



Complaints and Conduct Committee

13 November 2025

Minutes of the Private Complaints and Conduct Committee held on 4 September 2025 via Webex

Board Members present:	Katharina Kasper (Committee Chair) Paul Edie (Committee Member) Chris Creegan (Committee Member) Angela Leitch (Committee Member)
Board Member apologies:	
In attendance:	SPA Darren Paterson, Head of Workforce Governance Gary Price, Complaints and Conduct Co-Ordinator Colette Craig, Governance Support Officer Police Scotland Lynn Ratcliff, T/Assistant Chief Constable Helen Harrison, Chief Superintendent John Stewart, Superintendent Alex Rich, Inspector

The following items were taken in private.

11. Minute and Actions from previous meeting:

11.1 Minute from meeting held on 5 June 2025 for approval

Members **AGREED** the Minute of the meeting held on 5 June 2025 as an accurate record of the meeting.

11.2 Rolling Action Log and Matters Arising

The Committee **APPROVED** the action log, noted the updates provided.

12. Police Scotland Conduct Report (Q1)

Members were provided with a conduct overview relative to police officers who are currently suspended or restricted in their duties within Police Scotland. Many of the matters referred to in the report are the subject of ongoing criminal or conduct investigations/proceedings. The report provided an overview of those matters and the response by Police Scotland relative to each officer.

Members **NOTED** the report.

13. Police Scotland Ongoing Non-Criminal Complaints

Members were provided with a report which provided an update and overview of all live Category A+ non-criminal complaint investigations which exceed 12 months, with explanations for the reasons for these delays. During discussions the following matters were raised.

Members **NOTED** the report.

Police Scotland left the meeting at this point.

12. SPA Ongoing Complaints Update

Members were provided with a report updating them on current ongoing cases and workload being managed within the SPA Complaints Team. In addition, the committee took a decision in relation to an ongoing complaint.

Members **NOTED** the report