



Meeting	Authority Meeting
Date	27 March 2025
Location	COSLA, Edinburgh
Title of Paper	Committee and Oversight Group Reports
Presented By	Committee and Oversight Group Chairs/Members
Recommendation to Members	For Approval
Appendix Attached	Commonwealth Games Oversight Group Terms of Reference, and Police Scotland Performance Report Executive Summary

PURPOSE

To provide the Authority with an update on business progressed through the following meetings which have met since the last Authority Meeting:

- People Committee
- Complaints and Conduct Committee
- Commonwealth Games Oversight Group
- Legal Committee
- Policing Together Oversight Group
- Resources Committee
- Policing Performance Committee

To seek Members' approval to update the Commonwealth Games Oversight Group Terms of Reference.

Committee	Chair/Member	Meeting Date	Page
People Committee	Tom Halpin	25.2.25 + 3.3.25	3
Complaints and Conduct Committee	Katharina Kasper	27.2.25	5
Commonwealth Games Oversight Group	Alasdair Hay	3.3.25	9
Legal Committee	Caroline Stuart	21.2.25 + 11.3.25	12
Policing Together Oversight Group	Tom Halpin	12.3.25	15
Resources Committee	Grant Macrae	13.3.25	17
Policing Performance Committee	Alasdair Hay	19.3.25	20

Summary report from People Committee

25 February and 3 March 2025

Tom Halpin, Committee Chair

The formal minutes of the public items of business will be available at the meetings scheduled for 29 May 2025. These will also be published on the SPA's website. A full recording of the public items of business taken at these meetings can be accessed [here](#).

KEY ISSUES RAISED

Wellbeing and Inclusion

Members considered updates across the wellbeing provision for our workforce and are keen to better understand the progress being made against the Action Plan milestones. Committee focus remains on workforce Mental Health and Wellbeing with concerns raised in respect of increases in psychological trauma. Future meetings will be used to understand the impact of interventions in this area and to understand how our workforce can be effectively supported.

There is ongoing work following a recent committee request to better understand why TRiM is only available to the workforce should they request an intervention. The Committee has challenged whether this should be opt-out or mandatory, given the prevalence of psychological absence. The next meeting will consider analysis of the causal factors which sit behind IOD and IHR cases, highlighting how many people leave because of trauma, stress or anxiety.

The Committee heard that planning is now underway for the next Staff Survey and this will be done alongside the effort being made to ensure the workforce see and feel improvement following actions taken since last year's survey.

Members welcomed plans to report a more holistic picture of Wellbeing and Health & Safety and noted the timescales for this to be reported later this year.

Learning & Development, Talent & Recruitment, Pipeline management

Members recognise the work being done so that this Committee can consider evidence of the impact of the Your Leadership Matters and People

Management Development programmes and look forward to considering insights at future meetings to ensure we have the necessary arrangements in place for a thriving and developing workforce.

The Committee welcomed a report from Police Scotland providing assurance that recruitment activity supports delivery of Strategic Outcomes, improves performance, mitigates strategic risks and closes recommendations from audits and inspections. Members were clear on their expectation that Police Scotland has suitable arrangements in place to nurture leadership talent early and develop a pipeline of leaders in both officers and police staff.

Forward Planning

The Committee is keen to consider evidence of robust forward planning, so that assurance can be given that we know what workforce we need and are maximising the resources we have available. This will also involve consideration of how those on modified duties are deployed within the organisation.

Data

The Committee aims to be able to move away from activity-based updates and consider insights from data which demonstrates how the entire workforce is supported.

CONCLUSIONS/ACTIONS REACHED

- Decisions taken in respect of two separate Pension Forfeiture cases.
- Next Committee to consider report on analysis of causal factors of Injury on Duty and Ill health retirement.
- Next Committee to consider a report with rationale for the current approach to TRiM referrals.

