduct since date of last report.</i>
Suspension remains and no change	11 cases

Total cases with conduct: 5 cases

Total cases not yet subject to conduct assessment: 6 cases

2. The provision of this information is to provide additional context about the length and break down of officer suspensions to members of the Scottish Police Authority Complaints and Conduct Committee, and tracks progress in respect of a defined 'sample group' of officers.
3. The information should be classed as internal management information and is provided in response to Complaints and Conduct Committee Action 20230106-CCC-001.

Helen Harrison
Chief Superintendent
Professional Standards

OFFICIAL SENSITIVE: POLICE AND PARTNERS

Part 1 – Suspended officers where matters have been concluded and are now subject to conduct procedures.							
Allegation(s)	Date Suspended	Days Suspended	Date Reported COPFS	Days at COPFS & Court	Date Returned Police Scotland	Days at Conduct	Current Status
Sexual offences	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED] [REDACTED]
Sexual offences	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED] [REDACTED]
Domestic offences	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	N/A	[REDACTED]* *includes conduct & linked criminal matters	[REDACTED] [REDACTED]
Domestic offences	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED] [REDACTED]
Sexual offences	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED] [REDACTED]

OFFICIAL SENSITIVE: POLICE AND PARTNERS

OFFICIAL SENSITIVE: POLICE AND PARTNERS

Part 2 – Suspended officers where matters remain live and have not yet been referred to conduct.							
Allegation(s)	Date Suspended	Days Suspended	Date Reported COPFS	Days at COPFS & Court	Date Returned Police Scotland	Days at Conduct	Current Status
Data Protection and Criminal offences	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	N/A	[REDACTED]	[REDACTED]
Sexual offence	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	N/A	[REDACTED]	[REDACTED]
Domestic & Sexual offences	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	N/A	[REDACTED]	[REDACTED] [REDACTED] [REDACTED]
Sexual offences	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	N/A	[REDACTED]	[REDACTED] [REDACTED]
Theft	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	N/A	[REDACTED]	[REDACTED] [REDACTED]
Firearms offences	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	N/A	[REDACTED]	[REDACTED] [REDACTED]

OFFICIAL SENSITIVE: POLICE AND PARTNERS

OFFICIAL SENSITIVE: POLICE AND PARTNERS

Part 3 – Suspended officers where matter is now concluded.							
Allegation(s)	Date Suspended	Days Suspended	Date Reported COPFS	Days at COPFS & Court	Date Returned Police Scotland	Days at Conduct	Current Status
Sexual offences							
Domestic offence							
Domestic offences							
Sexual offences							
Sexual offence							
Assault (on duty)							
Sexual offences							
Data Prot & Discreditable Conduct							
Sexual offence							
Sexual offence							
Data Protection			N/A	N/A	N/A		

OFFICIAL SENSITIVE: POLICE AND PARTNERS

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Part 3 – Suspended officers where matter is now concluded.							
Allegation(s)	Date Suspended	Days Suspended	Date Reported COPFS	Days at COPFS & Court	Date Returned Police Scotland	Days at Conduct	Current Status
Sexual offences							
Sexual offences			N/A		N/A		
Theft							
Assault							
Assault							
Serious criminal allegations					N/A		
Domestic offences					N/A		
Sexual offence					N/A		
Assault & Disorder offences					N/A		
Sexual offences							

OFFICIAL SENSITIVE: POLICE AND PARTNERS

OFFICIAL SENSITIVE: POLICE AND PARTNERS

Part 3 – Suspended officers where matter is now concluded.							
Allegation(s)	Date Suspended	Days Suspended	Date Reported COPFS	Days at COPFS & Court	Date Returned Police Scotland	Days at Conduct	Current Status
Domestic offences	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Sexual offences	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Sexual offences	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	N/A	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Sexual and domestic offences	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Disorder offences	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Domestic offences	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	N/A	[REDACTED]	[REDACTED]
Sexual offences	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	N/A	[REDACTED]	[REDACTED]

OFFICIAL SENSITIVE: POLICE AND PARTNERS

Scottish Police Authority

Complaints and Conduct Committee

5 June 2025



Item 10 Appendix C

POLICE SCOTLAND - Additional Conduct Information

(as at 1 April 2025)

1. Background

- 1.1 This report provides additional information and context in respect of ongoing conduct investigations and proceedings being undertaken by officers within the Police Scotland National Conduct Unit (NCU).
- 1.2 It also offers an overview of current priorities and areas of development work being progressed by the NCU.

