SCOTTISH POLICE
AUTHORITY
ÙGHDARRAS POILIS NA H-ALBA

Agenda Item 2.1

Meeting	**Policing Performance Committee**
Date	**10 June 2025**
Location	**Video Conference**
Title of Paper	**Quarterly Policing Performance Report – Quarter 4 YTD 2024/25**
Presented By	**Jane Connors, Deputy Chief Constable, Operational Policing**
Recommendation to Members	**For Discussion**
Appendix Attached	**Appendix A: 2024/25 Quarter 4 YTD Performance Report**

PURPOSE

The purpose of this paper is to provide the Policing Performance Committee with an update in relation to Police Scotland's Performance at the end of Quarter 4 2024/25.

Members are invited to discuss the content of this report.

1.   BACKGROUND

1.1   Strategic planning arrangements for policing in Scotland are laid out in the Police and Fire Reform (Scotland) Act 2012. The Scottish Police Authority (SPA) is responsible for developing a Strategic Police Plan for policing that reflects the Scottish Government's national outcomes, strategic police priorities and justice strategy.

1.2   Police Scotland is responsible for producing an Annual Police Plan (APP) that sets out the arrangements to deliver against the Strategic Police Plan.

1.3   As required by legislation, the SPA hold the Chief Constable to account for delivery against the strategic plan. This is done through scrutiny of Police Scotland's quarterly performance reports.

1.4   The Performance and Accountability Framework 2024/25 was introduced on 01 April 2024 by Police Scotland. This is the final report of this reporting cycle in support of this framework.

2.   FURTHER DETAIL ON THE REPORT TOPIC

2.1   Our outcomes focused Performance Framework is linked to our strategic planning processes and aligns to the five Strategic Outcomes (Public Safety and Wellbeing; Needs of Local Communities; Confidence in Policing; Working Environment; Sustainable and Adaptable Service) as detailed in the 2024/25 Annual Police Plan.

2.2   The Police Scotland 2030 Vision provides the service with a clear, aspirational direction of travel to shape the development of Police Scotland. Our 2030 Vision is for safer communities, less crime, supported victims and a thriving workforce. This report is structured under these four pillars.

2.3   Key insights emphasise the low levels of serious violent crimes; the reduction in Antisocial Behaviour incidents; the increased detection rate for hate crimes; the decreases in missing person investigations; the success of Operation INTENSITY; the improved 999/101 answer times; and the high levels of user experience satisfaction.

2.4   Examples of good practice/proactivity/preventative policing activity have been highlighted in the following areas: Operation INTENSITY; County Lines Awareness; Road Safety Campaigns; Operation

TUTELAGE; Violence Control Strategy; Operation WOODWHITE; Retail Crime Taskforce; and The Cyber and Fraud Unit.

2.5 A full copy of the 2024/25 Quarter 4 YTD Performance Report is provided at Appendix A.

2.6 This 2024/25 Quarter 4 YTD Performance Report is presented for discussion with members of the Policing Performance Committee.

3. FINANCIAL IMPLICATIONS

3.1 There are no financial implications in this report.

4. PERSONNEL IMPLICATIONS

4.1 There are no personnel implications in this report.

5. LEGAL IMPLICATIONS

5.1 There are no legal implications in this report.

6. REPUTATIONAL IMPLICATIONS

6.1 There are no reputational implications in this report.

7. SOCIAL IMPLICATIONS

7.1 There are no social implications in this report.

8. COMMUNITY IMPACT

8.1 There are no community implications in this report.

9. EQUALITIES IMPLICATIONS

9.1 Equality data is provided where appropriate and available.

10. ENVIRONMENT IMPLICATIONS

10.1 There are no environmental implications in this report.

RECOMMENDATIONS

Members are invited to discuss the content of this report.

Police Scotland

Quarter 4 Year to Date Performance

Report April 2024 to March 2025

POLICE SCOTLAND
Keeping people safe
POILEAS ALBA

Contents

This is the 2024/25 Quarter 4 performance report covering the period 01 April 2024 to 31 March 2025. All data is correct at the published date and was extracted at the start of April 2025. The data is extracted from Police Scotland internal systems which are dynamic and continuously updated as investigations progress.

This report contains the most up to date recorded crime data that was available at the start of April 2025 for Quarter 4 of the reporting year 2024/25. Further detailed Police Scotland Management Information can be found here: **https://www.scotland.police.uk/about-us/what-we-do/how-we-are-performing/**

Deputy Chief Constable Foreword

Our Quarter four performance report, concluding the year from April 2024 to March 2025, underlines that Scotland continues to be a safe place to live and work, and that those who turn to policing for help are well supported.

Serious violent crime is at low levels compared to recent years with homicides at the lowest level on record in Scotland, with all detected or on course to be detected.

Attempted murders and serious assaults were also at their lowest levels in recent years, and with strong detection rates in relation to these offences.

Overall, group one to five crimes remained at similar levels to the previous year, while the volume of detections and overall detection rates increased.

An external survey of over 3,500 people who had police contact during the period found that just under three quarters were satisfied or very satisfied with their experience, the strongest response in recent years.

Positive experiences correlated most strongly with receiving an appropriate response, satisfaction with attending officers, and feeling adequately informed about case progress.

Police Scotland continues to respond to community needs as described in this report, including our ongoing commitment to preventing harm on our roads, a crackdown on organised crime, the establishment of a retail crime taskforce supported by Scottish Government funding, and violent crime.

Road safety continues to be a major focus and priority, with 155 fatalities on Scotland's roads during 2024/25, up four per cent on the previous year and higher than the five-year average. People seriously injured, people slightly injured and the number of children seriously injured all reduced compared to the previous year.

As part of a partnership approach, our officers and staff have delivered a series of road safety campaigns throughout the year and these are detailed in this report.

This report highlights Operation Intensity, which targeted a criminal network operating across the country, including in Dumfries, Ayrshire, and Central Scotland.

Under Operation Intensity, officers from our Organised Crime and Counter Terrorism Unit made around 100 arrests and seized illegal drugs and firearms while also safeguarding children.

Although housebreaking and motor vehicle crimes have reduced year on year and compared to recent years, we continue to see increases in shoplifting.

Our Retail Crime Taskforce was supported through £3m funding from the Scottish Government and will work alongside key stakeholders, including retailers, to deliver a four-strand prevent, pursue, protect and prepare, approach.

This report outlines analysis which found a substantial and consistent level of violent crime being committed by young people, often against other young people.

We continue to develop our national violence prevention strategy and work with partners, including local authorities, the third sector, and others, to prevent violence and reduce the harm it causes.

This report also provides an update on the use of stop and search, which continues to be a valuable policing tactic with over 900 weapons recovered during this reporting period.

Through our regular performance reporting, we seek to provide meaningful information and insight into the work Police Scotland is taking to deliver on the five strategic outcomes in our Annual Police Plan and which contributes to our 2030 Vision of safer communities, less crime, supported victims, and thriving workforce.

Alan Speirs KPM
Deputy Chief Constable Professionalism and Enabling Services

Introduction

This is the final Quarterly report of the 2024/25 performance cycle, reporting on our **Performance and Accountability Framework**.

Our outcomes focused Performance Framework is linked to our strategic planning processes and aligns to the Strategic Outcomes as detailed in the **Annual Police Plan 2024/25**, these being:

Strategic Outcome 1: Public Safety and Wellbeing – threats to public safety and wellbeing are resolved by a proactive and responsive police service

Strategic Outcome 2: Needs of Local Communities – the needs of local communities are addressed through effective service delivery

Strategic Outcome 3: Confidence in Policing – the public, communities and partners are engaged, involved and have confidence in policing

Strategic Outcome 4: Working Environment – our people are supported through a positive working environment, enabling them to serve the public

Strategic Outcome 5: Sustainable and Adaptable Service – Police Scotland is sustainable, adaptable and prepared for future challenges

The Police Scotland **2030 Vision** provides the service with a clear, aspirational direction of travel to shape the development of Police Scotland. Our 2030 Vision is for safer communities, less crime, supported victims and a thriving workforce.

The report is structured under Safer Communities, Less Crime, Supported Victims and Thriving Workforce as per the Chief Constable's Vision 2030 report.

Key insights identified this quarter include low levels of serious violent crimes and anti-social behaviour, increased hate crime detection rates, the decrease in missing persons investigations, the success of Operation INTENSITY, improved call handling times and the upward trend in user satisfaction.

Examples of good practice/proactivity/preventative policing activity has been highlighted in the following areas:
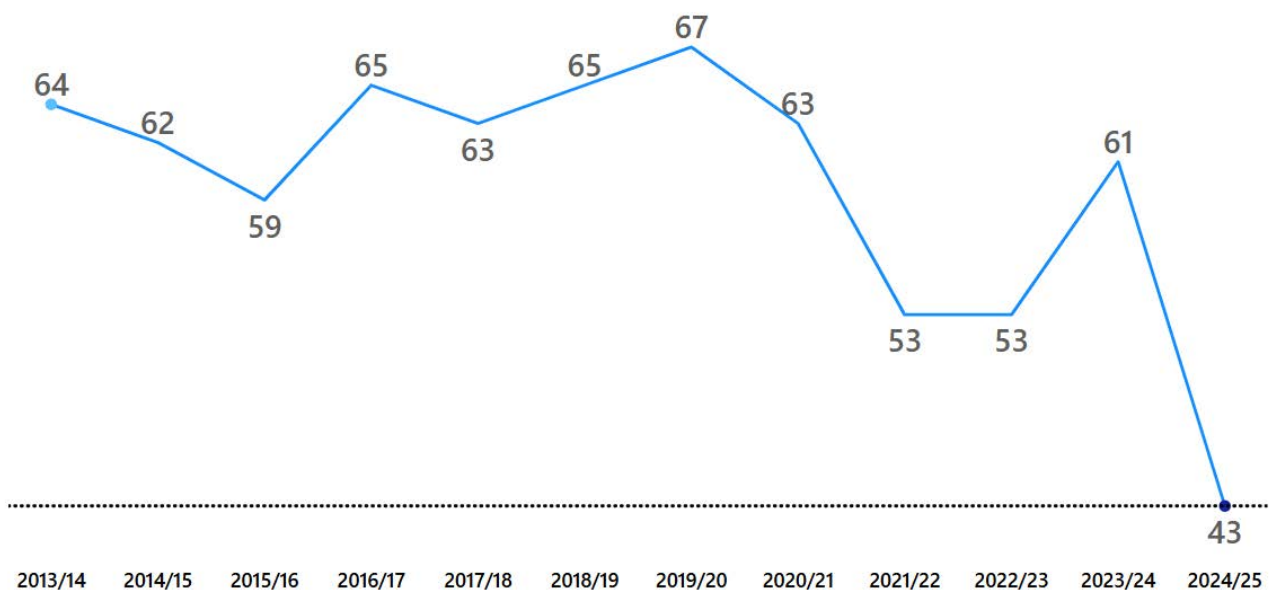
- **Operation INTENSITY**

- **County Lines Awareness**

- **Road Safety Campaigns**

- **Operation TUTELAGE**

- **Violence Control Strategy**

- **Operation WOODWHITE**

- **Retail Crime Taskforce**

- **Cyber and Fraud Unit**

Key Insights

Serious Violent Crime at its lowest recorded level in recent years.

- There were **43 homicides** recorded during 2024/25. This is 18 fewer than last year, 16 fewer than the five-year mean and the lowest homicide level on record in Scotland.

HOMICIDES DROP TO LOWEST LEVEL IN RECENT FISCAL YEARS

2013/14	2014/15	2015/16	2016/17	2017/18	2018/19	2019/20	2020/21	2021/22	2022/23	2023/24	2024/25
64	62	59	65	63	65	67	63	53	53	61	43

- All homicides recorded during the year have been, or are expected to be detected.
- Additionally, attempted murders and serious assaults were at their lowest levels in recent years. Attempted murders have a 95.2% detection rate – this is the second highest level in recent years and only 0.1 percentage point below last year's rate. Serious assaults had a 79.0% detection rate – the highest in recent years.

Incidents of Anti-Social Behaviour at lowest level in recent years

- Following a large increase in **ASB incidents** in 2020/21, linked strongly to COVID-19 related lockdowns, incidents of ASB reported by the public have steadily decreased year-on-year. 2024/25 saw **264,304 incidents** which was a 3.2% reduction from 2023/24 and an 18.2% decrease from the five-year-mean. This is the lowest volume of incidents in the five-year comparisons.

Hate Crime detection rate at its highest level since 2020/21

- **Hate Crime** detection rate is **up 9.9%** (67.4%) compared to last year and is the highest it has been since 2020/21.

Missing Persons investigations decreasing over recent years

- The number of investigations has **decreased by 10.1%** (1,653 fewer) compared to the same period last year. Quarter 4 2024/25 recorded the lowest figures for the last three years falling by 11.9% from the previous quarter.

- Investigations involving children and care experienced young people have **decreased by 12.4%** (247 fewer) in Quarter 4 from the previous quarter.

- Care experience young people recorded the lowest quarter in the last three years to date.

Around 100 Arrests as a result of Operation INTENSITY

- Police Scotland has made **around 100 arrests**, seized more than 200 kilograms of illegal drugs, taken three firearms off the street and safeguarded 11 children as part of a significant investigation to dismantle a **Scottish organised crime gang**.

Improved Call Handling Answer Times for 999 and 101 calls

- The handling of **999 calls** remains our highest priority. During the reporting year Police Scotland achieved an average speed of answer for **999 calls of eight seconds**, one second quicker than the same period last year.

- The average answer time for **101 calls also decreased** by one minute 26 seconds to **four minutes seven seconds** when compared to 2023/2024.

- In January a rare red weather warning for wind in relation to Storm EOWYN was issued by the Met Office. This led to challenging periods of demand on Friday 24 January 2025 as reports of road traffic accidents, road traffic matters, falling debris and insecure buildings were received which resulted in a 57.5% increase in 999 calls when compared to the same day in the previous week.
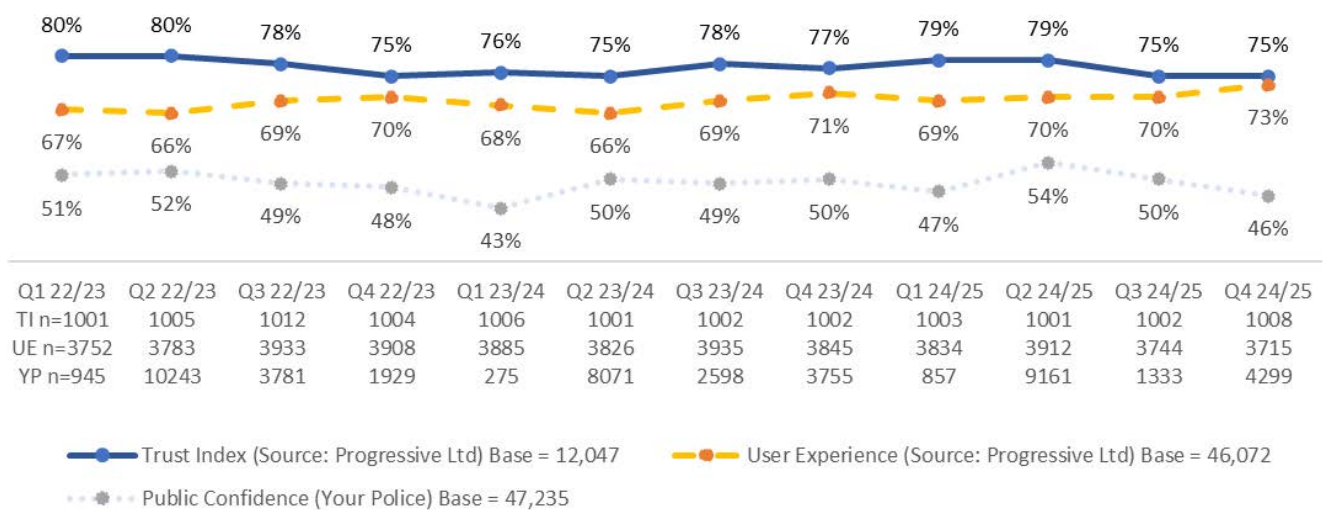
User Satisfaction at its highest quarterly level in the last three years

- **User Satisfaction** from the User Experience Survey has been on an upward trend throughout the year, rising from 69% in Quarter 1 to **73% in Quarter 4**. This is the highest quarterly percentage in the last three year period.