Summary report from Complaints and Conduct Committee

27 February 2025

Katharina Kasper, Chair

The formal minute of the public items of business will be available at the meeting scheduled for Complaints & Conduct Committee. This will also be published on the SPA's website. A full recording of the public items of business taken at this meeting can be accessed [here](#).

MAIN ITEMS OF BUSINESS

- Police Scotland PSD Quarterly Performance Report (Q3 – 24/25)
- SPA Quarterly Report (Q3 – 24/25)
- PIRC Quarterly Report on Police Scotland Handling of Complaints and Referral Investigations
- SPA/PIRC Joint Audit (Triage) – Recommendations Progress Update
- Operation Glade Update
- Police (Ethics, Conduct & Scrutiny) (Scotland) Bill Update
- Police Scotland Professional Boundaries Report – Biannual Update
- Committee Effectiveness and Committee Work Plan

KEY ISSUES RAISED

Police Scotland PSD Quarterly Performance Report

Members had a detailed discussion regarding a rise in relation to excessive force and how that differs from assault. Members were assured that these areas are closely monitored to identify any emerging trends. Members were further assured that learning is fed into operational safety training. The committee had a discussion around the complexity of complaints being received and sought assurance that Police Scotland were building capacity to address this. Police Scotland acknowledged current unallocated non-criminal complaint volumes, but emphasised that these have all been subject to initial assessment of threat, risk or harm to ensure that they are prioritised accordingly.

SPA Quarterly Report – Q3

Members heard that there were no key themes associated with cases over the reference period, but that end of year reports will examine multi-year data for any themes/trends.

PIRC Annual Report on PS Handling of Complaints and Referral Investigations

Members were provided with a report detailing key statistics reflecting the position at the end of quarter 3, 2024/25, in relation to PIRC complaint handling reviews and statutory referral investigations. Members heard that PIRC were prepared for the likely impact on applications for complaint handling reviews as more cases are closed by Police Scotland via Operation Glade. Members heard that PIRC had not identified anything from current statutory referral and investigation data giving cause for concern. Members were advised of a potential significant impact on the volume of COPFS referred investigations being undertaken following a change in law on corroboration, hearing that PIRC have implemented a revised investigative approach in response, and that dialogue is ongoing with Police Scotland around the management of this change, which will impact requests for case related information and associated processes.

SPA/PIRC Joint Audit (Triage) – Recommendations Progress Update

Members were provided with a report noting the closure of recommendations arising from the SPA/PIRC joint audit on the triage of complaints within Police Scotland. Members also received a verbal update on progress to discharge recommendations arising from the recent PIRC audit of the 6-stage Complaint Handling Process.

Operation Glade Update

Members were provided with a report on work being done to improve complaint handling timescales, noting earlier discussion in relation to unallocated complaint volumes, and welcomed the transparency provided. Members were advised that the training of new staff had taken longer than anticipated, but that it was hoped that this additional capacity would make a tangible difference. Members noted the substantial investment put into this space, but emphasised the need for regular updates, advising that if there are no improvements in the coming months, there will be a need to look more deeply to understand root causes.

Police (Ethics, Conduct & Scrutiny) (Scotland) Bill Update

Members were provided with an update and overview of activity ongoing to prepare for the implementation of the Police (Ethics, Conduct & Scrutiny) Scotland Bill and its implications for Police Scotland.

Police Scotland Professional Boundaries Report – Biannual Update

The Committee welcomed the fact that a second review had been undertaken in relation to the handling of cases involving complaints of a sexual nature and were assured of Police Scotland's intention to undertake further reviews in future, acknowledging its importance from a

public assurance perspective, and in terms of learning and continuous improvement. Members heard that neither review had identified any concerns in relation to how matters had been handled, but recognised Police Scotland's commitment to discharge recommendations identified in a timely fashion.