2. Gross Misconduct Investigations

- 2.1 'Gross Misconduct' is defined in the Police Service of Scotland (Conduct) Regulations 2014 as '*a breach of the Standards of Professional Behaviour so serious that demotion in rank or dismissal may be justified*'.
- 2.2 The following table provides information about current Gross Misconduct Investigations (51) being overseen and managed by the NCU.

Table 1: Ongoing Gross Misconduct Investigations

No.	Nature of Alleged Misconduct	Officer Status
1	Authority, Respect & Courtesy	Suspended
2	Authority, Respect & Courtesy	Restricted
3	Authority, Respect & Courtesy	Restricted
4	Authority, Respect & Courtesy	Suspended

OFFICIAL SENSITIVE: POLICE AND PARTNERS

5	Authority, Respect & Courtesy	Suspended
6	Authority, Respect & Courtesy	Restricted
7	Authority, Respect & Courtesy	Restricted
8	Authority, Respect & Courtesy	Restricted
9	Authority, Respect & Courtesy	Restricted
10	Authority, Respect & Courtesy	Restricted
11	Authority, Respect & Courtesy	Restricted
12	Authority, Respect & Courtesy	Restricted
13	Authority, Respect & Courtesy	Suspended
14	Challenging & Reporting Improper Conduct	Restricted
15	Confidentiality	Restricted
16	Confidentiality	Suspended
17	Discreditable Conduct	Suspended
18	Discreditable Conduct	Suspended
19	Discreditable Conduct	Restricted
20	Discreditable Conduct	Suspended
21	Discreditable Conduct	Suspended
22	Discreditable Conduct	Suspended
23	Discreditable Conduct	Suspended
24	Discreditable Conduct	Suspended

OFFICIAL SENSITIVE: POLICE AND PARTNERS

25	Discreditable Conduct	Suspended
26	Discreditable Conduct	Suspended
27	Discreditable Conduct	Suspended
28	Discreditable Conduct	Restricted
29	Discreditable Conduct	Restricted
30	Discreditable Conduct	Restricted
31	Discreditable Conduct	Restricted
32	Discreditable Conduct	Suspended
33	Discreditable Conduct	Suspended
34	Discreditable Conduct	Suspended
35	Discreditable Conduct	Suspended
36	Discreditable Conduct	Suspended
37	Discreditable Conduct	Restricted
38	Discreditable Conduct	Restricted
39	Discreditable Conduct	Restricted
40	Discreditable Conduct	Restricted
41	Discreditable Conduct	Suspended
42	Discreditable Conduct	Suspended
43	Equality & Diversity	Restricted
44	Fitness for Duty	Restricted
45	Honesty & Integrity	Restricted
46	Honesty & Integrity	Restricted
47	Honesty & Integrity	Restricted
48	Honesty & Integrity	Restricted

49	Honesty & Integrity	Restricted
50	Honesty & Integrity	Suspended
51	Honesty & Integrity	Restricted

3. Misconduct Investigations

- 3.1 *'Misconduct'* is defined in the Police Service of Scotland (Conduct) Regulations 2014 as *'conduct which amounts to a breach of the Standards of Professional Behaviour, but does not include gross misconduct'*.
- 3.2 Generally speaking, Misconduct Investigations can be concluded in shorter timescales than Gross Misconduct Investigations.
- 3.3 The following table provides information about current Misconduct Investigations (11) being overseen and managed by the NCU.