- All user experience contact touchpoints (Ease of contact; Treatment by staff member during initial contact; Staff understanding what they needed; Police providing the appropriate response; Treatment by officers who attended the incident; and Being adequately informed about progress) note an increase when compared to the previous quarter.

Vision 2030:

Safer Communities

Public Confidence and Experience of Policing (Strategic Outcome 3)

	Q1 22/23	Q2 22/23	Q3 22/23	Q4 22/23	Q1 23/24	Q2 23/24	Q3 23/24	Q4 23/24	Q1 24/25	Q2 24/25	Q3 24/25	Q4 24/25
TI n=	1001	1005	1012	1004	1006	1001	1002	1002	1003	1001	1002	1008
UE n=	3752	3783	3933	3908	3885	3826	3935	3845	3834	3912	3744	3715
YP n=	945	10243	3781	1929	275	8071	2598	3755	857	9161	1333	4299

Trust Index (Source: Progressive Ltd) Base = 12,047 — User Experience (Source: Progressive Ltd) Base = 46,072 — Public Confidence (Your Police) Base = 47,235

Experience of contact and determinants of user satisfaction

User experience is high and stable, with reported satisfaction up three percentage points on the previous quarter. Overall, 73% of respondents were satisfied or very satisfied with their overall experience.

Our breakdown of the contact touchpoints below demonstrates high and stable levels of satisfaction. Ease of contact 79% (up four percentage points); Treatment by staff member during initial contact 87% (up one percentage point); Staff understanding what they needed 88% (up one percentage point); Police providing the appropriate response 69% (up four percentage points); Treatment by officers who attended the incident 84% (up two percentage points); and Being adequately informed about progress 54% (up five percentage points) when compared to Quarter 3.

Positive experiences are correlated most strongly with receiving an appropriate response, satisfaction with attending officers and feeling adequately informed about case progress. Respondents tell us their experience was positive because contact was 'easy' with quick answer times using 101/999; service advisors and attending officers taking the time to listen to and understand their needs, bringing empathy and compassion to interactions.

Our Modernised Contact and Engagement (MCE) Programme is developing our capability to enhance 'self-service' opportunities as set out within our **Public Contact and Engagement Strategy**.

In addition, our Policing for Our Communities Programme, as set out in our **Three-year Business Plan**, aims to enhance our community policing model by giving the public the right service as quickly and conveniently as possible. We will work to reduce the number of people that service users need to speak to when resolving their incidents and resolve more issues locally, with the allocation of non-urgent calls to local officers who will work to deliver the most efficient and proportionate resolution.

Factors influencing confidence in local policing

Quarter 4 saw a decrease in public confidence (down four percentage points) to 46%. While overall user experience and trust remains broadly consistent over time, public confidence in local policing can fluctuate regularly and this is expected.

We know that confidence is closely affected by how policing is experienced and perceived locally. In Quarter 4, 74% (down six percentage points from the previous quarter) of survey respondents reported feeling very safe or fairly safe in their area; 58% (down three percentage points) agreed that local police are friendly and approachable; and 25% (down five percentage points) agree local police listen to local concerns.

When respondents are asked why they expressed a lack of confidence, open-text comments related to broader attitudes of policing shaped by a complex range of perception-based factors. Respondents relay negative, sometimes vicarious, past experiences with the police or a sense that police aren't dealing with or investigating crime within communities, especially non-serious crime. Over a third of respondents remain not certain about whether the police are addressing local concerns and how they are keeping people safe.

People who self-reported as having recently (in the past 12 months) been a victim or witness of crime (1,519 respondents) and those living in areas most affected by poverty (1,597 respondents) reported the least confidence in local police. When asked what the police could do to support the community more, the key themes for these groups were related to visibility and policing and partner responses for preventing crime and harm in communities.

Public trust score and predictors

Results have remained relatively stable, between 75%-80% since the Trust Index survey was introduced in June 2022. The Trust Index score in March 2025 was the same as last wave (December 2024) and this time last year (March 2024).

Most people continue to feel Police Scotland upholds its core values, with the proportion of respondents who felt police uphold the values of Respect (66%), Human Rights (67%), Fairness (65%), and Integrity (67%).

Drugs Harm/Supply (Strategic Outcome 1)

To support a public health approach to tackling drug related harms, Police Scotland works collaboratively with key partners and a wide range of third sector agencies. This joint effort focuses on reducing drug related deaths and harms through effective data sharing processes. By collecting and analysing data, we enhance surveillance, identify emerging trends and areas of concern, and ensure that targeted support is directed to the communities most in need. This includes establishing robust referral pathways to connect individuals with appropriate services and interventions.

Naloxone Administrations

In the last quarter, to date there have been 51 Naloxone incidents recorded with 72 doses of Naloxone being administered with some incidents requiring multiple naloxone administrations.

Drug Related Deaths

The latest **Scottish Government Drug Related Deaths (DRD) dashboard** was published on 11 March 2025. The report shows that during 2024 there were 1,065 suspected drug deaths, which was 11% (132) fewer than in 2023. The Greater Glasgow, Lanarkshire and Edinburgh City areas recorded the highest number of suspected drug related deaths (being 236, 127 and 92 respectively). A majority (64%) of suspected drug related deaths were of people aged between 35 and 54 years old. This is broadly in line with previous periods.

Data was also provided for Quarter 3 (October to December 2024), with 232 suspected drug deaths recorded. This was a 5% decrease (12) compared to the previous quarter and a decrease of 22% (65) compared to the same period in 2023.

Please note that numbers of suspected drug deaths fluctuate from quarter to quarter. Care should be taken not to interpret movements between individual calendar quarters as indicative of any long-term trend.

Serious Organised Crime Groups (SOCGs)

Serious Organised Crime Group Mapping (SOCGM) is a tool used by law enforcement in Scotland to map the characteristics of the individuals and groups that are known through intelligence and operational activity. The following figures are reflective of the SOCGM picture in Scotland as at 2024/25 Quarter 4.

Across 2024/25, 28 mapped operations experienced a decrease in their risk score, 20 an increase in risk score and 16 mapped operations experienced no change in score. During 2024/25, 39 mapped operations were archived, as a result of successful operational activity, comprising 31 Police Scotland led operations and 10 investigated by partners. The archived SOCGs had been involved in drugs, immigration, counterfeit goods, rogue traders, human trafficking (labour & sexual exploitation), cybercrime, fraud and money laundering.

Proactive/Preventative Policing – Operation INTENSITY

Police Scotland has made around 100 arrests, seized more than 200 kilograms of illegal drugs, taken three firearms off the street and safeguarded 11 children as part of a significant investigation to dismantle a Scottish organised crime gang.

Operation Intensity, which began in May 2023, involved officers from the Organised Crime and Counter Terrorism Unit and targeted a criminal network operating across the country, including in Dumfries, Ayrshire, and Central Scotland.

Intelligence indicated the group was well resourced and was exploiting vulnerable people in some of our most deprived communities to fund their crimes.

Couriers travelling by car were used to operate dealing lines, who were then resupplied from safe houses.

The arrests, in both rural and urban areas, took place within a number of local divisions, spanning from Argyll to Tayside.

Forty-six search warrants were executed as part of action to disrupt the gang, which resulted in large quantities of drugs, including cocaine, heroin, ecstasy, pills and herbal cannabis being seized.

More than £600,000 in cash and firearms, including a handgun, air weapon and a BB gun, were also recovered with ammunition.

Alongside this enforcement activity, 11 children were safeguarded after officers identified they were at risk from the gang as part of their criminal activities. They were referred to partner agencies or passed into the care of family members.

Proceeds of Crime

Mechanism	Amount
Proceeds of Crime Act (POCA) – YTD figures for POCA represent those provided to COPFS and CRU for consideration of confiscation and forfeiture	£41,183,560
Confiscations Orders	£6,879,513
Civil Recoveries Unit	£4,956,476

Disruption Activity

There were successful outcomes in court cases this quarter. At the High Court in Glasgow one male was convicted for drug supply and dangerous driving following an Organised Crime and Counter Terrorism (OCCTU) operation that took place in the Glasgow area in April 2024. Officers recovered heroin with an estimated street value of £96,000. He was also banned from driving for six years and nine months.

A man was jailed in relation to drugs offences in Aberdeen. He pled guilty to being concerned in the supply of cocaine and amphetamines at the High Court in Edinburgh and was sentenced to seven years in prison.

Five men have been jailed for a total of more than nine years for their parts in cannabis cultivations worth almost £2.5million in Galashiels.

Since the beginning of January, eight people have been convicted of being involved in the supply of controlled drugs in the Scottish Borders.

A 38-year-old man was sentenced to two years in jail at Jedburgh Sheriff Court, and two 22-year-old men were sentenced to one year and eight months in jail, following the recovery of cannabis cultivations in Hawick and Jedburgh worth over £300,000

January 2025

- Officers searched a property in Thurso, recovering cocaine worth an estimated street value of £70,000 along with a five figure sum of cash. A 33-year-old man has been arrested and charged in connection with these drugs offences.
- Officers searched a property in Dunfermline under warrant, recovering a quantity of cocaine, worth an estimated street value of £104,000. Two men, aged 25 and 42, were arrested and charged and appeared at court from custody.
- Officers stopped a vehicle in the Black Isle, Inverness-shire and recovered cannabis, worth an estimated street value of £600,000. Two men, aged 29 and 33, have been arrested and charged in connection with the recovery, appearing at Inverness Sheriff Court.
- Officers entered a property in Stirling and recovered approximately 1,400 cannabis plants worth an estimated street value of £1 million. Two men, aged 24 and 29, have been arrested in connection with the seizure and were held in custody for court.
- Two men were arrested and charged in connection with drugs offences following the coordinated execution of search warrants across the force, including West Lothian, Falkirk and Edinburgh. Cannabis cultivations, with an estimated street value of £3.6million were recovered.

February 2025

- Officers from OCCTU, executed several warrants in Dundee, recovering drugs including heroin, cocaine and cannabis. The estimated value of the Heroin seized is £30,000. A 51-year-old man and a 40-year-old woman were arrested and charged in connection with the recoveries.

- Working with Tayside Division, officers from OCCTU seized Class A drugs following an operation in Dundee. Officers searched a flat in the city and recovered four kilos of Cocaine with an estimated street value of £400,000. One male was arrested, charged and held in custody. One person remains outstanding.

- Three people were arrested in connection with county lines and human trafficking. Police Scotland coordinated officers across the UK, executing warrants at two properties in Dundee where they arrested a male and female. Two warrants were also executed at properties in Birmingham and Wolverhampton, resulting in the arrest of a 26-year-old man in Birmingham.

- Officers executed warrants at premises in Elgin, Garmouth and Mosstodloch. Cocaine, ecstasy and ketamine with an estimated street value of just over £814,000 and £22,500 cash were recovered. Two men were arrested, charged and held in custody for court.

- Warrants were executed across West Lothian resulting in four people being arrested in connection with organised crime and drugs offences. The activity forms part of an ongoing investigation, Operation Silhouette, and is led by OCCTU. Locations searched included premises within Fauldhouse, West Calder, Polbeth and Livingston. Officers recovered 21.5kg of cocaine, worth an estimated street value of £1,000,000, and seized around £80,000 cash. Three men and a woman were arrested.

March 2025

- Cocaine and heroin with an estimated street value of £100,000 was recovered from a property in Glasgow. Officers executed a warrant at the flat where 3kgs of cocaine and 1kg of heroin were seized.

- A 43-year-old man was arrested and charged in connection with drugs offences in Stranraer. Officers acting under warrant attended an address in the town, recovering drugs with an estimated street value of £38,000.

- Two men were arrested and charged following a drugs recovery in North Lanarkshire. Officers executed a search warrant in Motherwell where quantities of heroin, cocaine, and cannabis were recovered, with an estimated street value of £145,950.

- Three women were arrested and charged after drugs were recovered in Inverclyde. Officers acting under warrant attended addresses in Port Glasgow. Cannabis with a street value of around £214,000 was recovered.

- Officers acting under warrant attended an address in Wishaw where quantities of drugs were recovered, including cocaine and benzocaine with a street value of around £150,000. A 28-year-old man appeared from custody at Hamilton Sheriff Court.
- Officers executed warrants at 2 properties in Aberdeen on Friday, 21 March. Three men were arrested and charged following the recovery of drugs with an estimated street value of £1 million and £7,000 in cash.
- A man was arrested and charged following the recovery of drugs with an estimated street value of around £436,400 in Glasgow. Acting on intelligence, officers attended at a property where cannabis plants valued at £409,800 and herbal cannabis valued at £26,600 were recovered. The 47-year-old appeared at Glasgow Sheriff Court from custody.

Proactive/Preventative Policing – County Lines Awareness

Officers hosted an information session on County Lines and its impact on communities for third-sector organisations and partner agencies in the Highlands and Islands in January 2025.

The session provided attendees with valuable insights into the methods used by organised crime groups to exploit vulnerable individuals and transport drugs into Scottish towns and cities.

Participants explored the tactics employed by criminal networks, the signs of exploitation, and the collective actions that can be taken to protect our communities.

Police Scotland continues to work closely with partners to disrupt criminal networks and provide support to those affected by exploitation.

Missing Persons (Strategic Outcome 1)

Recorded YTD Comparison	PYTD	YTD	% Change	Six-Month Sparkline
Missing Persons Investigations	16,359	14,706	⬇ -10.1%	
Missing Persons Investigations - Missing Previously	2,000	1,800	⬇ -10.0%	
Missing Persons Investigations - Missing from NHS	1,392	1,331	⬇ -4.4%	
Missing Persons Investigations - Missing from RCH	3,114	3,065	⬇ -1.6%	
Missing Persons Investigations - Missing from Foster Care	410	254	⬇ -38.0%	
Missing Persons Investigations - Mental Health Marker	5,085	4,559	⬇ -10.3%	

Recorded Five-year Comparison	Five-Year Mean	YTD	% Change	Five-Year Sparkline
Missing Persons Investigations	16,136.8	14,706	⬇ -8.9%	
Missing Persons Investigations - Missing Previously	1,912.0	1,800	⬇ -5.9%	
Missing Persons Investigations - Missing from NHS	1,496.8	1,331	⬇ -11.1%	
Missing Persons Investigations - Missing from RCH	3,258.4	3,065	⬇ -5.9%	
Missing Persons Investigations - Missing from Foster Care	356.6	254	⬇ -28.8%	
Missing Persons Investigations - Mental Health Marker	5,132.8	4,559	⬇ -11.2%	

Proportion YTD Comparison	PYTD	YTD	% Change	Six-Month Sparkline
Missing Persons Investigations - Missing Previously	12.2%	12.2%	➡ 0.0%	n/a
Missing Persons Investigations - Missing from NHS	8.5%	9.1%	⬆ 0.6%	n/a
Missing Persons Investigations - Missing from RCH	19.0%	20.8%	⬆ 1.8%	n/a
Missing Persons Investigations - Missing from Foster Care	2.5%	1.7%	⬇ -0.8%	n/a
Missing Persons Investigations - Mental Health Marker	31.1%	31.0%	⬇ -0.1%	n/a

The number of missing person investigations has significantly decreased by 1,653 (down 10.1%) compared to the same period last year. The number of missing persons missing previously and the number of investigations with a mental health (MH) marker have both decreased compared to the same period last year and from the five-year mean. Quarter 4 has recorded the lowest figures for the last three years falling by 11.9% from Quarter 3.