Committee Effectiveness

Members were provided with a report noting the findings of a recent survey conducted with Board Members and stakeholders, seeking their feedback on the overall effectiveness of the committee. Members felt the report adequately reflected the committee's position, with improvements in terms of increased transparency and quality of reports. Members agreed that the Committee Chair should sign the Committee Assurance Certificate, confirming that the committee had fulfilled its obligations.

Committee Work Plan

Police Scotland have been asked to consider the timeliness around the submission of papers and the committee have offered assistance, if required, to ensure an improvement within this area.

PRIVATE ITEMS DISCUSSED

- Police Scotland Conduct Report
- Police Scotland Ongoing Non-Criminal Complaints
- Police Scotland Professional Boundaries
- SPA Ongoing Complaints Update

CONCLUSIONS/ACTIONS REACHED

Members **AGREED** that data on unallocated non-criminal complaint volumes and progress in addressing the backlog should be included within future Police Scotland Performance Reports. This should additionally include further understanding of cases being received and how they are allocated, with a clear explanation around the treatment of new (versus historic) complaints in terms of decision-making and prioritisation.

Members **AGREED** that Police Scotland will provide an update on progress against PIRC 6-Stage Audit recommendations to the next committee meeting.

Members **AGREED** the need for the full SPA Board to be made aware of changes in legislation regarding corroboration and the wider implications in relation to policing practice.

Members **AGREED** the need for SPA and Police Scotland colleagues to discuss the frequency of reports to the committee, with a view to spreading reporting over the year and making agendas more focused.



Summary report from Commonwealth Games 2026 Policing Oversight Group

3 March 2025

Alasdair Hay, Chair

MAIN ITEMS OF BUSINESS

- Terms of Reference Review
- Operational Briefing
- Planning Assumptions
- Finance Briefing
- Police Scotland Governance Structure
- Risk Update

KEY ISSUES RAISED

The Terms of Reference for this Oversight Group was presented. It was highlighted that the section around risk tolerances (Section 1.4) should be updated to be “within Police Scotland’s risk tolerance”, rather than “as far as possible”. Oversight Group Members and Police Scotland agreed with the amendment. The updated Terms of Reference is appended to this report and I would request that Board Members approve this updated version.

The Oversight Group received an extensive update detailing the policing planning progress, opportunities and risks and areas of priority for Police Scotland in relation to the 2026 Commonwealth Games. Members were advised of the 10 sports across 4 venues, accommodation plans, partnership working & mutual aid arrangements and the key stakeholders. ACC Mark Sutherland agreed to present the Stakeholder Register at a future meeting. Members sought and received assurance that Police Scotland have engaged with planning teams from previous Commonwealth Games (Birmingham 2022) to understand their lessons learned and discuss their planning model. It was highlighted that there are a number of planning details to be clarified at this stage. However, Members felt assured that Police Scotland’s initial operational planning is robust and were encouraged to note that Police Scotland already have a strong working relationship with Glasgow Life who are facilitating the organisation of the games.

Members received a comprehensive update in respect of Police Scotland's 51 planning assumptions across the 5 key themes. The Oversight Group commended the breadth of the update and were encouraged by the amount of planning already undertaken. Given the level of potential risk, Members highlighted the importance of clear internal and external communications and were assured to hear that there is a dedicated Corporate Communications resource in place.

Members considered an update on the finance workstream and cost recovery for the 2026 Commonwealth Games. It was acknowledged and accepted by Members that there are some unknowns in relation to finance at this stage which will become clearer in the coming weeks. The Oversight Group requested that if significant progress is made, a paper is presented at the next meeting to provide assurance and clarity. Members sought and received assurance that there should be no financial gain or detriment to Police Scotland or the Scottish Police Authority as a result of policing the event. Members were assured to note Police Scotland's stance that best value will be sought at every opportunity to minimise policing costs; however, cost will not compromise public safety.

