



Legal Committee

6 November 2025

Minutes of the Legal Committee held on Tuesday 12 August 2025 via Webex

Authority Members present	Chris Creegan (Committee Chair) Pauline Howie Mary Pitcaithly Tom Halpin
Authority Member apologies	
In attendance	Police Scotland Lynn Ratcliff, T/Assistant Chief Constable Claire Pender, Principal Solicitor Clairelouse Ritchie, Senior Finance Business Partner Insp David Bellingham, SECU Linda Pittendreigh, SECU SPA Robin Johnston, Head of Legal Eric Leggat, Solicitor Colette Craig, Governance Support Officer

1. Introduction and Welcome

1.1 Chair's Opening Remarks

The Chair welcomed Members and attendees to the meeting.

1.2 Apologies

DCC Alan Speirs
Duncan Campbell
James Douglas

1.3 Declarations of Interest and Connections

There were no declarations of interests or connections.

1.4 Decisions taken since last meeting

The Chair advised that the committee took decisions in relation to 2 ongoing legal matters. One on the 16th June and one on 9th July. These were taken in private in accordance with Section 20 of the SPA Standing Orders.

1.5 Decision on taking business in private (Item 5-9)

In accordance with paragraph 20 of the SPA Standing Orders, the Committee agreed to consider items 5-9 on the agenda in private.

2. Minute and Actions from previous meeting:

2.1 Minute from meeting held on 13 May 2025 for approval

Members **AGREED** the Minute from the Legal Committee on 13 May 2025 was an accurate record of the meeting.

2.2 Rolling Action Log and Matters Arising

Members were content to close action 2025130 5-LC-002, however, believed more must have been done within the Training and Development and the Legal Team to achieve a reduction in motor claims. T/ACC Lynn Ratcliff advised that a lot of learning had gone out through the organisation with a level of scrutiny around trends and lower-level accident reporting at a divisional basis. That learning, having a sharper focus at local level has perhaps been a factor in achieving improvements within motoring behaviours.

3. Legal Services Claims Handling - Quarterly Statistical Information Report - Trends & Analysis in litigation – James Douglas

Claire Pender (CPender) provided an overview on settlement figures arising from claims raised against Police Scotland. During discussions the following matters were raised;

- Members were assured that the higher number of Employer Liability cases within Edinburgh was because of a single incident with a number of claims within that. It is anticipated that as those claims are addressed those numbers would return to normal.
- Members were assured that organisational learning, in respect of that single incident, had been captured and progressed within the organisation.
- Members were further assured around organisational learning by being updated on a pilot currently being run within Greater Glasgow Division. This will be a more assertive approach to organisational learning by reporting near misses. Members were advised that it is thought that the earlier reporting around slips, trips and falls provides opportunity for the organisation to address issues at a much earlier stage. Members welcomed an update on this pilot and highlighted the need for a systemic shift within the planning of operations to ensure staff have all the relevant equipment required.
- Members noted the want to see a reduction in employment tribunal cases and sought assurance that managers, who have staff requesting reasonable adjustments, have the support in place to address those requests. Members were advised that as this is a large risk area, where majority of claims emerge there is more being done as part of an internal restructure. Members welcomed the intention to ensure that divisions and departments have a more dedicated HR resource to assist with those cases. In addition, Occupational Health is an additional option for support. A short life working group is in place to look at reasonable adjustments and how managers can be supported in this area.
- Members welcomed the progress around the presentation of the report.

Members **NOTED** the report.

4. Committee Work Plan

Members **NOTED** the report.