Table 2: Ongoing Misconduct Investigations

No.	Nature of Alleged Misconduct	Officer Status
1	Confidentiality	Restricted
2	Confidentiality	Not Restricted or Suspended
3	Discreditable Conduct	Restricted
4	Discreditable Conduct	Restricted
5	Discreditable Conduct	Restricted
6	Discreditable Conduct	Restricted
7	Discreditable Conduct	Not Restricted or Suspended
8	Discreditable Conduct	Not Restricted or Suspended
9	Discreditable Conduct	Restricted
10	Honesty & Integrity	Not Restricted or Suspended
11	Honesty & Integrity	Restricted

4. NCU Priorities and Focus

- 4.1 Gross Misconduct and Misconduct Investigations take place at a point in time after alleged misconduct has taken place. Such investigations are a vital part of Police Scotland's determination to address behaviours and conduct incompatible with our values and ethics.
- 4.2 It is recognised that work to positively influence organisational culture and prevent such behaviour from occurring is also a priority for Police Scotland.
- 4.3 To support these priorities and ensure that the NCU is proactive and fit for purpose an internal review of NCU remains ongoing, which includes Current and Target Operating Model's and Priorities (previously reported and remain unchanged).
- 4.4 Following the initial inception and reporting of the NCU priorities, they have now been reviewed and regraded as follows (change in priority and focus, same 6 priorities):
 - 1) Structure
 - 2) Upstreaming
 - 3) Training
 - 4) HMICIS Review
 - 5) Partner Engagement
 - 6) Streamlining
- 4.5 Internal review now in excess of 50 actions and 24 organisational learning points captured and shared.
- 4.6 HMICS have now moved from self-evaluation and in person interviews are well under way. No immediate learning has been shared, however NCU eagerly await any interim reports and the final report.
- 4.7 Increased demand on NCU at each stage (Assessments, Investigations and Proceedings) continues. A restructure is required to meet the current and envisaged future of Police Scotland NCU for the next 3 years, a proposal has been prepared and is being considered. This new structure will assist to enhance the safety of the communities within Scotland (including internally), reduce crime/conduct, better support victims and improve working conditions for police officers.
- 4.8 A positive response has been received since the introduction of a Critical friend (Fair Play Advisor) to NCU weekly tracker meeting. This is now being considered by Criminal Superintendent within PSD to implement with GWU matters being considered by NCU – additional level of scrutiny and transparency, as phase 2.

- 4.9 Increased management and governance framework now in place. A dashboard format which is broken down into region and then individual investigating officer now is in place. This assists with timeous resolve of investigations minimising any negative effect on the welfare of all involved in the conduct process, whilst balancing the workload of each investigating officer. This new governance ensures any high-risk matters are prioritised.
- 4.10 Previously reported PSIP (Proactive Supportive and Intervention Programme) is progressing to design stage with PS ICT briefed and engaged. A number of recent publications from the Police Insight are being considered, which includes international law enforcement and methods used in this arena.
- 4.11 A recent development in the tactical use of with cause testing in relation to steroids has moved from concept to implementation. This is a positive step forward and a long-term solution is being sought through procurement.
- 4.12 As of next quarter the suspended officer's timeline will cease to be reported on if in order with committee members. Of the original 40 officers, 11 remain. It is respectfully suggested this is now Business as Usual, and any option to expedited to a successful conclusion is grasped and followed through. A very worthwhile exercise and has helped shaped current and direction moving forward.

5. Complex Case, Legal and Association Challenge

[REDACTED]

[REDACTED] A redrafted MOU, taking cognisance of refreshed senior legal opinion has now been shared with regulatory associations. [REDACTED]

[REDACTED]. The new MOU relates to [REDACTED] in an attempt for equity between case presented and SO defending. PECSS remedies will reduce this once implemented. [REDACTED]

[REDACTED]

- 5.2 Whilst awaiting implementation of PECSS, criminal matters are regularly discussed and options to use/remove some of the allegations that will not be relied upon by COPFS are explored. If able to remove and LIKELY to constitute GM, discussions with COPFS to agree same take place and a matter in full/or part thereafter progress as GM or Reg 9 (if probationary).
- 5.3 PSD NCU continue to see an increase in Subject Officer's reporting issues with their mental health, including depression, anxiety, complex PTSD symptoms and suicidal ideation. NCU now have a process in place that engages PS Occupational Health for opinion on medical evidence to assist ethical decision making. Framework has evolved from engagement with colleagues in GMP. At least two cases remain paused due to the aforesaid.