The Oversight Group welcomed a verbal update on Police Scotland's Governance Structure in relation to Policing of the Commonwealth Games 2026. The Oversight Group were encouraged to hear that Police Scotland have secured observer status at the Commonwealth Games Board. Members were advised that the Gold Group meets on a 6-weekly cycle. It was agreed that the Oversight Group would take Police Scotland's meeting cycle into consideration and set the frequency of the Oversight Group as 6-weekly at this stage.

Police Scotland provided a verbal update on risk. Members sought and received assurance that risks outside Police Scotland's tolerance will be flagged to the Gold Commander. The Oversight Group requested a schematic articulating how risks are identified and managed is presented at a future meeting.

CONCLUSIONS/ACTIONS REACHED

- Updated Terms of Reference appended to this report for **APPROVAL**.
- Members of the Oversight Group were assured by the comprehensive planning already undertaken by Police Scotland.
- Police Scotland to share their Stakeholder Register at a future meeting.

- Members were assured that work is ongoing to understand the costs of Policing the 2026 Commonwealth Games and that public safety will not be compromised in relation to costs.
- Oversight Group Members requested to receive a comprehensive finance update once the detail is available.
- Agreed the Commonwealth Games 2026 Oversight Group will meet on a 6-weekly basis at this stage.
- The Oversight Group requested a schematic articulating how risks are identified and managed is presented at a future meeting.



Summary report from Legal Committee

21 February 2025 and 11 March 2025

Caroline Stuart, Chair

The formal minute of the public items of business will be available at the meeting scheduled for 13 May 2025. This will also be published on the SPA's website. A full recording of the public items of business taken at this meeting can be accessed at [Legal Committee – 11 March 2025](#)

MAIN ITEMS OF BUSINESS

- Legal Services Claims Handling - Quarterly Statistical Information Report - Trends & Analysis in litigation
- Committee Effectiveness
- Litigation Overview/ Litigation – Finance Update
- Operation Tarn – Finance Update
- Settlement of Contractual Dispute
- Police Appeals Tribunals

KEY ISSUES RAISED

Legal Services Claims Handling - Quarterly Statistical Information Report - Trends & Analysis in litigation

In addition to the regular report, members were provided with a visual of additional information (such as the number and nature of files opened by Police Scotland Legal Services) that could be included within the quarterly statistical report at the next committee meeting onwards.

Members have asked that Police Scotland also included the following:

- narrative explaining the content of tables/run charts and any themes or trends e.g. comparisons between current year statistics and figures for previous years
- a breakdown of the different types of claims in the employer liability and public liability categories, so that e.g. employer liability claims are clearly divided into Employment Tribunal claims and "accidents at work" claims
- tables/charts to allow members to understand any trends
- details of any learning from settled cases.

Committee Effectiveness

Members were provided with a report which noted the findings of a recent survey conducted with Board Members and stakeholders, seeking their feedback on the overall effectiveness of the committee. The report sought to inform overall evaluation of the committee's effectiveness during 2024/25, and subsequent assurance report to the Audit Risk and Assurance Committee in May 2025.

Committee Work Plan

Members have requested that a finance update and legal data update are reflected on the work plan to assist with committee preparation and agenda planning going forward.

Litigation Overview

Members were provided with a report which detailed significant ongoing litigation involving the SPA and Police Scotland.

Litigation – Finance Update

Members now welcome Police Scotland finance representation at Legal Committee meetings and were provided with a high-level overview of legal liabilities and legal costs for the current financial year.

Operation Tarn – Finance Update

Members welcomed a report providing an overview on the expenditure for Operation Tarn providing an understanding of all legal expenses and liabilities for Police Scotland.

Settlement of Contractual Dispute

Members considered a report and took a decision in relation to an ongoing Contractual Dispute.

Police Appeals Tribunals

Members were provided with an update on the current position in relation to various appeals to Police Appeals Tribunals which are presently ongoing.