There is no single reason or causal factor for the continued decreasing trend on missing person investigations. The introduction and development of the Missing Person Framework and joint working approaches at local and national level being undertaken, the use of national protocols and local interventions and improved call management are all contributing to the decreasing number of missing persons investigations. Alongside this, it is anticipated that alignment to the mental health pathways will provide suitable interventions and contribute to the reducing trend.

The most recent HMICS inspection acknowledges that Police Scotland provide a robust response to missing persons and acknowledges the examples of key areas of good practice. Key improvement work cited in the HMICS inspection report highlights the importance of consistency and leadership nationally on missing person matters to ensure training, guidance, and use of technology are as current as they can be. The National Missing Person Unit are leading on the delivery of this improvement work.

Management of STORM incidents

Analysis of missing person incidents recorded by the command-and-control system (STORM) support the wider decreasing trend where, for the corresponding periods, there is a decreasing volume of final missing person codes (PW-25's). The trend is further supported by the reduction of outcomes where the missing person is found deceased, recording a 23.0% decrease on the same period last year.

Further analysis considers STORM closure codes such as Concern for Person and Assist Member of the Public for the relative period. There has been no demonstrable increase in either of these closure codes being used to finalise calls when the storm incident was initially recorded as PW-25 missing persons. This enables us to have confidence that there is no differing approach to management of such calls.

Missing Person Framework for Scotland

In 2017, following on from an inspection undertaken by HMICS into the policing response to missing persons, the Scottish Government led Missing Person Framework for Scotland was developed, setting out the shared objectives for all partner organisations involved with missing persons in Scotland.

The first of its kind in the UK, the Framework established a single definition of "missing" and a shared approach to risk. The Framework sets out the four commitments of the partnership response to missing persons. Those commitments are how we respond to a missing report, how we prevent missing episodes, how we provide a consistent response, and how we support and protect missing persons, their families and carers.

The Framework describes the roles and responsibilities for each agency in respect of their commitment to the Framework aims and objectives. Although not supported by legislation the framework sets out a clear mentioned expectation for each agency.

Aligned to the Framework, the Scottish Government have funded the National Missing Person Framework Implementation Project, which funds national co-ordinators who provide support in consultancy, training and best practise, based on Framework objectives. This support has been delivered across every local authority over the past six years and has been able to introduce consistency, best practice and continued improvement throughout this time.

National and Divisional Governance

Police Scotland's Missing Persons Strategic Oversight Board provides a national oversight and governance of all missing person matters. Police Scotland's National Missing Person Unit convene quarterly meetings to provide key updates to the cadre of 13 divisional co-ordinators across Police Scotland.

Forth Valley, Fife, Lanarkshire, and Dumfries and Galloway divisions have established missing person multi-agency protocols, introduced with support from the Framework Implementation Project. Many divisions have also introduced quarterly scrutiny forums which examine missing person performance divisional. This provides focus on key matters such as repeat missing reports, and locations which feature regularly.

In Lanarkshire division a multi-agency group meets weekly to discuss missing persons in their area with an aim to develop preventative approaches which support the person.

Local and National Protocols

The notable decreases can be found when considering what 'type' of person goes missing. Care Experienced Young Person (673 less, down 17.9%) and Adult (740 less, down 14.4%) are recording the most significant decreases compared to the same period last year. Investigations involving children and care experienced young people have decreased by 12.4% (247 less) in Quarter 4 from the previous quarter where care experience young people recorded the lowest Quarter in the last three years to date. Quarter 4 has recorded a gradual increase month on month but remains lower in comparison to previous months.

Police Scotland have introduced several person-centred protocols in recent years to provide support for all agencies and persons who are at risk of being reported missing which have, in part, contributed to the decreases in person types and overall missing persons investigations.

The "Not at Home" protocol was piloted in several key areas in 2018 before being introduced nationally in 2021. Its principals recognise that not every care experienced child is necessarily missing simply because they are not at a particular place at a particular time. "Not at Home" should be used by Local Authorities and other care providers in cases where there are grounds to believe that the child's current circumstances involve no apparent risk, or the level of risk is a tolerable one not meeting the threshold for a police-led missing person investigation. This protocol is care provider led and not suitable for every care experienced child.

The Philomena protocol provides support for all children at risk of going missing and ensures key information is available at the commencement of a missing person investigation, to support the child being traced at an early stage.

Similarly, the Herbert Protocol was introduced to support those who live with dementia and are at risk of being reported missing. The protocol ensures key information is available at the outset of a missing person incident and informs the enquiry at an early stage.

A pilot process is underway in Edinburgh, Fife and Lanarkshire where return discussions are provided for those reported missing who live with dementia. Alzhemier Scotland trained dementia advisors deliver the return discussion and share outcomes with Police Scotland. This approach ensures key information about the missing person incident is established and understood and allows prevention strategies to be developed and introduced.

An NHS protocol has been piloted in Greater Glasgow which sets out processes to be followed in NHS facilities aimed at prevention strategies and how partner agencies respond to missing persons episodes.

Where piloted protocols prove successful, the National Missing Person Unit will work to introduce these practices nationally.

Improvement Work

There is no single reason or causal factor for the continued decreasing trend on missing person investigations.

The introduction and development of the Framework and joint working approaches at local and national level being undertaken, coupled with the use of national protocols and local interventions, are all contributing to the decreasing number of missing persons investigations.

Alongside this, it is anticipated that alignment to the mental health pathways will provide suitable interventions and contribute to the reducing trend.

Road Safety (Strategic Outcome 1)

Recorded YTD Comparison	PYTD	YTD	% Change	Six-Month Sparkline
Road Safety - People Killed	149	155	⬆ 4.0%	
Road Safety - People Seriously Injured	1,958	1,783	⬇ -8.9%	
Road Safety - People Slightly Injured	3,719	3,226	⬇ -13.3%	
Road Safety - Children Killed	6	2	⬇ -66.7%	
Road Safety - Children Seriously Injured	180	145	⬇ -19.4%	

Recorded Five-year Comparison	Five-Year Mean	YTD	% Change	Five-Year Sparkline
Road Safety - People Killed	148.8	155	⬆ 4.2%	
Road Safety - People Seriously Injured	1,773.8	1,783	⬆ 0.5%	
Road Safety - People Slightly Injured	3,847.0	3,226	⬇ -16.1%	
Road Safety - Children Killed	4.4	2	⬇ -54.5%	
Road Safety - Children Seriously Injured	165.6	145	⬇ -12.4%	

There were 155 fatalities on Scotland's roads during the reporting year 2024/25. This is an increase of six fatalities (up 4.0%) compared to the previous reporting year 2023/24 and an increase of seven fatalities (up 4.2%) compared to the five-year mean.

Two children were killed during the same period, this is a decrease of four fatalities (down 66.7%) compared to the previous year and a decrease of two fatalities (down 54.5%) compared to the five-year mean.

It should be noted that at the time of writing some of those killed in the current figures are being investigated for medical or other causational factors and may be removed from total figures.

People seriously injured (down 8.9%, 175 fewer), people slightly injured (down 13.3%, 493 fewer) and children seriously injured (down 19.4%, 35 fewer) all recorded decreases compared to 2023/24 figures.

Every death on our roads is tragic. Police Scotland is working tirelessly to fully investigate every fatal road collision and provide support to the families of those involved. Road Policing remains a priority for Police Scotland and we will continue to work very closely with a range of partners to improve road safety for all users.

We all have a responsibility to use our roads safely. Every driver and road user is urged to think about their behaviour on the road, be considerate towards others and help us make Scotland's roads safe for everyone.

Scottish Government Statistics

Scottish Government finalised statistics for 2023 show a reduction of 16 in the number of road fatalities, 155 in 2023 compared to 171 in 2022 (a decrease of 9%). However, serious injuries increased by 9% over the previous year, and overall casualties rose by 3%.

On 30 October 2024 the Cabinet Secretary for Transport (Fiona Hyslop) published her statement on the decreased fatality/increased total casualty levels in 2023. This accompanied the release of Transport Scotland's Reported Road Casualties Scotland 2023 and associated Commentary. The Cabinet Secretary reaffirmed the Scottish Government's commitment to attaining the outlined road safety targets.

The Cabinet Secretary launched the National Speed Management Review Consultation on 27 November 2024, which sought input on the merits of lowering the national speed limit on single carriageways to 50mph. It also asked respondents to consider whether the speed limits for goods vehicles over 7.5 tonnes should be increased from 40 to 50mph on single carriageways, and from 50 to 60mph on dual carriageways.

On 06 March 2025, the Cabinet Secretary said, "With over 19,000 responses - the largest ever consultation response Transport Scotland has received - it is clear that these proposals are of great importance to the public and stakeholders". She advised that feedback would be assessed, and findings/next steps published later in 2025.

Road Policing Campaigns

Proactive/Preventative Policing – Quarter 4 Campaign Results

During this quarter several campaigns have been resulted, all of which are aimed at proactively preventing fatalities and injuries on Scotland's roads with a strong focus on protecting Vulnerable Road Users and/or targeting motorists committing Fatal 5 offences.

Festive Drink Drug Drive Campaign (01 December 2024 to 19 January 2025): Road Policing and Local Policing officers worked together to target and deter drink and drug drivers, carrying out pro-active patrols, using data to target key areas, responding to information from members of the public and setting up roadside checks. This campaign was 17 days longer than the previous campaign due to data analysis that recommended extending the duration. There were 4,779 breath tests carried out (3,219 last campaign) resulting in 439 positive roadside samples, whilst 963 Drug Wipes were conducted (481 last campaign) with 522 positive roadside tests.

National Seatbelt Campaign (13 to 19 January 2025): 79 offences were detected during this campaign, intended to reduce casualty numbers and severity by positively influencing driver and passenger behaviour.

Pedestrians and Older Drivers Safety Campaign (03 to 09 March 2025: This campaign included enforcement on high active travel/other routes against risk taking driving behaviour, particularly speeding. A total of 286 speeding offences were detected by officers, with an additional 1,328 Safety Camera Unit detections.

There are several ongoing campaigns at this time:

Driver Engagement North: Launched in Highland and Islands Division and since extended to North East and Tayside Divisions, the pilot has been funded by Transport Scotland's Road Safety Initiative Fund. Participants in this person-centred initiative utilise a desktop driving simulator, with a fitness to drive input also included, to assist older road users and their families make informed choices about their fitness to drive safely. The simulators enable drivers to assess their hazard awareness in a safe virtual environment. This project has evaluated well, and further funding has now been secured from Transport Scotland to expand Driver Engagement into East and West command areas.

Fitness to Drive Matters: Considerable work is currently being progressed towards our Fitness to Drive Matters initiative working with partners and older road users to reduce numbers killed or seriously injured in collisions. Road Policing have now secured funding from Transport Scotland's Road Safety Framework Fund to support the roll-out of Fitness to Drive Assessments, in conjunction with the charity Driving Mobility's DriveAbility Scotland team. The funding will cover 100 assessments in the north of Scotland, providing greater opportunity for older people there to access this help than would otherwise be possible from their Glasgow base.

New Driver Early Intervention Scheme: The New Driver Early Intervention Scheme is being rolled out nationally and partners, such as Scottish Fire and Rescue Service, have adopted the scheme and deliver it in conjunction with Police Scotland to internal and external groups. NDEIS is aimed at 17-25 year olds to positively influence this vulnerable group of road users, whilst providing a reminder of their responsibilities towards themselves and other road users. Several local authorities have adopted the scheme for delivery to modern apprentice/skills and employability students. Empowering young people with information allows them to make informed decisions when starting their driving careers, with a view to improving road safety for all.

Operation TRAMLINE: Road Policing officers are being deployed on busy commuter routes, in vehicles that drivers would not typically associate with the police. Lorry tractor units and minibuses are amongst vehicles being utilised to afford high vantage point observations of driver behaviour from vehicles that blend into the roadway environment, rather than a marked police vehicle. The aim is to engage, educate and enforce legislation in respect of Fatal 5 offending, particularly distraction offences such as use of handheld mobile telephones.

Operation CLOSE PASS: Road Policing and Community officers continue to work in partnership for this cycle safety initiative. A Community police cyclist and supporting Road Policing officers deploy to monitor driver behaviour in the vicinity of cyclists, particularly when carrying out passing manoeuvres. Drivers passing too closely, or otherwise placing the cyclist at risk, are predominantly provided with guidance during a 'chat on the mat' but may also be issued with a fixed penalty or reported to the Procurator Fiscal, depending on the presenting circumstances.

Quarter 1 campaigns will include:

- Motorcycle Safety Campaign (21 March to 26 September 2025)
- Fatal 5 Campaign (01 to 28 April 2025)
- 2 Wheels Campaign (02 to 15 June 2025)

Road Safety Impact

Proactive/Preventative Policing – Operation TUTELAGE

Operation TUTELAGE is a UK-wide initiative aimed at reducing the number of uninsured drivers which Police Scotland joined in April 2021.

This Criminal Justice led initiative centres on identifying uninsured vehicles using ANPR and subsequently writing an 'Insurance Advisory Letter' to the registered keepers, to inform them that driving without insurance is an offence. Working on the principle of behavioural compliance, the operation is designed to encourage the majority of compliant individuals to insure their vehicles.

From launch until 05 March 2025, the latest date for which figures are available, a total of 43,705 letters had been issued in Scotland. These produced an overall compliance rate of 81.1%.

Key road safety benefits include:

- Reducing the number of uninsured vehicles utilising Scotland's road network, using positive engagement and resolution.
- Optimising Police Scotland investment in upgrading our ANPR capability/infrastructure.
- Collaborating with Road Policing to also facilitate pro-active, targeted enforcement.

Stop and Search (Strategic Outcome 1)

Recorded YTD Comparison	PYTD	YTD	% Change
Stop and Search Compliance Rate (%)	99.1%	99.0%	⬇ -0.1%

40,070 stop and search incidents were recorded by Police Scotland during the period. This includes 1,558 searches under warrant. The number of searches recorded this year was 21.1% more than last year and 12.0% more than the five-year mean.

24.6% of searches recorded during the period were positive – this is a decrease in the positive rate from this period last year of 4.1 percentage points and a decrease of 9.0 percentage points from the five-year mean positive rate.

7,804 searches led to the recovery of drugs, 929 recovered weapons and 805 recovered stolen property. Of the searches that recovered weapons, 132 involved weapons being recovered from 12-15 year olds, and a further 97 from 16-17 year olds.