6. Conclusion

Submitted to the SPA Complaints and Conduct Committee for information and to facilitate wider discussion.


PSD National Conduct Unit

Scottish Police Authority
Complaints and Conduct Committee
27/02/2025



POLICE SCOTLAND - Additional Conduct Information

(as at 1 January 2025)

1. Background

- 1.1 This report provides additional information and context in respect of ongoing conduct investigations and proceedings being undertaken by officers within the Police Scotland National Conduct Unit (NCU).
- 1.2 It also offers an overview of current priorities and areas of development work being progressed by the NCU.

2. Gross Misconduct Investigations

- 2.1 'Gross Misconduct' is defined in the Police Service of Scotland (Conduct) Regulations 2014 as 'a breach of the Standards of Professional Behaviour so serious that demotion in rank or dismissal may be justified'.
- 2.2 The following table provides information about current Gross Misconduct Investigations (52) being overseen and managed by the NCU.

Table 1: Ongoing Gross Misconduct Investigations

No.	Nature of Alleged Misconduct	Officer Status
1	Discreditable Conduct	Restricted
2	Honesty & Integrity	Restricted
3	Discreditable Conduct	Restricted
4	Honesty & Integrity	Restricted
5	Discreditable Conduct	Suspended
6	Discreditable Conduct	Suspended
7	Discreditable Conduct	Suspended

8	Discreditable Conduct	Suspended
9	Discreditable Conduct	Suspended
10	Discreditable Conduct	Suspended
11	Authority, Respect & Courtesy	Suspended
12	Discreditable Conduct	Suspended
13	Honesty & Integrity	Restricted
14	Discreditable Conduct	Suspended
15	Discreditable Conduct	Restricted
16	Discreditable Conduct	Suspended
17	Discreditable Conduct	Suspended
18	Discreditable Conduct	Suspended
19	Discreditable Conduct	Restricted
20	Discreditable Conduct	Restricted
21	Discreditable Conduct	Suspended
22	Discreditable Conduct	Suspended
23	Discreditable Conduct	Suspended
24	Discreditable Conduct	Suspended
25	Discreditable Conduct	Suspended
26	Discreditable Conduct	Suspended
27	Discreditable Conduct	Suspended
28	Authority, Respect & Courtesy	Restricted
29	Discreditable Conduct	Suspended
30	Discreditable Conduct	Restricted

31	Discreditable Conduct	Restricted
32	Authority, Respect & Courtesy	Restricted
33	Discreditable Conduct	Restricted
34	Authority, Respect & Courtesy	Suspended
35	Authority, Respect & Courtesy	Suspended
36	Authority, Respect & Courtesy	Restricted
37	Authority, Respect & Courtesy	Restricted
38	Authority, Respect & Courtesy	Restricted
39	Honesty & Integrity	Restricted
40	Honesty & Integrity	Restricted
41	Discreditable Conduct	Restricted
42	Authority, Respect & Courtesy	Restricted
43	Duties & Responsibilities	Restricted
44	Duties & Responsibilities	Restricted
45	Honesty & Integrity	Restricted
46	Discreditable Conduct	Restricted
47	Discreditable Conduct	Suspended
48	Confidentiality	Suspended
49	Authority, Respect & Courtesy	Restricted
50	Discreditable Conduct	Restricted
51	Authority, Respect & Courtesy	Restricted
52	Discreditable Conduct	Suspended

3. Misconduct Investigations

- 3.1 *'Misconduct'* is defined in the Police Service of Scotland (Conduct) Regulations 2014 as *'conduct which amounts to a breach of the Standards of Professional Behaviour, but does not include gross misconduct'*.
- 3.2 Generally speaking, Misconduct Investigations can be concluded in shorter timescales than Gross Misconduct Investigations.
- 3.3 The following table provides information about current Misconduct Investigations (11) being overseen and managed by the NCU.