CONCLUSIONS/ACTIONS REACHED

- Members **AGREED** that future Claims Handling – Statistical Reports include the following:
 - narrative explaining the content of tables/run charts and any themes or trends e.g. comparisons between current year statistics and figures for previous years
 - a breakdown of the different types of claims in the employer liability and public liability categories, so that e.g. employer liability claims are clearly divided into Employment Tribunal claims and “accidents at work” claims
 - tables/charts to allow members to understand any trends
 - details of any learning from settled cases.
- Members **AGREED** that the committee chair, will sign the Committee Assurance Certificate, confirming that the committee has fulfilled its obligations.
- Members **AGREED** that finance updates and legal data updates are reflected on the work plan to assist with committee preparation and agenda planning.

Summary report from Policing Together Oversight Group

12 March 2025

Tom Halpin, Chair

MAIN ITEMS OF BUSINESS

- Independent Reference Group Finalised Arrangements
- Policing Together Progress Report – Neurodiversity
- Policy Review
- Joint Equality Outcomes for Policing

KEY ISSUES RAISED

Members of the Oversight Group considered a comprehensive report which detailed Police Scotland's review of Independent Advisory Groups (IAG). The Oversight Group heard an update from the IAG Workshop Follow up session held in Tulliallan earlier in the day. Members were encouraged to note that this was a positive session where a wide range of topics were discussed. Members were encouraged by the progress and requested that the final structure is brought to a future PTOG.

Victor Olisa presented Police Scotland's Maturity Continuum on becoming an Anti-Racist Organisation, advising that this is a unique Matrix in policing therefore benchmarking isn't possible at this stage. The Oversight Group appraised the Maturity Continuum and advised it is valuable to have a tool that can measure the progress of becoming an Anti-Racist Organisation. Once fully established, Members were keen to see this used as a template to measure progress against other types of discrimination. The Oversight Group sought clarity on how Police Scotland will map activity against the Continuum and were advised that the Policing Together team will continually crosscheck activity against the recommendations.

The Oversight Group reviewed the Policing Together Progress Report which had a focus on Neurodiversity. Members received an update on the progress made by the Neurodiversity Strategic Working Group and the three strategic outcomes were detailed. Board Member Catriona Stewart, provided her reflections on the progress Police Scotland have made in this area noting that she was reassured and proud of the progress to date, adding that she felt Police Scotland's approach has been innovative and groundbreaking. Police Scotland offered to engage SPA Forensic Services in this work which was welcomed.

Members considered an update on the processes in place to review Police Scotland's policies and procedures. This is in line with a commitment within Police Scotland's Policing Together (PT) Strategy to 'Regularly review our policies to ensure they do not contain unconscious bias.' Members felt assured that progress is being made in this area at pace and were supportive of the Rational Decision-Making Model in use which identified the priority areas for policy review. Members were further assured that these priority areas will be reviewed by end of FY 2024/25.

The new Scottish Police Authority and Police Scotland Joint Equality Outcomes for Policing 2025-2029 and the Joint Mainstreaming and Equality Outcomes Progress Report 2025 was presented to the Oversight Group. Members were assured that the Culture Dashboard will go live as planned in April 2025. The Oversight Group endorsed the work ongoing and look forward to receiving updates on the progress of the 6 Equality Outcomes. The Joint Equality Outcomes for Policing 2025 – 2029 are on the 27 March 2025 Authority Meeting Agenda at Item 8.

Police Scotland colleagues and Oversight Group Members gave their thanks to Catriona Stewart as her tenure comes to a close at the end of March.

CONCLUSIONS/ACTIONS REACHED

- Members considered a comprehensive report which detailed Police Scotland's review of Independent Advisory Groups (IAG).
- Members were presented with Police Scotland's Maturity Continuum on becoming an Anti-Racist Organisation and agreed it was a valuable tool to measure the progress of becoming an Anti-Racist Organisation.
- Members noted the progress update of the Neurodiversity Strategic Working Group.
- Members felt assured that progress is being made in relation to Police Scotland policies being reviewed for discriminatory language and procedures.
- Members endorsed the work to date of the SPA and Police Scotland Joint Equality Outcomes for Policing 2025-2029 and the Joint Mainstreaming and Equality Outcomes Progress Report 2025.