Recent years have seen an increase in the number of weapons recovered from young people, particularly teenagers, via stop and search, whereas the number of searches that recovered drugs from young people has been decreasing.

56 of the searches that recovered weapons were conducted for a care and welfare reason, and a further 13 were conducted for the protection of life search reason.

39,438 stop and search records were audited during 2024/25. An audit involves the records being reviewed by line managers and thereafter quality control checked by the National Stop and Search Unit to ensure their adherence to the Stop and Search Code of Practice introduced in May 2017.

774 records were returned to local management for further details and are awaiting responses.

Of the remaining 38,664 records, 89.9% were deemed compliant with the Code of Practice and another 9.1% were compliant but required amendment to their details to ensure they were appropriately recorded.

399 (1.0%) records were deemed as not recordable under the code of practice or recorded in error and deleted from the database. The typical reasons for deletion include where a person is searched after being arrested, as a result of a duplicate record or where no physical search of a person has actually taken place.

It should be noted that the total number of records audited for compliance will be lower than the total number of searches raised during the period due to the timescales required to fully review all records.

More information about stop and search statistics as well as stop and search data files can be found on the Police Scotland website: **Stop Search Data.**

Criminal Justice (Strategic Outcome 2)

Recorded YTD Comparison	PYTD	YTD	% Change
Volume of cases submitted into Criminal Justice System	-	125,722	-

The number of cases is now being provided from the single National Case Management system. The structure and components of the new system represent a significant upgrade but mean that data is not advisedly comparable for these purposes.

This data will be available for comparison from the next reporting year.

Police Custody

Arrested Persons

Recorded YTD Comparison	PYTD	YTD	% Change
Number of times arrested persons brought into custody	99,986	99,216	⬇ -0.8%

Custody throughput has reduced slightly for the first time following 11 consecutive quarters where it had risen following the pandemic. It may be assessed that this is now levelling into the new norm following the significant rebalancing of policing and the wider criminal justice system post pandemic.

One possible contributing factor in this reduction may be the introduction of the Planned Voluntary Interview Pathway (PVIP) running since November 2024 which sees low level minor offending suspect interviews taking place without the need to convey suspects to a custody centre. Over 500 interviews of suspect persons have been successfully conducted by officers on this pathway.

Recorded YTD Comparison	PYTD	YTD	% Change
Number of times arrested persons held for court	42,650	41,690	⬇ -2.3%
Number of arrested persons held for court new case	27,797	25,662	⬇ -7.7%

Recorded YTD % Comparison	PYTD	YTD	% Point Change
Proportion of arrested persons held for court	42.7%	42.0%	⬇ -0.7%
Proportion of arrested persons held for court new case	27.8%	25.9%	⬇ -1.9%

The number and proportion of persons held for court is remaining relatively static, with a very minor reduction.

Police Scotland continues to work with COPFS to reduce the numbers held for court, and together have held inputs promoting a risk-confidence approach to release, in line with the Lord Advocates

Guidelines and the Criminal Justice (Scotland) Act 2016. Inputs to custody centres across the Service will continue to promote this. This has been in an effort to reduce the gulf between the numbers sent to court, and those for whom COPFS oppose bail.

Recorded YTD Comparison	PYTD	YTD	% Change	
Number of arrested persons released on an undertaking	23,419	23,680	⬆	1.1%

Recorded YTD % Comparison	PYTD	YTD	% Point Change	
Proportion of arrested persons released on an undertaking	23.4%	23.9%	⬆	0.5%
Proportion of persons released on investigative liberation	0.9%	1.0%	⬆	0.1%

The use of undertaking has increased very slightly but has been broadly static around 23% throughout recent quarters and years.

Investigative liberation continues to rise and although appearing modest this is significant as the percentage is reported as a percentage of total throughput when only those who are not officially accused can be subject to investigative liberation.

This is undoubtedly a positive trend as it demonstrates increased use of the bespoke powers conferred under the Criminal Justice (Scotland) Act 2016.

Children brought into Police Custody / Held for Court

Recorded YTD Comparison	PYTD	YTD	% Change	
Number of younger children arrested and accepted into Police Custody (not held overnight)	1,458	1,332	⬇	-8.6%
Number of younger children arrested and held overnight	204	173	⬇	-15.2%
Number of younger children held over 24 hours	34	36	⬆	5.9%
Number of older children arrested and accepted into Police Custody (not held overnight)	1,475	1,523	⬆	3.3%
Number of older children arrested and held overnight	505	507	⬆	0.4%
Number of older children held over 24 hours	196	168	⬇	-14.3%

Criminal Justice Services Division (CJSD) continues to apply considerable scrutiny to children brought into and held in police custody and will continue to make efforts to work with partners to reduce the numbers coming in as well as the length of time they are held.

The requirement to hold children overnight or over 24 hours is often impacted by a lack of alternative secure accommodation. Suitable Local Authority provision would greatly assist in reducing the number held for these periods.

The number of younger children being brought and accepted into custody has decreased, with the exception of those held over 24 hours.

The number held over 24 hours is small and broadly static and so can be impacted significantly by a set of unique or unusual circumstances pertaining to one or a handful of individuals, or a lack of alternative accommodation.

The number of older children has increased slightly although those held over 24 hours has decreased by a significant margin in comparison with the previous year.

Police Direct Measures

Recorded YTD Comparison	PYTD	YTD	% Change	
Number of ASB Fixed Penalty Notices Issued	4,258	3,739	⬇	-12.2%
Number of recorded police warnings issued	19,181	25,357	⬆	32.2%

Police direct measures continue to be an effective tool available to police officers when dealing with offences that are considered not serious enough to merit formal proceedings but are too serious to ignore.

These measures are issued at the closest point to the commission of the crime, supporting victims. Recorded police warning have increased by 32% when compared to the previous year, identifying their effective use since implementation of The Lord Advocate's amended guidelines.

Antisocial behaviour (ASB) fixed penalty notice (FPN) issue has identified a 12.2% reduction in use when compared to the previous year. ASB FPNs have legislative restrictions in terms of the offences which they can be issued.

Currently Section 38 Criminal Justice Act (threatening and abusive behaviour) is not included in these offences and work is going with Scottish Government and COPFS to have an amendment to the act passed to include this offence moving forward. The Section 38 offence continues to be the most frequently used offence for RPWs identifying the need for legislative amendment.

Vulnerability

Recorded YTD Comparison	PYTD	YTD	% Change	
Number of persons arrested with alcohol addiction issues	13,103	13,607	⬆	3.8%
Number of persons arrested with drug addiction issues	16,731	15,696	⬇	-6.2%
Number of persons arrested with Mental Health issues	43,859	42,746	⬇	-2.5%

Recorded YTD % Comparison	PYTD	YTD	% Point Change	
Proportion of persons arrested with alcohol addiction issues	13.1%	13.7%	⬆	0.6%
Proportion of persons arrested with drug addiction issues	16.7%	15.8%	⬇	-0.9%
Proportion of persons arrested with Mental Health issues	43.9%	43.1%	⬇	-0.8%

Vulnerability figures are broadly static with the notable exception of alcohol which although rising is slowing in comparison with previous quarters which have seen large increases.

The percentages of those declaring current or historic drugs and mental health vulnerabilities have decreased but by relatively modest margins.

Recorded YTD Comparison	PYTD	YTD	% Change	
Number of people in custody seen by NHS partners	7,293	7,151	⬇	-1.9%

There has been a slight decrease in the number of medical assessments for those in police custody which may be impacted to some extent by the modest reduction in throughput.

Please note figures reported in Quarter 3 were inaccurate and should be disregarded.

Recorded YTD Comparison	PYTD	YTD	% Change	
Number of arrested persons referred to partners	1,010	976	⬇	-3.4%

Quarter 4 has seen a rise in referral numbers from Quarter 3 however there is still a reduction across the YTD combined.

Work on raising the profile of arrest referrals continues nationally.

Visits to local custody centres in the North of Scotland and work with local staff have resulted in an increase in referral numbers being experienced in the North.

Regular "local group" meetings have been re-established with partners and are geared towards improving communication, addressing any service provision issues and planning how best to promote services and uptake.

A national arrest referral partnership event is being held during Quarter 1 of 2025/26 which is anticipated will support a further increase in referral numbers which are down on last year's levels.

Productions

Recorded YTD Comparison	PYTD	YTD	% Change	
Total number of productions received	585,797	557,790	⬇	-4.8%
Total number of productions disposed	251,017	308,573	⬆	22.9%
Total number of productions accumulated	334,780	249,217	⬇	-25.6%

Recorded YTD % Comparison	PYTD	YTD	% Point Change	
% of productions accumulated in terms of total received	57.1%	44.7%	⬇	-12.4%

A slight decrease in productions received from the previous year is likely attributed to the introduction of digital evidence sharing capability (DESC) across the North and East (currently rolling out in the West), which has resulted in less physical items being lodged, in terms of CCTV/discs/certificates.

The rise in production disposals is likely due to the increase in staff who are able to focus on this function, through disposal team and production management officer recruitment, along with recent national drugs incineration and firearms/offensive weapons destruction runs nationally increasing disposal figures.

Vision 2030:
Less Crime

Overall Crimes and Offences

The following table shows management information relating to Group 1-5 crimes recorded by Police Scotland at the end of Quarter 4, compared to the previous YTD.

The table also includes the YTD comparisons for detections and detection rates.

Recorded YTD Comparison	PYTD Crimes	YTD Crimes	% Change PYTD	PYTD Detections	YTD Detections	% Change PYTD	PYTD Detection Rate	YTD Detection Rate	% Point Change PYTD
Group 1 Non-sexual crimes of violence	71,120	71,170	↑ 0.1%	48,428	48,699	↑ 0.6%	68.1%	68.4%	↑ 0.3%
Group 2 Sexual crimes	14,338	14,892	↑ 3.9%	8,233	8,477	↑ 3.0%	57.4%	56.9%	↓ -0.5%
Group 3 Crimes of dishonesty	110,063	110,913	↑ 0.8%	36,646	38,973	↑ 6.3%	33.3%	35.1%	↑ 1.8%
Group 4 Damage and reckless behaviour	40,978	38,738	↓ -5.5%	12,137	12,026	↓ -0.9%	29.6%	31.0%	↑ 1.4%
Group 5 Crimes against society	60,561	63,398	↑ 4.7%	55,941	59,437	↑ 6.2%	92.4%	93.8%	↑ 1.4%
Total Group 1-5 Crimes	**297,060**	**299,111**	↑ **0.7%**	**161,385**	**167,612**	↑ **3.9%**	**54.3%**	**56.0%**	↑ **1.7%**

Total Group 1-5 Crimes show an increase compared to last year (up 0.7%, 2,051 more crimes) and against the five-year mean (up 3.6%, 10,410 more crimes).

The largest driver of this increase continues to be Theft by Shoplifting (up 15.7% on PYTD and up 58.3% on the five-year mean) under Group 3 Crimes of Dishonesty. A performance focus on this crime type was included in the Quarter 2 report with the latest update from the Retail Crime Taskforce included later in this report.

Rape, which featured as a performance focus in the Quarter 3 report, is the main driver of the increase recorded under Group 2 Sexual Crimes, whilst a significant increase in Domestic Abuse (of Female) is noted under Group 1 Non-Sexual Crimes of Violence.

Notable increases are evident within Group 5 Crimes Against Society around Offensive Weapons, Bail Offences and Other Crimes Against Public Justice. Quarter 1 included a performance focus on young people and violence whilst local policing divisions continue to monitor these crimes at a local level.

The volume of detections has also increased compared to both periods (up 3.9% and 4.7% respectively). The increase in detections are most notably with Domestic Abuse (of Female), Rape, Theft by Shoplifting, Other Crimes Against Society, Bail Offences and Offensive Weapons and reflects our ongoing work to tackle these crime types.

The overall detection rate of 56.0% for Group 1-5 Crime is up 1.7 percentage points on last year and up 0.6 percentage points on the five-year mean.

The majority of detection rates are fairly consistent with the PYTD and five-year mean figures with no particular outliers to highlight.

The following table shows management information relating to Group 6-8 offences, recorded by Police Scotland YTD at the end of Quarter 4, compared to the previous YTD. The table also includes the YTD comparisons for detections and detection rates.

Recorded YTD Comparison	PYTD Offences	YTD Offences	% Change PYTD	PYTD Detections	YTD Detections	% Change PYTD	PYTD Detection Rate	YTD Detection Rate	% Change PYTD
Group 6 Antisocial Offences	43,282	45,329	↑ 4.7%	34,489	36,028	↑ 4.5%	79.7%	79.5%	↓ -0.2%
Group 7 Miscellaneous Offences	13,639	13,985	↑ 2.5%	8,455	8,768	↑ 3.7%	62.0%	62.7%	↑ 0.7%
Group 8 Road Traffic Offences	110,309	114,052	↑ 3.4%	97,132	99,646	↑ 2.6%	88.1%	87.4%	↓ -0.7%
Total Group 6-8 Offences	**167,230**	**173,366**	↑ **3.7%**	**140,076**	**144,442**	↑ **3.1%**	**83.8%**	**83.3%**	↓ **-0.5%**

Total Group 6-8 offences have increased compared to last year (up 3.7%, 6,136 more offences) but decreased against the five-year mean (down 3.4%, 6,188 fewer offences). The YTD increases can be attributed to a significant increase in Breach of the Peace under Group 6 Antisocial Offences alongside Community and Public Order Offences under Group 7 Miscellaneous Offences. Group 8 Road Traffic Offences increases are led by Vehicle Defect Offences, Other Group 8 Offences, Driving under the Influence and Unlawful Use of Motor Vehicle.

The main factor in the decrease from the five-year mean is a significant reduction in Speeding Offences which have been on a year-on-year downward trend from 2019/20 through to 2024/25.

Similar downward trends are noted against Threatening or Abusive Behaviour and Consume Alcohol in a Designated Place.

The volume of detections has followed a similar trend (up 3.1% on last year but down 5.8% on five-year mean), with the largest increases and decreases noted in the same categories of offending highlighted in the previous paragraphs.

The overall detection rate of 83.3% for Group 6-8 offences is down 0.5 percentage points on last year and down 2.1 percentage points on the five-year mean.

The majority of detection rates are fairly consistent with the PYTD and five-year mean figures with no particular outliers to highlight.

Benchmarking Overall Total of Reported Crimes

Police Services in England and Wales utilise the 'Principle Crime Rule' for recording, that if an incident involves multiple crimes, only the most serious one is recorded. Whereas Police Scotland record all crimes at the incident, regardless of severity. As a result, crime counts in Scotland may appear higher, not necessarily due to more offending, but due to more comprehensive recording practices.

The most recent crime statistics (at time of writing) for England and Wales covering the 2024/25 period (April 2024 to December 2024), indicated a 0.4% increase in reported crimes. In contrast, when benchmarked to Police Scotland's data for the same period, reported crimes increased by 1.3% compared to the previous year.

Please note that a guide published by the Office of National Statistics (ONS) on comparability suggests excluding Fraud from both datasets when benchmarking. Fraud in England and Wales is not always recorded by the Police and is recorded by other agencies (e.g. Action Fraud, CIFAS, UK Finance). Therefore, between April 2024 to December 2024 after excluding Fraud, recorded crime in England and Wales decreased by 1.3%, while Police Scotland recorded an increase of 1.6% for the same time period.