Table 2: Ongoing Misconduct Investigations

No.	Nature of Alleged Misconduct	Officer Status
1	Authority, Respect & Courtesy	Not Restricted or Suspended
2	Discreditable Conduct	Restricted
3	Honesty & Integrity	Not Restricted or Suspended
4	Authority, Respect & Courtesy	Restricted
5	Authority, Respect & Courtesy	Restricted
6	Duties & Responsibilities	Restricted
7	Duties & Responsibilities	Restricted
8	Discreditable Conduct	Restricted
9	Discreditable Conduct	Not Restricted or Suspended
10	Discreditable Conduct	Restricted
11	Confidentiality	Restricted

4. NCU Priorities and Focus

- 4.1.1 Gross Misconduct and Misconduct Investigations take place at a point in time after alleged misconduct has taken place. Such investigations are a vital part of Police Scotland's determination to address behaviours and conduct incompatible with our values and ethics.
- 4.1.2 It is recognised that work to positively influence organisational culture and prevent such behaviour from occurring is also a priority for Police Scotland.
- 4.1.3 To support these priorities and ensure that the NCU is proactive and fit for purpose an internal review of NCU remains ongoing, which includes Current and Target Operating Model's and Priorities (previously reported and remain unchanged).
- 4.3.1 As part of the internal review of PS NCU and in support of wider PS PSD workstreams, [REDACTED] [REDACTED] continues to liaise with colleagues within The Met and Greater Manchester Police PSD's.
- 4.4 As previously reported [REDACTED] [REDACTED] has now invited PS Fair Play Advisor, [REDACTED]. This process remains ongoing and under review with phase one now implemented. Implementation of phase two will be considered at the [REDACTED].
- 4.5 Chief Superintendent Harrison and [REDACTED] [REDACTED] have continued to be engaged with the Scottish Police Consultancy Forum. A summary and the benefits identified and highlighted by the aforesaid can be found in a separate briefing report.
- 4.6 PS NCU welcome the ongoing review by HMICS and are now in the self-assessment stage. The prepared an action list documenting the internal review outlining areas for improvement, with updates, to demonstrate their commitment to positive change for all involved in the conduct process, remains open.
- 4.7 The current additional information contained within the PS NCU Conduct Update is being considered in relation to recency, relevancy and priorities. It is anticipated that the condensed and more focused (based on actions, direction of travel and conversations during closed session) will provide the committee with information relating to the reporting period, the current position as of date of the meeting, trends, risks and priorities.
- 4.8 PSD NCU have sought to improve their understanding of ethical decision making and training for team members.
- 4.8.1 Areas of investment includes bespoke developed and implemented Policy, Investigative Strategy and Action recording documents, which remain under review. [REDACTED] [REDACTED] sought options internally to address training gaps with those involved in misconduct investigations and permission was given by head of detective training to provide bespoke decision making, policy and rationale recording training, this remains ongoing and continues to evolve.

To further understand ethical decision-making benchmarking continues, most recent being [REDACTED] attended an online seminar hosted by the College of Policing – Code of Ethics and Ethical Decision Making on [REDACTED]

5. Complex Case, Legal and Association Challenge

5.1 On [REDACTED] [REDACTED] [REDACTED] received Senior Legal Counsell advice on specific matters impacting on NCU progress. [REDACTED]

by

A new MOU will now be compiled and consulted with stakeholders.

5.1.1 [REDACTED] – this has been a particular area of contention over the last 10 years since the introduction of the current conduct regulations. Initial advice has been received, however further clarification is being sought.

5.1.2 PSD NCU has also seen an increase in Subject Officer's reporting issues with their mental health, including depression, anxiety, complex PTSD symptoms and suicidal ideation. NCU now have a process in place that engages PS Occupational Health for opinion on medical evidence to assist ethical decision making. Framework has evolved from engagement with colleagues in GMP.

6. Conclusion

Submitted to the SPA Complaints and Conduct Committee for information and to facilitate wider discussion.

PSD National Conduct Unit

Scottish Police Authority
Complaints and Conduct Committee



Police Scotland
Suspended Officers Timeline Information
(as at 1 January 2025)

1. The following table provides updated timeline information in respect of the 40 Police Scotland officers who were suspended from duty as at 11 July 2023, and who had initially been suspended prior to the start of calendar year 2023.