Summary report from Resources Committee

13 March 2025

Grant Macrae, Chair

The formal minute of the public items of business will be available at the meeting scheduled for 17 June 2025. This will also be published on the SPA's website. A full recording of the public items of business taken at this meeting can be accessed [here](#).

Main Items of Business

Financial Monitoring, planning and oversight

- P10 Financial Monitoring Report
- 2025/26 Draft Budget
- Police Scotland Procurement Strategy
- Committee Effectiveness
- Charity Donation of PPE Products
- Contract Awards x 3
- Police Housing Update

Business Case Scrutiny & Oversight

- Body Worn Video Update
- National Integrated Communication Control System (NICCS) Change Request

Key Issues Raised

P10 Financial Monitoring Report

Revenue

- The considerable work to deliver a balanced revenue budget, which remains the forecast, was commended by the Committee. Any residual risks to delivery will continue to be managed closely in the coming weeks.

Capital

- Members asked that future committee reporting include a progress update on how much capital spend has been committed as the year progresses, as this will provide assurance that the impact of better planning across all business areas and budget holders is being seen.
- The Committee welcomed plans to introduce 3-5 year detailed delivery plans and the development of the associated resourcing requirements,

so that budget holders have greater confidence to plan further ahead than is currently the case.

2025/26 Budget

- The committee discussed the draft budget and planning assumptions. Discussion focused on the choices required to mitigate all cost pressures and deliver a balanced budget, whilst maintaining the key elements of the three-year business plan.
- Members and Police Scotland colleagues agreed that a competent and balanced budget must be presented to the Authority. This budget must continue to enable the operation of an effective police service, keeping the people of Scotland safe.
- In line with the business plan, the committee expects to see further progress in Police Scotland's evolving organisational design and workforce planning to reflect changing demand whilst reinvesting efficiency savings in frontline and community policing.
- The Committee also approved the Schedule of Rates for 2025/26.

Procurement Strategy 2025/28

- The Procurement Strategy for 2025-28 was considered with the focus of committee interest being across two main areas: resource and capacity within the team to delivery against the strategy, and alignment to delivery plans for the Estates Masterplan.

Committee Effectiveness

- The areas for improvement highlighted by this process were acknowledged by the Committee and consideration will be given to how that information can be used to improve the approach of the Committee going forward.

Charity Donation of PPE Products

- A proposal to make a charity donation of expired and near-expiry Personal Protective Equipment (PPE) acquired as part of the Operation Talla (COVID) response was considered and, subject to some additional clarity being provided, was approved to be recommended to Scottish Government for final sign-off.

Police Housing Update

- A further update on change to Police housing arrangements was considered and Members heard that, following the introduction of recent changes, there had been very little impact in respect of officer retention in remote and rural areas.

- The Committee sought and received assurance that any learning from the EqHRIA and Island Communities Impact Assessments would be fed back into the organisation for consideration in future projects.

Business Cases

Body Worn Video Update

- Members were reassured to hear that this project remains on track for the 'go-live' date with no current concerns in terms of delivery against milestones.

National Integrated Communication Control System Change Request

- Further to previous updates to the committee, Members reviewed the options going forward and subsequently approved a change request to complete delivery of the technical solution. Members reinforced their frustration over the elongated timelines and additional costs of the programme, but recognised the considerable effort being made to explore all viable options in remediating the situation.

Conclusions/ Actions Reached

- 2025/26 Budget to be further developed prior to presentation to the Authority for approval.
- Approval of Schedule of Rates for 2025/26.
- Approval of Procurement Strategy for 2025-28
- Approval of Changes to the National Integrated Communication Control System (NICCS) project from the approved Full Business Case.
- Approval of Charity Donation of PPE Products
- Approval x 3 Contract awards

Summary report from Policing Performance Committee

19 March 2025

Alasdair Hay, Chair

The formal minute of the items of business will be available at the meeting scheduled for 10 June 2025. This will also be published on the Authority's website. A full recording of the items of business taken at this meeting can be accessed at [Policing Performance Committee - 19 March 2025](#).