Violent Crime (Strategic Outcome 1)

Recorded YTD Comparison	PYTD	YTD	% Change	Six-Month Sparkline
Non Sexual Crimes of Violence (Group 1)	71,120	71,170	⬆ 0.1%	
Recorded Five-year Comparison	**Five-Year Mean**	**YTD**	**% Change**	**Five-Year Sparkline**
Non Sexual Crimes of Violence (Group 1)	67,765.6	71,170	⬆ 5.0%	
Recorded Detection Rate Comparison	**PYTD**	**YTD**	**% Point Change**	**Five-Year Sparkline**
Non Sexual Crimes of Violence (Group 1)	68.1%	68.4%	⬆ 0.3%	

Recorded YTD Comparison	PYTD	YTD	% Change	Six-Month Sparkline
Overall Violent Crime	64,535	64,317	⬇ -0.3%	
Recorded Five-year Comparison	**Five-Year Mean**	**YTD**	**% Change**	**Five-Year Sparkline**
Overall Violent Crime	62,441.0	64,317	⬆ 3.0%	
Recorded Detection Rate Comparison	**PYTD**	**YTD**	**% Point Change**	**Five-Year Sparkline**
Overall Violent Crime	69.9%	69.8%	⬇ -0.1%	

Overall violent crime saw a very slight decrease from last year. The volume of violent crimes is above the five-year mean although this remains mostly due to common assaults which saw a substantial decrease in 2020/21 during the COVID-19 pandemic.

There were 43 homicides recorded during 2024/25, 18 fewer than last year and 16 fewer than the five-year mean. This is the lowest number of homicides ever recorded in Scotland in any given reporting year. Five of these crimes were domestic related. All homicides recorded during the year were, or are expected to be, detected.

Attempted murders and serious assaults were at their lowest levels in recent years. Attempted murders had a 95.2% detection rate, this is the second highest level in recent years and only 0.1 percentage points below last year's rate. Serious assaults had a 79.0% detection rate, the highest in recent years.

7,700 overall violent crimes involved an accused under the age of 18 – these make up 18.1% of violent crimes where an accused was identified. Both the volume and proportion of violent crimes that involved a child being accused decreased compared to the previous year. Robberies (22.7%) and common assaults (22.1%) are the violent crimes with the highest proportion of accused being under the age of 18.

Just over half (52.7%) of violent crimes with an under 18-year-old person accused occurred in open space locations. Almost a quarter (24.4%) were in residences and 18.3% took place in educational settings.

Recent analytical work between Police Scotland's Analysis and Performance Unit and the Scottish Violence Reduction Unit has identified a substantial and consistent level of violent crime being committed by young people and that these crimes are often committed against other young people.

The results of this analysis also indicate that there has been a higher frequency of younger accused persons across recent years when considering the period since 2019. It has also highlighted that older accused (16–18-year-olds) commit more serious violence whilst younger accused (11-15 years old) commit more crimes relating to violence and threatening behaviour.

An increased prevalence for weapon carrying has also been identified, particularly amongst 11-15 year-olds. There has also been an increase in the number of young females becoming involved in acts of violence.

The changing nature of gangs and the exploitation of vulnerable young people was identified as a growing issue impacting this.

Proactive/Preventative Policing – Violence Prevention Strategy

Police Scotland continues to develop its National Violence Prevention Strategy. Feedback from internal and Scottish Government Violence Prevention Framework stakeholders is being integrated into its final shape following consultation.

This strategy is structured around four key pillars: Pursue, Prevent, Protect, and Prepare.

Pursue focuses on identifying and taking action against individuals or groups involved in violence, using intelligence-led enforcement to disrupt and deter harmful behaviour.

Prevent aims to stop violence before it starts by addressing root causes such as social inequality, youth vulnerability, and lack of opportunity, through early intervention, education, and support services.

Protect ensures that individuals and communities are safeguarded against the threat of violence by enhancing security measures, building trust, and supporting victims.

Finally, Prepare strengthens community and organisational resilience by planning, training, and equipping people to respond effectively to incidents, minimising harm.

Together, these pillars form a comprehensive and collaborative approach to reducing violence and building safer communities which aligns with the Chief Constable's 2030 vision. Throughout 2025/26, four key areas have been agreed:

- Transport related violence and anti-social behaviour

- Violence in educational and care settings

- Possession of weapons

- Interventions and pathways to support for repeat victims and perpetrators.

Additionally, Police Scotland's Violence Prevention Licensing Coordination Unit (VPLCU) is crafting a National 'Trigger' Plan to guide local policing divisions on incidents involving weapons in schools. This will be focused on intervention and prevention, it aims for a uniform and collaborative approach without prescribing operational responses.

Public Protection (Strategic Outcome 1)

Recorded YTD Comparison	PYTD	YTD	% Change		Six-Month Sparkline
Group 2 Sexual Crime	14,338	14,892	⬆	3.9%	
Group 2 Sexual Crime - Recent	10,826	11,173	⬆	3.2%	n/a
Group 2 Sexual Crime - Non Recent	3,512	3,719	⬆	5.9%	n/a

Recorded Five-year Comparison	Five-Year Mean	YTD	% Change		Five-Year Sparkline
Group 2 Sexual Crime	14,206.2	14,892	⬆	4.8%	
Group 2 Sexual Crime - Recent	10,738.0	11,173	⬆	4.1%	
Group 2 Sexual Crime - Non Recent	3,468.2	3,719	⬆	7.2%	

Recorded Detection Rate/Proportion Comparison	PYTD	YTD	% Point Change		Five-Year Sparkline
Group 2 Sexual Crime Detection Rate	57.4%	56.9%	⬇	-0.5%	
Group 2 Sexual Crime - Proportion Recent	75.5%	75.0%	⬇	-0.5%	
Group 2 Sexual Crime - Proportion Non Recent	24.5%	25.0%	⬆	0.5%	

Sexual crime increased when compared to last year, up 3.9%, (554 more crimes) and against the five-year mean (up 4.8%, 686 more crimes).

The detection rate of overall sexual crime is 56.9%, similar to the detection rate noted in the previous year.

Non-recent sexual crime accounts for 25.0% of overall group 2 and recent sexual crime accounts for 75.0%.

Rape (Strategic Outcome 1)

Recorded YTD Comparison	PYTD	YTD	% Change	Six-Month Sparkline
Rape Crime	2,366	2,739	⬆ 15.8%	
Rape Crime - Recent	1,381	1,652	⬆ 19.6%	n/a
Rape Crime - Non Recent	985	1,087	⬆ 10.4%	n/a

Recorded Five-year Comparison	Five-Year Mean	YTD	% Change	Five-Year Sparkline
Rape Crime	2,333.4	2,739	⬆ 17.4%	
Rape Crime - Recent	1,388.4	1,652	⬆ 19.0%	
Rape Crime - Non Recent	945.0	1,087	⬆ 15.0%	
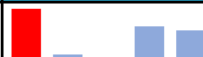
Recorded Detection Rate/Proportion Comparison	PYTD	YTD	% Point Change	Five-Year Sparkline
Rape Crime Detection Rate	52.3%	53.2%	⬆ 0.9%	
Rape Crime - Proportion Recent	58.4%	60.3%	⬆ 1.9%	
Rape Crime - Proportion Non Recent	41.6%	39.7%	⬇ -1.9%	

Recorded rape continues to note the highest level of reporting. Crimes of rape increased when compared to last year, up 15.8% (373 more crimes) and against the five-year mean, up 17.4% (406 more crimes).

Rape of a Female over 16 continues to drive the increase in rape however every category within rape has increased compared to last year.

The rise in reported incidents of rape and sexual offences indicates a constructive change in society's approach to addressing these key issues. Awareness campaigns, improved support services, and multi-agency collaboration have fostered supportive environments where victims may feel safer to report sexual crimes.

Child Sexual Abuse Online (Strategic Outcome 1)

Recorded YTD Comparison	PYTD	YTD	% Change	Six-Month Sparkline
Online Child Sexual Abuse Crime	2,003	1,989	⬇ -0.7%	
Recorded Five-year Comparison	**Five-Year Mean**	**YTD**	**% Change**	**Five-Year Sparkline**
Online Child Sexual Abuse Crime	1,943.0	1,989	⬆ 2.4%	
Recorded Detection Rate Comparison	**PYTD**	**YTD**	**% Point Change**	**Five-Year Sparkline**
Online Child Sexual Abuse Crime	72.6%	72.2%	⬇ -0.4%	

Online child sexual abuse crimes have decreased against the same period last year (down 0.7%, 14 crimes) however increased when compared to the five-year mean (up 2.4%, 46 crimes).

Overall, the detection rate for online child sexual abuse is 72.2%, a decrease compared to last year (72.6%) and an increase compared to the five-year mean (64.5%).

Grooming of children for the purposes of sexual offences decreased by 27.5% (19 crimes) compared to last year and is down 40.0% (33 crimes) against the five-year mean. Crimes of communicating indecently with a child under 13 are down 25.8% (80 crimes) compared to last year and down (15 crimes, 0.3%) against the five-year mean.
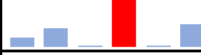
Operation WOODWHITE

Operation WOODWHITE was the Police Scotland investigation of systematic serious sexual abuse, including attempted murder, rape, and serious neglect of four young children by a "paedophile ring" in the Glasgow area. The abuse spanned several years and the case was highlighted as one of the most extreme seen by investigators, with offences including occult type activity and animal mutilations.
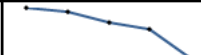
The trial was held at the High Court in Glasgow between September and November 2023. In January 2025, **five men and two women were sentenced to a total of 93 years in prison.**

Judge, Lord Beckett, imposed Orders for Lifelong Restrictions in addition to the custodial sentences. They will be required to serve their full sentence before being considered for parole.

Domestic Abuse (Strategic Outcome 1)

Recorded YTD Comparison	PYTD	YTD	% Change	Six-Month Sparkline
Domestic Abuse Incidents	61,509	64,933	⬆ 5.6%	
Domestic Abuse Crime	35,360	39,323	⬆ 11.2%	
Domestic Abuse of Female (DASA)	1,902	2,410	⬆ 26.7%	
Domestic Abuse of Male (DASA)	118	163	⬆ 38.1%	

Recorded Five/Three-year Comparison	Mean	YTD	% Change	Five-Year Sparkline
Domestic Abuse Incidents - Five-Year Mean	61,574.4	64,933	⬆ 5.5%	
Domestic Abuse Crime - Five-Year Mean	37,890.4	39,323	⬆ 3.8%	
Domestic Abuse of Female (DASA) - Three-Year Mean	2,003.0	2,410	⬆ 20.3%	
Domestic Abuse of Male (DASA) - Three-Year Mean	122.7	163	⬆ 32.8%	

Recorded Detection Rate/Proportion Comparison	PYTD	YTD	% Point Change	Five-Year Sparkline
Domestic Abuse Incidents - Proportion Crimes	42.4%	39.5%	⬇ -2.9%	
Domestic Abuse Crime Detection Rate	61.0%	65.9%	⬆ 4.9%	
Domestic Abuse of Female (DASA) Detection Rate	75.1%	69.9%	⬇ -5.2%	
Domestic Abuse of Male (DASA) Detection Rate	58.5%	57.1%	⬇ -1.4%	

Domestic abuse crimes have increased by 11.2% (3,963 crimes) compared to last year and 3.8% against the five-year mean (1,433 crimes), Domestic incidents also noted an increase, up 5.6% (3,424 incidents) against last year and up 5.5% (3,359 incidents) against the five-year mean.

Overall DASA crimes increased by 21.5% (553 crimes) with DASA of a female increasing by 508 crimes and DASA of a male increasing by 45 crimes compared to last year.

Various feedback sources including HMICS, online Victim Survivor portal, partner agencies, etc. identified officers were failing to respond appropriately to victims and recognise domestic abuse as a pattern of behaviour.

The increase in recorded crime could be viewed as evidence of an improving response in this area.

Five domestic homicides were recorded during the reporting period, two of which were committed in Quarter 1, two committed in Quarter 3 and one during Quarter 4.

Disclosure Scheme for Domestic Abuse Scotland (DSDAS)

DSDAS is a good example of prevention work in tackling domestic abuse. During the period 01 April 2024 to 31 March 2025, 7,296 DSDAS applications were submitted to Police Scotland, an increase of 23.4% overall. Power to Tell (PTT) applications increased by 14.5% (659 applications) and Right to Ask (RTA) applications increased by 38.3% (1,048 applications) compared to the same period last year.

The continued increase in DSDAS applications represents greater awareness and use of the scheme.

Sexual crime and domestic abuse are themes embedded within the PSOS Violence Against Women and Girls Strategy and its implementation plan which details delivery activities to ensure that we do everything in our power to keep women and girls safe in Scotland.

Hate Crime (Strategic Outcome 2)

Recorded YTD Comparison	PYTD	YTD	% Change		Six-Month Sparkline
Non Crime Hate Incidents	1,331	912	⬇	-31.5%	
Hate Crimes	6,369	8,539	⬆	34.1%	

Recorded Five-year Comparison	Five-Year Mean	YTD	% Change		Five-Year Sparkline
Non Crime Hate Incidents	943.6	912	⬇	-3.3%	
Hate Crimes	6,965.2	8,539	⬆	22.6%	

Recorded Detection Rate Comparison	PYTD	YTD	% Point Change		Five-Year Sparkline
Hate Crimes	57.5%	67.4%	⬆	9.9%	

Please note due to changes in legislation introduced on 01 April 2024, direct comparisons to previous years should not be made and are for illustrative purposes only.

HATE CRIME BY PROTECTED CHARACTERISTICS

■ 2024/25 YTD

Characteristic	2024/25 YTD
VARIATIONS IN SEX CHARACTERISTICS	12
AGE	76
DISABILITY	1,080
SEXUAL ORIENTATION	2,020
RACIAL	5,200
RELIGION	559
TRANSGENDER	190
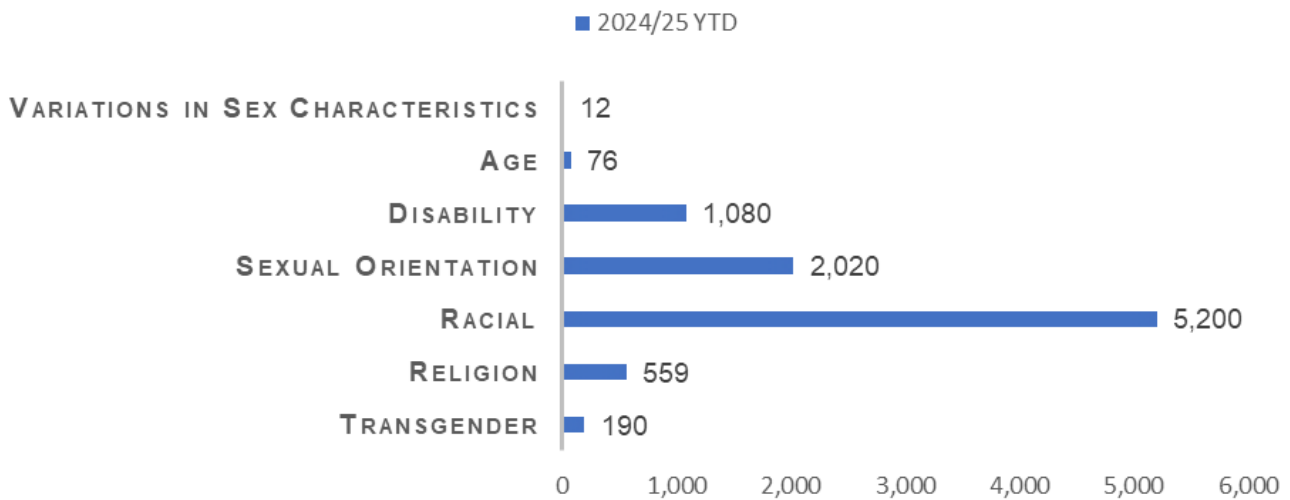
As was previously communicated, comparisons to previous years should not be made in relation to hate crime statistics due to the implementation of single national crime system, removal of requirement for iVPD`s for data capture purposes, increase in the number of protected characteristics that constitute a hate aggravator and new counting rules for hate crime.

