



Meeting	People Committee
Date	29 May 2025
Location	Videoconference
Title of Paper	Bi-annual Policy Assurance Update
Presented By	Nicky Page, Chief Officer – Human Resources
Recommendation to Members	For Discussion
Appendix Attached	No

PURPOSE

This paper provides an update on Police Scotland's achievements against the people policy priorities identified for delivery during the financial year 2024/25. It also provides members with information on the Policies and Procedures identified for review and development in 2025/26.

Members are invited to discuss the contents of the paper.

1. Background

- 1.1 Police Scotland introduced a Rational Decision-Making Model in 2023 providing a transparent method of identifying policy priorities based on objective criteria. The model provided committee members with assurance that a structured approach to policy development is in place, and that an appropriate method for managing activity and ensuring it is aligned to the right priorities exists.

2. Key activity over 2024/25

- 2.1 During the last financial year:
- 16 procedures were identified for review
 - 12 have been fully completed
 - 1 was removed following reassessment of legislative impact. (Flexible Working (Officers))
 - 3 procedures are in progress, these are:
- 2.2 Equality, Diversity and Dignity – This procedure has been updated to meet our obligations within the Worker Protection (Amendment to Equality Act 2010) Act 2023. However, it is neither a Policy or Procedure as defined within the Governance of the Police Scotland Record Set and further discussion on the most appropriate format and location is required. It continues to meet organisational need, but could better effect change and be specific about how it is achieved, if delivered differently. We are considering separating aspects such as sexual harassment for example.
- 2.3 Disability in Employment – There have been several developments that need resolution before this procedure can be revised. Work is underway to review the Regulation 9 discharge process and align updates to the Management of Probationary Constable procedure. New Access to Work guidance is also being developed to reduce backlogs and speed up delivery of reasonable adjustments, and Trade Unions are seeking consideration of disability leave (distinct from disability related sickness) through the JNCC.
- 2.4 Uniform and Appearance – Subject to decisions on key issues such as gender-neutral headwear, and the display of badges and tattoos, this procedure is all but complete. To support decision making in these areas a paper has been submitted to Policing Together to better inform the Executive.

3. Assurance work

- 3.1 The decision-making model continues to provide a structured approach to policy development, maintaining our commitment to

promoting equality, diversity, and inclusion. We continue to consult with the Statutory Staff Associations and Trade Unions through established internal governance with outputs overseen by DCC People & Professionalism.

- 3.2 The scheduling of activity considers environmental factors, organisational context, resourcing, and other demands with opportunities throughout the year to review both priority and capacity through Police Scotland's Finance and People Board. The recent Supreme Court Judgement on the definition of a woman is just one example. Transitioning at work will now feature within our quarter three schedule of activity to ensure compliance with government and EHRC updated guidance which is expected in the summer.
- 3.3 The new evaluation model has been applied to the Grievance and Resolving Workplace Issues Procedure. It concludes that we can see significant progress in fostering a fair, transparent, and supportive workplace culture at Police Scotland. While early results are promising and evidence is in line with wider UK benchmarking, sustained efforts in implementation, data analysis, and cultural change are essential to fully realise the procedure's objectives and improve employee experiences across the organisation. These findings will now form part of the update to HMICS recommendations at the end of the summer.

4. Upcoming activity/deliverables

- 4.1 This year's assessment has identified several areas for review / development to support the organisations commitment to Fair Work and to work jointly with our Trades Unions and Statutory Staff Associations to reach agreement on a set of enhanced family friendly and equality provisions.
- 4.2 These are:
- Family and Parental Support
 - Adoption
 - Pregnancy & Maternity
 - Adoption and Maternity Support
 - Fertility Treatment
 - Surrogacy
 - Health & Wellbeing
 - Drugs and Alcohol Support
 - Menopause
 - Ill-health retirement

- Employment and Career
 - Discipline
 - Management and Development of Probationary Constables
 - Transitioning at Work

4.3 Dialogue is continuing across several stakeholders, with the schedule of activity being regularly revised. There is capacity this year to deliver between 10-12 procedures within the list. This takes account of potential disruption from restructuring, and commitments to support audit.

5. FINANCIAL IMPLICATIONS

5.1 There are no financial implications in this report.

6. PERSONNEL IMPLICATIONS

6.1 There are no personnel implications in this report.

7. LEGAL IMPLICATIONS

7.1 There are no legal implications in this report.

8. REPUTATIONAL IMPLICATIONS

8.1 There are no reputational implications in this report.

9. SOCIAL IMPLICATIONS

9.1 There are no social implications in this report.

10. COMMUNITY IMPACT

10.1 There are no community implications in this report.

11. EQUALITIES IMPLICATIONS

11.1 The decision-making model continues to use factual and statistical information to apportion scores to factors, requiring judgement in some areas and may be influenced by bias. In mitigation, the model was originally shared with stakeholders including workforce representatives and diversity staff associations to check the rationale and challenge thinking. An EqHRIA was carried out to understand how the decisions and the factors included might affect

separate groups. Suggestions put forward to improve the reliability of outputs were accepted where practical.

12. ENVIRONMENT IMPLICATIONS

12.1 There are no environmental implications in this report.

RECOMMENDATIONS

Members are invited to discuss the contents of the paper.