Main items of business

- Policing Performance Reporting & Operational Matters
- Partnership & Community Focus
- Oversight of Improvement in Policing

Policing Performance Reporting

- Members received an update in respect of the on-going wide-ranging review in relation to policy and practice to recording Sex and Gender within Police Scotland which confirmed the proactive approach being taken to external engagement.
- The [Q3 Policing Performance Report](#) was discussed at length. Areas of focus for Committee oversight and scrutiny included sexual crime, antisocial behaviour, public confidence, crime detection rates, retail crime, road fatalities, and stop and search. The Committee requested detail is provided regarding the upward trend in the use of Recorded Police Warnings in respect of antisocial behaviour.
- The Committee considered an evaluation of the Proportionate response to Crime national roll out. Members were interested in how Police Scotland are capturing the benefits of the approach in terms of officer time and capacity and heard it was difficult to directly map the impact of the additional hours of capacity. Members requested a further evaluation in 12 months' time that covers front line policing and service delivery and user satisfaction.
- Members received the annual report on PREVENT and took assurance that Police Scotland were proactively reviewing repeat referrals, which was recommended as part of a PREVENT learning review in February 2025. Members also received assurance that Police Scotland are working more broadly on prevention work and

highlighted the work of the VRU unit in working with young people, maximising the benefits of campus officers and working with the third sector to tackle challenges. Police Scotland gave assurance that they are confident that they are well placed to influence and adhere to any changes from reviewing the approach to PREVENT.

- The Committee considered an update on Police Scotland's Policing in a Digital World programme and recognised some of the achievements that have been made by this programme in tackling sextortion and using new approaches when tackling cyber-enabled crime.
- Members reviewed the deep dive analysis of rape and sexual crime, particularly the focus on working with COPFS and others to ensure a justice system response focused on achieving positive outcomes for victims and their families. Members were encouraged by the detail provided on understanding all data, ensuring that linkages are made and insights drawn which can be used for improvement focused activity. Members sought and received assurance on issues recently reported in the media around women's feelings of safety and experience of antisocial behaviour particularly related to the nighttime economy as well as instances of sexual violence in healthcare settings. Members were also provided with assurance around the range and diversity of partners involved in the Police Scotland work around Violence Against Women and Girls.
- Members concluded that the deep dive analysis model adds value and additional insights to the performance detail provided in the quarterly performance report.

Partnership & Community Focus

- The Committee were provided with an overview of the most recent Authority commissioned polling undertaken in January 2025 and welcomed the input from Police Scotland colleagues on the operational value of this work from a policing improvement perspective. Members discussed the insights detailed in the report and asked that further collaborative work is undertaken between Authority staff, Police Scotland and COSLA in relation to awareness and understanding of local police planning across communities.
- Members noted the continued and increasing positive engagement and collaboration between COSLA, Police Scotland and the Authority highlighted in the COSLA update report and noted their thanks to COSLA for the ongoing commitment to collaboration.

Oversight of Improvement in Policing

- Members received an overview of progress in terms of improved service delivery against a range of improvement plans developed to address HMICS recommendations. The Committee sought and

received assurance from Police Scotland around the prioritisation process for the recommendations and alignment of this work to delivery of the Annual Police Plan and 3-year business plan supporting the Police Scotland vision.

- The Committee heard a verbal update from the National Crime Agency and Police Scotland on tackling serious and organised crime. The update gave assurance that the NCA and Police Scotland are working in partnership to tackle high harm crime and undertake major disruptions. The Committee heard that the two organisations, working in partnerships have undertaken a number of significant drug recoveries.