In Quarter 4, recording errors around hate crime aggravators were identified and a short life working group, consisting of reps from all territorial divisions, Policing Together and Data Governance was stood up which has remedied the errors for 2024/25 to allow figures to be shared with Scottish Government. This addressed governance structures to manage at a local level and work is ongoing to build a longer term ICT solution.

Analysis

Hate crimes were decreasing steadily but increased in March to 737 crimes for that month. Hate crimes continue to be predominantly aggravated by racial or sexual orientation, amounting to 56.9% and 22.1% of total aggravators across the reporting period. Most hate crimes related to threatening or abusive behaviour (4,129), followed by hate aggravated conduct (1,879) then Common Assault (1,063).
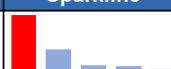
The hate crimes detection rate for 2024/25 is 67.4%. As previously stated, comparisons to previous years should not be made however some considerations that might account for the increase compared to last year are:

- Increased public awareness as a result of the Hate Crime and Public Order Act

- Increased officer awareness

- Increase in the number of protected characteristics that constitute an aggravation of existing offences

- Increase in the number of protected characteristics that constitute an offence

- Roll out of national crime giving more accurate crime stats than VPD

- New counting methodology for hate crime since 01 April 2024

Anti-social Behaviour and Disorder (Strategic Outcome 2)

Recorded YTD Comparison	PYTD	YTD	% Change	Six-Month Sparkline
Antisocial Behaviour Incidents	273,124	264,304	⬇ -3.2%	
Complaints Regarding Disorder	191,344	183,696	⬇ -4.0%	

Recorded Five-year Comparison	Five-Year Mean	YTD	% Change	Five-Year Sparkline
Antisocial Behaviour Incidents	323,146.8	264,304	⬇ -18.2%	
Complaints Regarding Disorder	232,902.0	183,696	⬇ -21.1%	

Incidents of anti-social behaviour (ASB) include disturbance, public nuisance, communications, noise, damage, neighbour disputes and drinking in public incidents. Incidents of ASB and complaints of disorder were at their lowest level in recent years.

The number of antisocial offences, however, rose by 4.7% from last year. This includes threatening or abusive behaviour, breach of the peace, hate aggravated conduct, consuming alcohol in designated places (local bye-laws), urinating and other alcohol related offences.

It should be noted that last year saw significantly fewer antisocial offences than usual, and this year's 45,329 offences, of which 85.1% were crimes of threatening or abusive behaviour, was 14.8% below the five-year mean.

Crimes of Dishonesty (Strategic Outcome 2)

Recorded YTD Comparison	PYTD	YTD	% Change		Six-Month Sparkline
Group 3 Crimes of Dishonesty	110,063	110,913	⬆	0.8%	
Housebreaking (incl. Attempts) - Total	8,991	7,381	⬇	-17.9%	
Motor Vehicle Crime - Total	11,391	10,280	⬇	-9.8%	
Theft by Shoplifting	38,645	44,730	⬆	15.7%	

Recorded Five-year Comparison	Five-Year Mean	YTD	% Change		Five-Year Sparkline
Group 3 Crimes of Dishonesty	100,229.8	110,913	⬆	10.7%	
Housebreaking (incl. Attempts) - Total	9,746.8	7,381	⬇	-24.3%	
Motor Vehicle Crime - Total	11,539.6	10,280	⬇	-10.9%	
Theft by Shoplifting	28,264.4	44,730	⬆	58.3%	

Recorded Detection Rate Comparison	PYTD	YTD	% Point Change		Five-Year Sparkline
Group 3 Crimes of Dishonesty	33.3%	35.1%	⬆	1.8%	
Housebreaking (incl. Attempts) - Total	27.6%	32.0%	⬆	4.4%	
Motor Vehicle Crime - Total	29.7%	32.4%	⬆	2.7%	
Theft by Shoplifting	50.3%	49.0%	⬇	-1.3%	

Crimes of dishonesty continue to increase compared to the previous year (up 0.8%) and five-year mean (up 10.7%). The rate of increase in these crimes has notably reduced having recorded a 9.1% rise at the end of last year. It should be noted that the five-year mean has been affected by the COVID-19 period where there was a significant decrease in the number of crimes of dishonesty recorded. Comparing to the first year before COVID-19 (2019/20) the current figures are slightly increased (1,399 more, up 1.3%).

Shoplifting crimes continues to be the main contributor to this increase, if these crimes were removed from the total, then there is a 7.5% decrease (5,235 fewer crimes) in crimes of dishonesty compared to last year. Aside from Theft by Shoplifting, which has risen by 15.7% compared to the previous year, there have also been increases in Opening Lockfast Places (not motor vehicle) which increased by 66 crimes (up 4.8%) and Attempted Theft of a Motor Vehicle (66 more crimes, up 13.6%).

Notable decreases have been experienced in Overall Housebreaking crimes, which decreased by 1,610 (down 17.9%), Common Theft, down 1,384 crimes (5.3%) and in Fraud, which decreased by 990 (down 6.1%).

Shoplifting

Crimes of shoplifting account for 40.3% of all crimes of dishonesty and are continuing the upwards trend observed in the previous two years. Shoplifting crimes have increased by 14,158 (up 46.3%) compared to the pre-COVID-19 year of 2019/20. Compared to the same period last year there has been an increase of 6,085 crimes (up 15.7%) and all regions of Scotland are continuing to experience increases for this crime type.

The detection rate for shoplifting crimes has decreased by 1.3 percentage points to 49.0%. This is despite an increase in detections YTD, rising 12.7% (2,460 detections) to 21,898.

Proactive/Preventative Policing – Retail Crime Taskforce (RCTF)

The Retail Crime Taskforce (RCTF) will commence from 01 April 2025 and will deliver on each of the 4Ps of the acquisitive crime strategy, Prevent, Pursue, Prepare, Protect. The creation of the RCTF will "Provide a visible and measurable impact on retail crime."

This will be achieved through three primary initiatives which will form the Retail Crime Taskforce;

- The creation of a dedicated multi-agency team led by a dedicated Chief Inspector to progress work across all 4P's.

- The availability of funding to support key work across all four pillars to target criminality and develop prototypes for wider rollout.

- The establishment of the Scottish Partnership Against Acquisitive Crime, which will coordinate the collaborative efforts to deliver on the 4P strategy at both a national and local level and hold the RCTF to account for delivery.

The delivery of the Acquisitive Crime Strategy (4Ps) by the RCTF will be overseen at strategic level by the SPAACE (Scottish Partnership Against Acquisitive Crime) Steering Group and at tactical level by the National Acquisitive Crime Group (NACG).

Housebreaking

Overall housebreaking crimes have decreased by 1,610 crimes (down 17.9%) on last year and decreased by 2,365 crimes (down 24.3%) compared to the five-year mean. When compared to the pre-COVID-19 year of 2019/20, there has been an overall decrease of 5,479 (down 42.6%) crimes.

All areas of housebreaking have decreased with dwelling housebreakings down 23.7% (1,135 fewer crimes), non-dwelling housebreakings down 15.6% (282 fewer crimes) and other housebreakings down 8.1% (193 fewer crimes).

Detections have decreased 4.6% (115 fewer detections) compared to the same period last year, leading to a 4.5 percentage point increase in detection rate which now sits at 32.0%.

Vehicle Crime

Motor vehicle crime has decreased compared to the previous year (1,111 fewer, down 9.8%) and compared to the five-year mean (1,269 fewer, down 11.0%). There has been a significant decrease in motor vehicle crime compared to the pre-COVID-19 period, with 3,385 (down 24.8%) fewer crimes.

The only crime under this grouping which has increased compared to the previous year is Attempt Theft of Motor Vehicle which has observed an increase of 66 crimes (up 13.6%).

Detections for motor vehicle crimes have slightly decreased by 1.7% with the detection rate up 2.7 percentage points on last year.

Fraud

Recorded YTD Comparison	PYTD	YTD	% Change	Six-Month Sparkline
Fraud	16,243	15,253	⬇ -6.1%	

Recorded Five-year Comparison	Five-Year Mean	YTD	% Change	Five-Year Sparkline
Fraud	14,552.2	15,253	⬆ 4.8%	

Recorded Detection Rate Comparison	PYTD	YTD	% Point Change	Five-Year Sparkline
Fraud	16.7%	19.2%	⬆ 2.5%	

The decrease in recorded fraud crimes has continued this quarter and are now down 6.1% on the same period last year (990 fewer crimes). Compared to the five-year mean there remains an increase of 4.8% and the current total is 40.5% higher than the most recent pre-COVID-19 year (4,400 more crimes). The detection rate for fraud has seen a 2.5 percentage point increase compared to the same period last year, however, remains 1.1 percentage points below the five-year mean detection rate.

Proactive/Preventative Policing – Cyber and Fraud Unit

A new Cyber and Fraud Unit (CAFU) has gone live within Specialist Crime Division (SCD) bringing together existing departments including, Cybercrime Investigations and Digital Forensics, Serious and Organised Crime Financial Investigation, Cyber Harm Prevention, and Policing in a Digital World Programme.

Established as part of the Chief Constable's three-year business plan, it has been introduced to develop our capability and enhance our response to Cyber and Fraud in Scotland.

The CAFU was referenced under the Fraud Strategy and Operating Model Project, led by our Policing in a Digital World Programme (PDWP).

This project includes implementation of a revised Cyber and Fraud Target Operating Model (TOM) which will be phased out over the coming years, bringing us more aligned with wider UK Law Enforcement through a 4 P's approach (Pursue, Prevent, Protect and Prepare).

Cybercrime (Strategic Outcome 2)

We recognise that cybercrime continues to be a significant global issue and the threat of becoming a victim of cybercrime remains ever present. Many crimes now have a cyber footprint and despite the efficiencies the internet has brought to the ways we live and work, there are also risks, like exposure of inappropriate content to young people, cyberbullying and scams.

In September 2024, Chief Constable Farrell outlined 'Our 2030 Vision' which focused on the four key areas of: Safer Communities; Less Crime; Supported Victims; and A Thriving Workforce.

Within these publications the ambition was set to "establish a cyber and fraud specialist division to enhance our response in Scotland" and "develop our capability through cyber and online training for the workforce, ensuring support and guidance for officers and staff."

This approach is necessary to ensure that a future target operating model is scalable and fit for purpose, by giving our staff the resources and tools to provide improved services to the public of Scotland while also supporting greater involvement with partners in mitigating the threat of cyber and fraud.

ACC Organised Crime, Counter Terrorism and Intelligence, through the Policing in a Digital World Programme (PDWP) will support the delivery of key milestones set out within the three-year Business plan through workstreams to better prevent, protect, prepare and pursue fraud and cybercrime.

These activities include, the establishment of a cyber and fraud specialist division, delivery of Police Cyber Alarm (PCA), enhancing Police Scotland's existing digital forensic capability and obtain internationally recognised accreditation and to develop cyber and online training for the workforce. Above all, create efficiencies and keep pace with technological developments.

Training

The Cyber and Digital Training Team have been delivering Cyber Kiosk Operator, Digital Forensics Courts Skills and Device Examination courses across the country, training over 1,000 officers and staff over the previous 12 months.

Two Moodle online training packages (Open Source / Communications data) have been launched and available to officers 24/7 reaching over 1,200 officers and staff.

Bitesize Cyber learning for all front-line officers has also been rolled out on a phased basis across West, North and East policing command areas.

Full membership of the Abertay CyberQuarter, a cybersecurity research and development centre housed within Abertay University, has now been secured.

Fraud and Cyber Crime Reporting and Analysis Service (FCCRAS)

Work continues in the development of a Full Business Case that will seek approval for Police Scotland to align to the rest of the UK by joining the Fraud and Cyber Crime Reporting and Analysis Service (FCCRAS) which is led by City of London Police as National Police Chief Council Lead (NPCC) for Cyber and Fraud.

Significant benefits are expected for victims, Police Scotland and the wider UK law enforcement arena because of this work which directly aligns to the 2030 Vision and the Three-Year Business Plan.

Engagement is ongoing with various key internal and external stakeholders to gather all relevant information and approvals required while articulating these benefits. These stakeholders include Scottish Crime Recording Board, Scottish Police Authority and City of London Police.

Vision 2030: Supported Victims

Call Handling (Strategic Outcome 2)

Recorded YTD Comparison	PYTD	YTD	% Change	
Call Handling - Total number of 999 Calls	814,980	743,216	↓	-8.8%
Call Handling - Total number of 101 Calls	1,376,079	1,323,059	↓	-3.9%
Call Handling - Total number of 999/101 Calls	2,191,059	2,066,275	↓	-5.7%
Call Handling - 999/101 Calls resulting in no incident/crime	609,349	533,746	↓	-12.4%

Recorded YTD % Comparison	PYTD	YTD	% Point Change	
Call Handling - % of calls resulting in no incident/crime	38.5%	25.8%	↓	-12.7%

Recorded YTD Comparison	PYTD	YTD	Change	
Average 999 calls answer time	9 seconds	8 seconds	↓	1 second
Average 101 calls answer time	5 minutes 33 seconds	4 minutes 7 seconds	↓	1 minute 26 seconds

Recorded YTD Comparison	PYTD	YTD	% Change	
Incident Demand - Total Number of incidents raised	1,581,710	1,532,529	⬇	-3.1%
Incident Demand - Number of incidents Immediate	177,778	180,367	⬆	1.5%
Incident Demand - Number of incidents Prompt	594,214	585,912	⬇	-1.4%
Incident Demand - Number of incidents Standard	187,674	182,992	⬇	-2.5%
Incident Demand - Number of incidents Other Resolution	594,608	563,659	⬇	-5.2%
Incident Demand - % of incidents which lead to a crime	26.94%	27.70%	⬆	0.76%
Incident Demand - % of incidents requiring police response	97.45%	97.50%	⬆	0.05%
Partner Demand - Number of external force incidents	3,350	3,640	⬆	8.7%

During 2024/25 Police Scotland received a total of 2,066,275 calls, a decrease of 5.7% when compared to the previous reporting year.

Of these calls, those routed via 999 decreased by 8.8% when compared to the same period last year (down from 814,980 to 743,216). The volume of 101 calls received decreased by 3.9% (down from 1,376,079 to 1,323,059).

The handling of 999 calls remains our highest priority. Police Scotland aims to answer 90% of 999 calls within 10 seconds, and to have a mean answering time of under 10 seconds for all 999 calls. During the reporting year Police Scotland achieved an average speed of answer of eight seconds which is one second quicker than the same period last year.