The first part of the table outlines suspended officers where other matters have been concluded and are now subject to conduct procedures. The second part relates to matters that have not yet been subject to conduct assessment.

The table shows the progression of the cases since the last report to the Committee and of note highlights the following:

Suspension concluded	25 cases* <i>*Note – 1 case has concluded since date of last report with 24 cases already concluded, meaning 25 of the 40 cases under review are now concluded.</i>
Suspension remains and moved to Conduct	■ cases* <i>Note – ■ cases have moved to conduct since date of last report.</i>
Suspension remains and no change	13 cases

Total cases with conduct: 7 cases

Total cases not yet subject to conduct assessment: 8 cases

2. The provision of this information is to provide additional context about the length and break down of officer suspensions to members of the Scottish Police Authority Complaints and Conduct Committee, and tracks progress in respect of a defined 'sample group' of officers.
3. The information should be classed as internal management information and is provided in response to Complaints and Conduct Committee Action 20230106-CCC-001.

Helen Harrison
Chief Superintendent
Professional Standards

Part 1 – Suspended officers where matters have been concluded and are now subject to conduct procedures.							
Allegation(s)	Date Suspended	Days Suspended	Date Reported COPFS	Days at COPFS & Court	Date Returned Police Scotland	Days at Conduct	Current Status
Sexual and domestic offences	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED] [REDACTED]
Disorder offences	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED] [REDACTED]
Sexual offences	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED] [REDACTED]
Sexual offences	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED] [REDACTED]
Sexual offences	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	N/A	[REDACTED]* *includes conduct & linked criminal matters	[REDACTED] [REDACTED] [REDACTED]
Sexual offences	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED] [REDACTED]
Sexual offences	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED] [REDACTED]

OFFICIAL SENSITIVE: POLICE AND PARTNERS
OFFICIAL SENSITIVE: POLICE AND PARTNERS

Part 2 – Suspended officers where matters remain live and have not yet been referred to conduct.							
Allegation(s)	Date Suspended	Days Suspended	Date Reported COPFS	Days at COPFS & Court	Date Returned Police Scotland	Days at Conduct	Current Status
Data Protection and Criminal offences					N/A		
Domestic offences					N/A		
Sexual offence					N/A		
Domestic & Sexual offences					N/A		
Sexual offences					N/A		
Theft					N/A		
Firearms offences					N/A		
Sexual offences					N/A		

OFFICIAL SENSITIVE: POLICE AND PARTNERS

OFFICIAL SENSITIVE: POLICE AND PARTNERS
OFFICIAL SENSITIVE: POLICE AND PARTNERS

Part 3 – Suspended officers where matter is now concluded.							
Allegation(s)	Date Suspended	Days Suspended	Date Reported COPFS	Days at COPFS & Court	Date Returned Police Scotland	Days at Conduct	Current Status
Sexual offences							
Domestic offence							
Domestic offences							
Sexual offences							
Sexual offence							
Assault (on duty)							
Sexual offences							
Data Prot & Discreditable Conduct							
Sexual offence							
Sexual offence							
Data Protection			N/A	N/A	N/A		

OFFICIAL SENSITIVE: POLICE AND PARTNERS

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OFFICIAL SENSITIVE: POLICE AND PARTNERS

Part 3 – Suspended officers where matter is now concluded.							
Allegation(s)	Date Suspended	Days Suspended	Date Reported COPFS	Days at COPFS & Court	Date Returned Police Scotland	Days at Conduct	Current Status
Sexual offences							
Sexual offences			N/A		N/A		
Theft							
Assault							
Assault							
Serious criminal allegations					N/A		
Domestic offences					N/A		
Sexual offence					N/A		
Assault & Disorder offences					N/A		
Sexual offences							

OFFICIAL SENSITIVE: POLICE AND PARTNERS

Part 3 – Suspended officers where matter is now concluded.							
Allegation(s)	Date Suspended	Days Suspended	Date Reported COPFS	Days at COPFS & Court	Date Returned Police Scotland	Days at Conduct	Current Status
Domestic offences							
Sexual offences							
Sexual offences					N/A		