



SCOTTISH POLICE
AUTHORITY
ÙGH DARRAS POILIS NA H-ALBA

2 Clyde Gateway
French Street
Glasgow
G40 4EH

LETTER SENT BY EMAIL ONLY

22 August 2025

FOI Ref 2025/26-053R

Request

On 25 July 2025 you made the following request for information to the Scottish Police Authority.

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

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

In response to your request the Authority provided relevant information, with a number of redactions.¹

On 4 August 2025 you asked the Authority to review the decision to redact information at Section 5.1.1. of the 'Police Scotland Additional Conduct Information' report dated 27 February 2025.

Response

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

The decision has been reviewed by an independent reviewer who was not involved in the original decision-making process.

¹ [let-20250801-foi-response-2025-26-038-for-dl.pdf](#)

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I can confirm that your request for review has been upheld. The decision maker did not believe that, on the balance of probability, the information is exempt data.

The redacted paragraph is replicated in full below.

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

The revised document is also provided with the redaction removed.

Right to Review

If you remain dissatisfied, you can appeal to the Scottish Information Commissioner within six months. You can apply [online](#), by email to enquiries@foi.scot or by letter to Scottish Information Commissioner, Kinburn Castle, Doubledykes Road, St Andrews, Fife, KY16 9DS.

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

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

Yours faithfully

Scottish Police Authority

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



POLICE SCOTLAND - Additional Conduct Information

(as at 1 January 2025)

1. Background

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

2. Gross Misconduct Investigations

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

Table 1: Ongoing Gross Misconduct Investigations

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

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

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

3. Misconduct Investigations

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

Table 2: Ongoing Misconduct Investigations

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

4. NCU Priorities and Focus

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

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

5. Complex Case, Legal and Association Challenge

5.1 On ██████████ ██████████ ██████████ received Senior Legal Counsell advice on specific matters impacting on NCU progress. ██████████

██████████
██████████ by ██████████

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

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

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

6. Conclusion

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

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PSD National Conduct Unit

Scottish Police Authority
Complaints and Conduct Committee



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

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

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

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

Suspension concluded	25 cases* <i>*Note – 1 case has concluded since date of last report with 24 cases already concluded, meaning 25 of the 40 cases under review are now concluded.</i>
Suspension remains and moved to Conduct	7 cases* <i>Note – 7 cases have moved to conduct since date of last report.</i>
Suspension remains and no change	13 cases

Total cases with conduct: 7 cases

Total cases not yet subject to conduct assessment: 8 cases

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

Helen Harrison
Chief Superintendent
Professional Standards

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

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

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

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

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