Of note, Police Scotland experienced a significant increase in 999 calls during 2023 which continued until November. Several factors contributed to this increase including extreme weather (both good and inclement), various large-scale events, changes to legislation relating to XL Bully dogs and, most significantly, an update to the Android operating system that caused mobile telephones using the operating system to inadvertently call 999.

This resulted in thousands of accidental and dropped 999 calls. Additional contacts were subsequently generated as members of the public sought advice and guidance regarding this issue. As such comparisons to 2023/24 are based on what was a historically high level of demand in 2023 for Police Scotland and all UK Forces.

Over the course of the year, factors driving demand included recurring events such as Operation Moonbeam (Guy Fawkes night), the festive period and Hogmanay along with a range of other pre-planned and spontaneous events. Police Scotland call demand fluctuates with seasonality.

During the summer months, extended periods of warm sunny weather with lighter evenings caused increases in call volumes along with the usual inclement winter weather experienced in October, November and December.

Positively, the average answer time for 101 calls decreased by one minute 26 seconds to four minutes seven seconds when compared to 2023/2024.

It is important to note that the same Service Advisors handle all 999/101 calls and ContactUs emails. When there is a surge in 999 calls, we will re-prioritise Service Advisors from 101 calls and emails as we aim to answer the 999 calls in under 10 seconds.

Therefore, there is a direct link between the increase in 999 volumes and the average speed of answer for 101 non-emergency calls.

Our call volumes and trends continue to be monitored closely to ensure that we are prepared for any unexpected changes in demand and maintain average speed of answer times within targets.

Service Demand – Additional Contact Methods

C3 Division handles additional contacts such as incoming calls from other partner agencies and alarm calls. There were 119,423 of these types of contact during the reporting period.

There was a slight decrease of 0.7% in emergency service partner calls and a decrease of 13% in total alarms calls when compared to 2023/24.

Emergency service partner calls are received via dedicated lines from Scottish Fire and Rescue, Scottish Ambulance Service, Mountain Rescue, Coast Guard, Mental Health Pathway (NHS 24), OmniCrash and Oil Industry Agency. The reason for such calls varies and each is dealt with by a Service Advisor in the most appropriate manner.

A total of 46,695 calls were received in response to Media Appeals (Option 1 on 101). The percentage of these calls to 101 remained consistent at 2.8% for the reporting period which is just 0.2% lower than the previous reporting year. A total of 245,879 calls were received for Incident Updates (Option 3 on 101). The percentage of these calls to 101 remained consistent at 15.2% for the reporting year which is the same as last year.

Efforts continue to signpost callers to more appropriate methods of contact, including ContactUs and the online reporting facilities via the force website. ContactUs emails and online reports, for some crime types, can be completed online. Each one of these reports is assessed by a Service Advisor using the Threat, Harm, Risk, Investigation, Vulnerability and Engagement (THRIVE) model. In contrast to the reduction of call volume, the total use of ContactUs increased this reporting year by 4.1% (up from 193,155 to 201,935).

When compared with the previous year, total contacts handled by C3 Division Service Centre reduced by 4.6%, from 2.8 million to 2.6 million.

C3 Governance and Improvement

Mental Health Pathway

Contact, Command and Control (C3) personnel continue to utilise the Mental Health Pathway (MHP), to better assist those suffering from mental health concerns and distress, ensuring they receive the appropriate care from a dedicated NHS team, providing the right care at the right time leading to positive outcomes.

This has enabled C3 Division to prioritise resource deployment to high harm areas of Policing, to the benefit of victims and our communities.

The Quality Assurance Unit (QAU) have continued targeted analysis and review of MHP calls, to ensure its application remains consistent and provide real time learning and feedback to members of staff.

In the last quarter a total of 1,339 referrals were made to the MHP by Police Scotland.

A total of 120 referrals were reviewed by the QAU from which staff across C3 demonstrated consistent good practice, proactively identifying mental health concerns using their communication skills, with good adherence to set processes and procedures.

This continues to lead to improved outcomes for those members of the community who require specialist care and support at first point of contact whilst better utilising the available resources of Police Scotland to help victims of criminality.

Vision 2030:
Thriving Workforce

Complaints about the Police (Strategic Outcome 3)

Recorded YTD Comparison	PYTD	YTD	% Change	6 Month Sparkline
Number of complaints from members of the public	7,290	6,637	⬇ -9.0%	
Number of allegations from members of the public	12,193	11,099	⬇ -9.0%	
Number of PIRC Complaint Handling Reviews (CHRs)	155	129	⬇ -16.8%	n/a
Number of allegations considered by PIRC (CHRs)	805	533	⬇ -33.8%	n/a
Number of On Duty Assault allegations referred to PIRC	358	347	⬇ -3.1%	n/a

The total number of complaints from members of the public are down 9.0% (653 fewer complaints) on last year whilst allegations are down 9.0% (1,094 fewer allegations) on the same period. The six month sparklines show that the most complaints and allegations were received in October 2024 (601 complaints and 951 allegations respectively).

The Professional Standards Department (PSD) has resolved 3,293 complaints (49.6%) by Frontline Resolution (FLR) compared with 51.7% in the same period last year. This includes early resolution and subsequent resolution by PSD / specialist officers.

The Police Investigations and Review Commissioner (PIRC) submitted 129 Complaint Handling Reviews (CHRs) to Police Scotland for consideration during this period. This notionally equates to 1.9% of all complaints.

There were 347 allegations of On Duty Assault referrals made to PIRC during this period (down 3.1% on last year). Of those, 136 are subject to PIRC investigation (39.2%) with 24 referrals awaiting a decision from PIRC regarding possible investigation. The remaining 187 cases have been marked as no investigation by PIRC.

Recorded Five-year Comparison	Five-Year Mean	YTD		% Change
Number of complaints from members of the public	6,810.2	6,637	⬇	-2.5%
Number of allegations from members of the public	12,333.8	11,099	⬇	-10.0%

The total number of complaints from members of the public are down 2.5% (173 fewer complaints) on the five-year mean whilst the total number of allegations are down 10.0% (1,234 fewer allegations) compared to the same period.

Recorded YTD % Comparison	PYTD	YTD		% Point Change
% of closed allegations which were upheld	15.1%	15.9%	⬆	0.8%
% of reviewed allegations handled to a reasonable standard	59.1%	62.3%	⬆	3.2%

There were 3,375 allegations attached to completed complaint investigations (criminal and non-criminal) with 15.9% of these being upheld.

The 129 CHRs received from PIRC considered 533 allegations, with 332 (62.3%) assessed to have been handled to a reasonable standard. This is an increase of 3.2 percentage points from the same period in 2023/24. These CHRs included 176 recommendations.

C3 Complaints and Allegations (Strategic Outcome 2)

Recorded YTD Comparison	PYTD	YTD	% Change
C3 Complaints - Total Complaints received	302	289	⬇ -4.3%
C3 Complaints - On Duty Allegations	246	281	⬆ 14.2%
C3 Complaints - Quality of Service Allegations	182	106	⬇ -41.8%
C3 Complaints - Total Allegations closed	77	36	⬇ -53.2%
C3 Complaints - % of Total Allegations Upheld	23.4%	13.9%	⬇ -9.5%

In total, 72.3% of complaint cases received YTD for C3 Division were Frontline Resolved by the PSD National Complaints Assessment and Resolution Unit (NCARU). This rate rises to 73.4% when early and subsequent resolution by PSD or Specialist officers are included. These figures demonstrate that most complaints against C3 Division during this period have been non-criminal and non-serious in nature, with a majority resolved through simple explanation, apology or assurance.

The volume of complaints against C3 Division has decreased by 4.3% YTD, with a total of 289 received compared to 302 received PYTD. Decreases are visible in the North (down 5.9%, 48 cases) and West (down 8.5%, 140 cases). However, an increase was registered in the East (up 3.1%, 101 cases).

Incivility (205) remains the most common allegation type. This volume represents a 10.8% increase from the same period in 2023/24, accounting for an additional 20 allegations.

Irregularity in Procedure has also increased in this period, with 68 allegations received YTD, which represents a 33.3% increase (an additional 17 allegations). Although this is linked to increases across multiple allegation sub-types, the highest volume of increase amongst those relates to 'Provide insufficient explanation regarding police procedures' (up seven allegations).

Also of note is a reduction in Service Delivery allegations (down 59.1%), accounting for 68 less allegations compared to the same period in 2023/24. This reduction is assessed to be a key influence in the overall decrease in complaints received against C3 nationally.

Recorded YTD Comparison	PYTD	YTD	% Change	
Armed Policing referrals to PIRC	92	116	⬆	26.1%
Crown directed inference of criminality referrals to PIRC	20	10	⬇	-50.0%
Death following police contact referrals to PIRC	10	11	⬆	10.0%
Death in police custody referrals to PIRC	1	1	➡	0.0%
Other - Serious Incident	0	0		-
Serious injury following police contact referrals to PIRC	29	54	⬆	86.2%
Serious injury in police custody referrals to PIRC	63	56	⬇	-11.1%
STO taser discharged referrals to PIRC	85	94	⬆	10.6%
Total referrals to PIRC	300	342	⬆	14.0%

Statutory referrals to PIRC facilitate independent and transparent scrutiny in relation to serious incidents involving the police. Police Scotland made 342 referrals (up 14.0%, 42 more referrals on PYTD) to PIRC resulting in 28 investigations (8.2%). The percentage resulting in an investigation is however down 6.8 percentage points on last year.

Referrals have increased compared to the PYTD for armed policing (up 24 referrals), death following police contact (up one referral), serious injury following police contact (up 25 referrals) and STO taser discharged (up nine referrals).

Recorded YTD Comparison	PYTD	YTD	% Change	
PSD - Misconduct/Gross Misconduct investigations	70	125	⬆	78.6%
PSD - Misconduct no investigation	294	231	⬇	-21.4%
PSD - No misconduct	101	61	⬇	-39.6%
PSD - Preliminary Conduct Assessments Grand Total	465	417	⬇	-10.3%

There were 417 preliminary conduct assessments undertaken YTD which is down 10.3% (48 fewer assessments) on the same period last year. 125 assessments have required a misconduct/gross misconduct investigation, this is up 55 investigations (78.6%) compared to last year. The remaining assessments resulted in either misconduct – no investigation (231) or no misconduct (61).

PSD Disseminated Learning during this Quarter

PSD is committed to promoting a culture of organisational and individual learning. Learning from CHRs and other sources are disseminated through bulletins, individual feedback and used to inform training packages. This learning can therefore influence and improve our service.

In the last quarter, PSD has disseminated learning from a variety of incidents.

The following learning outcome was of particular note:

- It was observed that an account from (a subject officer) to inform the complaint enquiry was an example of a thorough and detailed response to a complaint. Each attachment and its relevance are clearly identified which we found beneficial when carrying out this review. This learning should be shared with (subject officer), (investigating officer) and all complaint handling staff as an example of good practice.

Assaults on Police Officers and Police Staff (Strategic Outcome 4)

Recorded YTD Comparison	PYTD	YTD	% Change		Six-Month Sparkline
Assault of emergency workers (police officer/staff) offences	6,734	7,159	⬆	6.3%	
Number of assault RIDDORS	33	49	⬆	48.5%	n/a
Number of assault RIDDORS per 1k employment	2.0	3.2	⬆	60.0%	n/a

Recorded Five-Year Comparison	Five-Year Mean	YTD	% Change		Five-Year Sparkline
Assault of emergency workers (police officer/staff) offences	6,926.6	7,159	⬆	3.4%	
Number of assault RIDDORS	31.2	49	⬆	57.1%	n/a

Recorded YTD % Comparison	PYTD	YTD	% Point Change		Six-Month Sparkline
Percentage of assaults leading to injury	25.3%	24.8%	⬇	-0.5%	n/a

Recorded Five-Year % Comparison	Five-Year Mean	YTD	% Point Change		Three-Year Sparkline
Percentage of assaults leading to injury	30.6%	24.8%	⬇	-5.8%	n/a

In 2024/25, a total of 7,159 assaults against officers/staff have been recorded. This is an average of 20 assaults on officers/staff per day, just under one every hour. Assaults against officers/staff have increased from the previous year (up 6.3%, 425 more) and five-year mean (up 3.4%, 232.4 more), however, no month has been above the monthly control limits.

Therefore, it is assessed this increase is part of expected variation in data, but it is notable that seven months have been on or above the centre control line. However, Police Scotland continue to try and reduce assaults and injuries of officers/staff and the Operational Safety Training department have delivered a pilot to test if additional training dosage would make officers/staff safer. The Analysis and Performance Unit are conducting a review of the effectiveness of the pilot with results expected in Quarter 1 of 2025/26.

XMR CONTROL CHART
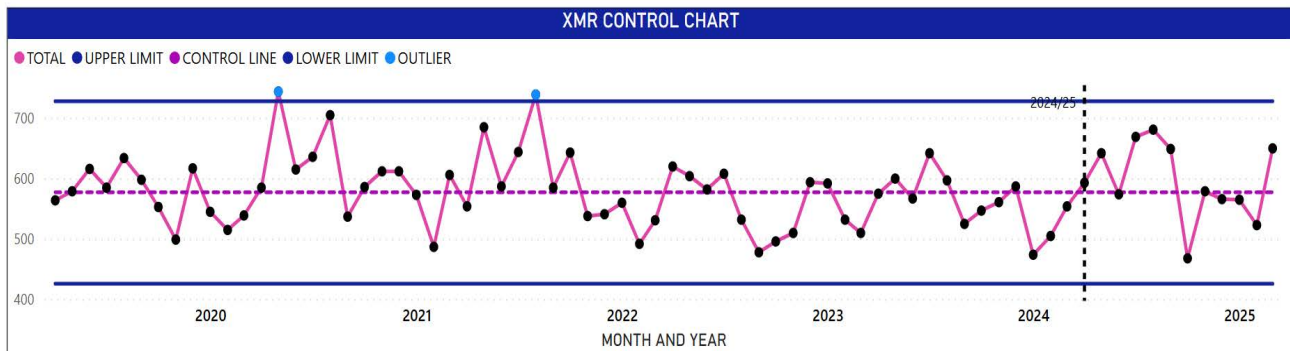
Despite the increases in assaults the injury rate for 2024/25 (24.8%) has fallen compared to the previous year (down 0.5 percentage points) and the five-year mean (down 5.8 percentage points).

Additionally, the repeat injury rate for assaults on officers/staff in 2024/25 (7.5%) has remained the same as the previous year.