Conclusions Reached

The Committee requested detail is provided regarding the upward trend in the use of Recorded Police Warnings in relation to antisocial behaviour.

The Committee were assured that Police Scotland were proactively reviewing repeat PREVENT referrals.

Members requested a Proportionate Response to Crime evaluation report at the March 2026 PPC that covers front line policing, service delivery and user satisfaction.

Police Scotland to provide data to PPC Members around instances of sexual crime in hospital and care settings.

The Committee were assured of the range and diversity of partners involved in Police Scotland's Violence Against Women and Girls work. However, Members sought reassurance regarding the breadth of partners involved in the Victim Task Force.

Members requested that further collaborative work is undertaken between Authority staff, Police Scotland and COSLA in relation to informing communities about local police planning.



SCOTTISH POLICE
AUTHORITY
ÙGH DARRAS POILIS NA H-ALBA

TERMS OF REFERENCE

Commonwealth Games 2026 Policing Oversight Group

The Scottish Police Authority (SPA) Commonwealth Games 2026 Policing Oversight Group (the Group) is an Advisory Group reporting to the Authority's Board.

1. The Oversight Group's core purpose is to:

Provide assurance and enhanced oversight of progress in the planning and delivery of policing to support Commonwealth Games 2026, focusing on public safety, officer and staff wellbeing, resourcing and funding, operational effectiveness, and sustaining business as usual policing. The initial focus of the Group will be to agree appropriate cost recovery principles, determine the source of funding for the policing operation, and establish a robust process for funding drawdown.

The Group will seek assurance that:

- 1.1 The service can deliver an effective security and policing operation achieved with full cost recovery and no financial detriment to the service.
- 1.2 Police Scotland has suitable plans in place for officer and staff wellbeing and health and safety throughout the preparation and delivery of the operation.
- 1.3 Police Scotland has suitable plans in place to ensure operational flexibility, and service resilience in communities across Scotland.
- 1.4 Impacts on resources, outcomes and delivery against strategic objectives and Business Plan priorities are understood, taken into account, and mitigated within Police Scotland's risk tolerance.as far as possible.
- 1.5 Police Scotland has plans in place to support a safe and secure environment for attendees, participants, and visitors.
- 1.6 Police Scotland's commitment to a proportionate human-rights based approach is maintained throughout planning and delivery, including the planned or actual use of tactics and technology.
- 1.7 Police Scotland have a programme in place for effective engagement and communication with officers and staff, Trades Unions and Staff Associations, key partners, stakeholders and the general public.

2. Operation of the Oversight Group

- 2.1 The Group has delegated authority to request information, documents, and reports from the Chief Constable to fulfil its responsibilities and may request information and input from other relevant stakeholders to inform its considerations.
- 2.2 The work of the Group will be complementary to the oversight of Resources, Risk, Performance, and People related matters which are considered by the Authority's committees.

3. Members, Attendees and Secretariat

- 3.1 The Group will be chaired by an Authority Member and be Authority Member led. Each meeting will be attended by at least two Authority Members, including the Chair of the Oversight Group.

Attendees

- 3.2 Meetings will be attended by the Authority's Chief Executive; the nominated Police Scotland Lead / Gold Commander for the operation; Police Scotland staff and officers as required; and representatives from the Authority's Corporate team.
- 3.3 HMICS will be invited to attend regularly as an observer.
- 3.4 Representatives from Authority Committees, HMICS, and other organisations, partners or groups may be invited to attend to inform the Group's considerations, at the discretion of the Chair.

Secretariat

- 3.5 Secretariat support will be provided by the Authority's Corporate Governance Team.

4. Frequency, operation, and reporting from meetings

- 4.1 There will be a regular programme of meetings, the frequency of which will be determined by the Chair.
- 4.2 A record of the meeting and action log will be produced and circulated to Group attendees following each meeting.
- 4.3 The Chair of the Oversight Group will report in public on the work of the Group at Authority Meetings.