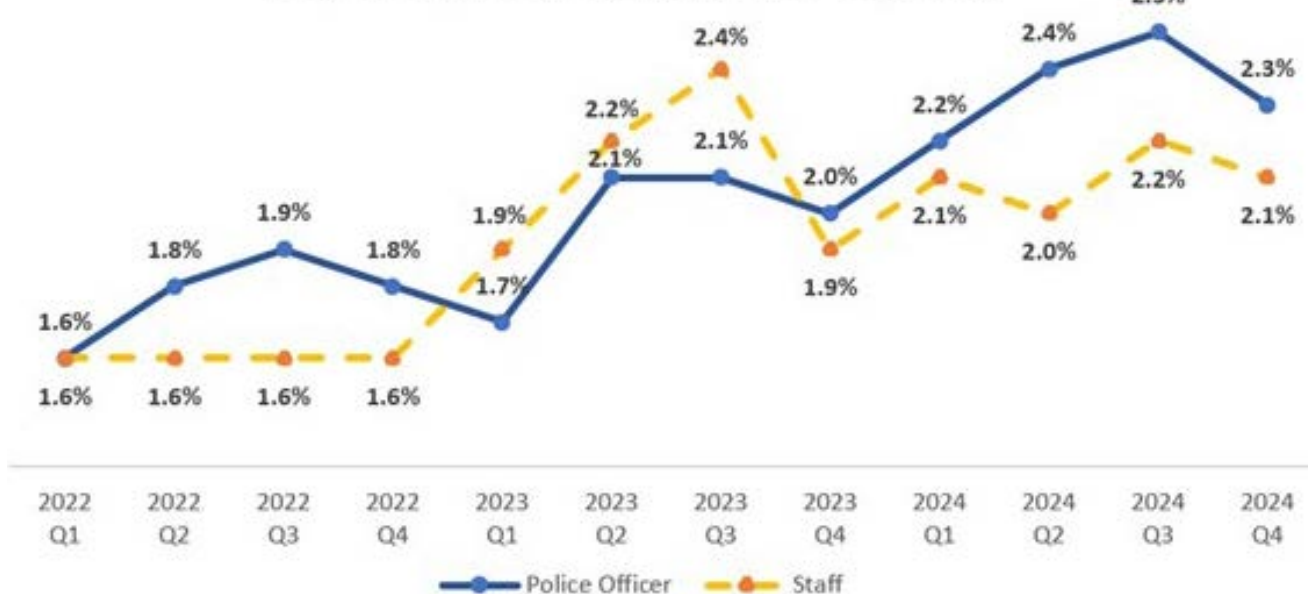# People and Development (Strategic Outcome 4)

Absence

Police Officer - WDL% PQ Comparison

Police Staff - WDL% PQ Comparison

	2022 Q1	2022 Q2	2022 Q3	2022 Q4	2023 Q1	2023 Q2	2023 Q3	2023 Q4	2024 Q1	2024 Q2	2024 Q3	2024 Q4
WDL%	7.5%	6.6%	7.1%	6.3%	6.0%	6.4%	7.4%	6.9%	6.8%	6.9%	7.5%	7.4%
LTA WDL%	4.5%	4.1%	4.0%	3.4%	3.8%	4.0%	4.7%	4.1%	4.4%	4.7%	4.8%	4.6%
STA WDL%	3.0%	2.5%	3.1%	2.9%	2.1%	2.4%	2.8%	2.8%	2.5%	2.2%	2.7%	2.8%

Psychological Disorders WDL% - PQ Trend

	2022 Q1	2022 Q2	2022 Q3	2022 Q4	2023 Q1	2023 Q2	2023 Q3	2023 Q4	2024 Q1	2024 Q2	2024 Q3	2024 Q4
Police Officer	1.6%	1.8%	1.9%	1.8%	1.7%	2.1%	2.1%	2.0%	2.2%	2.4%	2.5%	2.3%
Staff	1.6%	1.6%	1.6%	1.6%	1.9%	2.2%	2.4%	1.9%	2.1%	2.0%	2.2%	2.1%

Quarter 4 records working days lost are sitting at 7% organisationally (Officers and Staff), which is a 0.3% average decrease in working days lost (WDL) in comparison to last quarter. This decrease is recorded in both short- and long-term absences and largely due to a 0.2% reduction in the long-term psychological disorders absences this quarter.

In quarter four, the top three reasons for long term absences (LTAs), for both officers and staff, are psychological disorders, musculoskeletal and miscellaneous. Respiratory illnesses represent the top reason for short term absences.

Supporting our workforce's wellbeing

Our wellbeing and health & safety teams continue provide a suite of offerings to keep our people healthy and prevent ill-health and injury.

We have invested almost £17 million over four years to support the health and wellbeing of our people. This investment has provided colleagues with an improved employee assistance programme (EAP) and new occupational health services.

In 2024/25, our occupational health service:

- received 5,833 referrals (for reports/ reviews of complex cases/further medical evidence);

- provided 3,018 'fit for task' medicals (e.g. for work involving firearms, driving, diving, etc.)

- provided 1,450 assessments (night worker/hearing/psychological); and

- provided 1,418 recruitment medicals.

Our EAP helpline received 1,956 calls and its online portal was accessed 4,427 times. The EAP provided counselling services for 1,104 people. Counselling interventions appear to have led to positive improvements, with 86% of individuals showing an improved global distress score (GDS) from the first of their sessions to the last.

Grievances

No. of Grievances Cases Opened Per Quarter
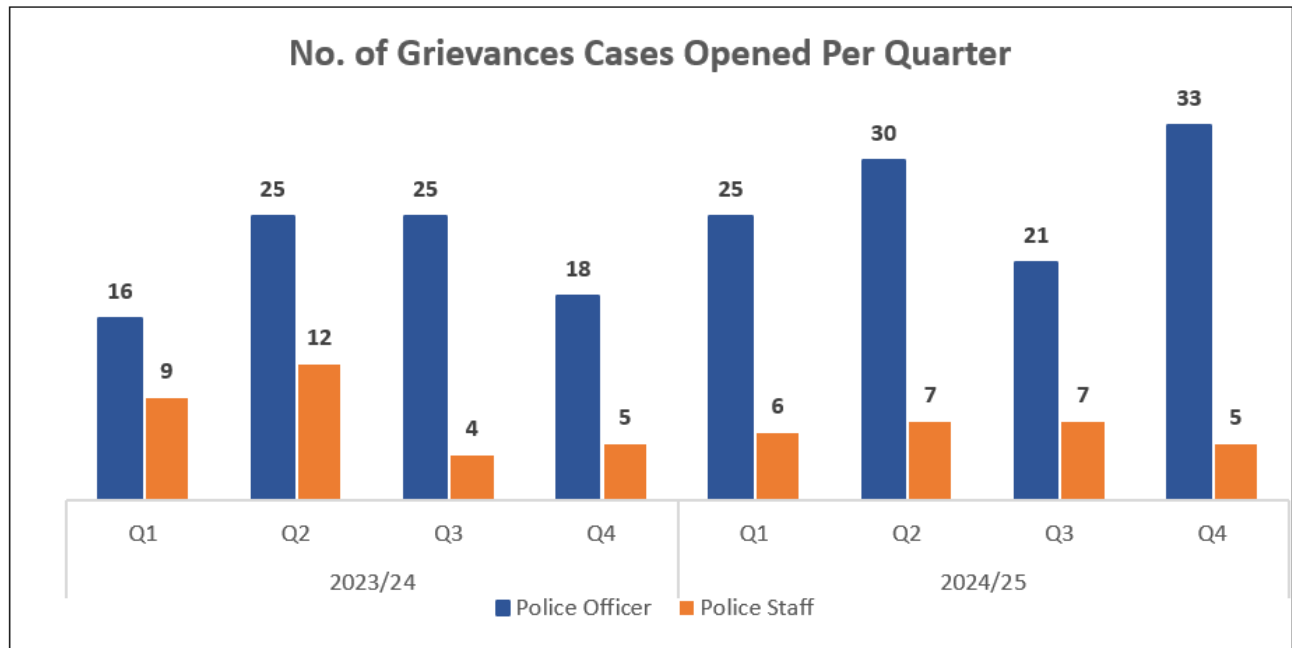
In Quarter 4, 38 new grievance cases were reported, 33 of which were raised by police officers and 5 by police staff. At the end of quarter four, we have 27 trained mediators and a caseload of 19 mediation

referrals representing a 16% increase on the previous year. However, we recognise this quarter has the highest number of grievances raised within the last two years.

We continue to adopt and promote a number of interventions to improve grievance handling and outcomes for the organisation and our people, including the Creating a Positive Workplace initiative. Key changes in policy, procedure and approaches have been previously reported to members and we are taking additional steps to enhance their impact including:

Mediation to be considered in the first instance – when a grievance is raised, individual(s) will be asked to consider mediation in the first instance with supporting contact and material to outline its benefits.

Creating a Positive Workplace / Resolving workplace issues sections within People Management Development Programme (PMDP) to be reviewed to enhance knowledge and understanding of our mediation facility. We will explore the introduction of an additional section focused on handling challenging conversations.

The Police Leadership Development Programme (PLDP) will be updated to mirror the PMDP in relation to grievance and mediation content.

A standalone module on grievances and workplace issues will be included within the Senior Leaders PMDP which is currently in development. This module will include a mediation focus as well as a conflict resolution strategy and training on handling grievances and grievance appeals.

Finance
(Strategic Outcome 5)

Maintaining a Balanced Budget/ Financial Sustainability

The 2024/25 balanced budget was approved by the Board at the Authority meeting held on 21 March 2024. The budget highlighted the key budgeting assumptions that were sensitive to change, and which could result in a material change to the overall financial position. The budget has been closely monitored, and a breakeven position has been reported consistently throughout the year.

The organisation reports core Revenue and Reform as two separate funding streams, however, this is actually one revenue allocation from Scottish Government. The overall net revenue position is a £0.2m underspend against budget, which is largely in line with the forecast breakeven position.

Following significant effort across the organisation, Capital is also showing a breakeven position in line with funding.

Revenue

The provisional core Revenue Budget position for the year ended 31 March 2025 shows net expenditure of £1,399.2m against total funding of £1,396.9m, resulting in an overspend of £2.3m which is offset by an underspend in Revenue Reform of £2.5m, to leave an overall net underspend of £0.2m in Revenue.

Police staff and officers' numbers ran below budgeted establishment for the majority of the financial year, and when coupled with running a more efficient VRVER exercise than was originally planned, underspends in non-pay costs, over-recovery of income and other one-off benefits, this allowed the Authority to fund additional pay award costs and revenue investment bids to support modernisation of the workforce and additional police officer overtime.

Capital

The full year provisional outturn capital spend is £76.5m against funding of £76.5m, resulting in a break-even position.

With only 55% of available funding spent by the end of Quarter 3, Capital Investment Group (CIG) approved an overallocation of investment to be managed across financial years to mitigate the potential risk of slippage.

These actions allowed effective management of capital position resulting in the Police Authority now delivering a balanced capital position in line with funding.

Reform

The full year provisional outturn Revenue Reform spend is £22.5m against funding of £25.0m. This is in line with the Quarter 3 forecast where £2.5m of the reform budget was allocated to support overall pay award pressures.

Environmental

Recorded YTD Comparison (April to February)	PYTD	YTD	% Change	
Consumption Data - Gas (per kWh)	64,048,486	61,901,797	⬇	-3.4%
Consumption Data - Electricity (per kWh)	46,059,098	44,424,617	⬇	-3.5%
Consumption Data - Water (per m3)	264,150	245,890	⬇	-6.9%

Recorded Five-Year Comparison (April to February)	Five-Year Mean	YTD	% Change	
Consumption Data - Gas (per kWh)	70,035,889	61,901,797	⬇	-11.6%
Consumption Data - Electricity (per kWh)	48,660,181	44,424,617	⬇	-8.7%
Consumption Data - Water (per m3)	298,170	245,890	⬇	-17.5%

We can see a reduction to data against all utilities based on last year and the five-year mean. Electricity continues to show a reduction based on last year and the average for the past five years.

This points to a long-term reduction driven by previous and current Estate rationalisation and upgrade of electrical infrastructure and office equipment.

Gas consumption is now showing a reduction against the previous year as well as the rolling average. This may be due to climatic differences for the winter season just ended. we continue to see a reduction in consumption against the five-year mean. This reflects the work done on reducing estate footprint and continuing improvement of heating and hot water infrastructure across the portfolio.

We continue to see a reduction in water consumption across the two time periods. This is likely due in part to the same driver of estate rationalisation, infrastructure improvement and low occupancy levels within some buildings. In addition, our Net Zero Plan is now complete, and we will publish this as soon as possible.

We will also be in position later in Quarter 4 to provide benchmarking information, as per the SPA Board request last year. This information will be provided in the form of a CIPFA generated report and will benchmark Police Scotland against a number of other forces in the UK.

In May, we will begin collation of our year end reporting for the Scottish Government and will present this to Police Scotland's Senior Leadership Board (SLB) and the Scottish Police Authority (SPA) for sign off later in the year.

In the coming months we will also begin preparation of our Waste Plan in response to the Circular Economy (Scotland) Act 2024. We will continue to work with all relevant departments to ensure that we continue to reduce our environmental impact where possible.

Fleet

Recorded Quarterly Comparison	24/25 Quarter 3	24/25 Quarter 4	% Change	
Fleet - % of Ultra-Low Emission Vehicles in our Fleet	32.0%	33.0%	⬆	1.0%
Fleet - Average age of fleet (years)	3.8	4.0	⬆	5.3%
Fleet - Total mileage of electric vehicles (green miles)	1,731,450	1,715,960	⬇	-0.9%

In Quarter 4 2024/25, 1,189 ULEV vehicles make up 33% of Police Scotland's overall fleet (this is up 1.0% from last quarter). 46% of the unmarked fleet are ULEV (ultra-low emission vehicles).

The total mileage of electric vehicles (green miles) during Quarter 4 2024/25 is 1,715,960 (down 0.9% from the previous quarter).

The current average Fleet age for Police Scotland fleet is four years. This fluctuates from one day to the next as it is a live figure taking on the day, considering vehicles awaiting to be replaced and sold. This will reduce as new vehicles are introduced to the fleet and if the level of capital investment on the fleet is maintained in future years.

Appendix

Crime and incident data is included within this report, illustrated in bar charts with sparklines, to show trend data where appropriate.

The period with the highest volume of crimes/incidents is highlighted in red in the bar chart sparkline. The six-month sparklines cover the period October 2024 to March 2025 whilst the five-year sparklines cover Quarter 4 YTD from 2020/21 to 2024/25.

All data is classed as Management Information and is not considered official statistics. All data is sourced from Police Scotland internal systems. Disaggregated data is available in **Police Scotland Management Information publication**.

Notes

- Detection rate comparison used for **Group 2 Sexual Crime**. Proportion comparison used for Group 2 Sexual Crime – Recent and Group 2 Sexual Crime – Non-Recent.

- Detection rate comparison used for **Rape** Crime. Proportion comparison used for Rape Crime – Recent and Rape Crime – Non-Recent.

- Recent crimes of **Group 2/Rape** are defined as being reported less than 365 days from the day committed. Non-Recent crimes of Group 2/ Rape are therefore any reported 366 days or more from the day the crime was committed.

- Police Scotland has moved to a new single national crime recording system (National Unifi), which is capable of recording **domestic related crimes**. Previously, due to limitations in legacy crime recording systems, domestic crime was recorded and counted in the Vulnerable Person Database. From 01 April 2024, all crime data (including domestic abuse) now comes from the same system. Please refer to the **Quarter 1 SPA Performance Report** for an example of the differences in methodology.

- **DASA of a female** and **DASA of a male** crimes refers to crimes under the Domestic Abuse (Scotland) Act 2018. These crimes are a small part of the overall Domestic Abuse crimes.

- Due to changes in **Hate Crime** legislation introduced on 01 April 2024, direct comparisons to previous years should not be made and are for illustrative purposes only.

- The complete Quarter 4 **utilities (Gas, Electricity and Water)** data is not yet available and so we have provided information based on April 2024 to February 2025 of Financial Year 2024/25 with a comparison over the same time period in the previous year. Considering this, all figures provided should be taken as indicative, until the Quarter 4 data set is complete.