



Meeting	SPA People Committee
Date	28 August 2025
Location	Webex
Title of Paper	Driver Training Programme Update
Presented By	Chief Superintendent Louise Harvie
Recommendation to Members	For Discussion
Appendix Attached	No

PURPOSE

The purpose of this paper is to update the People Committee on the status, ongoing development and future direction of Police Scotland's driver training programme.

1. Introduction

- 1.1 Effective and up-to-date driver training is a critical component of operational policing. It ensures that officers possess the necessary skills to respond safely and efficiently to incidents, manage high risk situations, and operate vehicles in a manner that protects both themselves and the public.
- 1.2 The training programme covers a range of competencies, including standard response driving, advanced driver, tactical pursuit training, and continuous professional development.
- 1.3 Police Scotland has undertaken a strategic review of its driver training programme to align with evolving operational demands, and legislative requirements. This includes adopting the College of Policing licensing within Armed Policing (AP), increasing demand for Advanced Driver Training and a 1-day high speed driving assessment every 5 years.
- 1.4 All training delivered is of a high standard and deemed suitable by driver training, operational management and officers for their roles.
- 1.5 In November 2024, HMICS published a 'Thematic inspection of road policing in Scotland'. This acknowledged that specialist training available to Road Policing Officers was of the highest standard' whilst recognising a backlog of training due to increased demand. Additional instructors have since been recruited.

2. Provision of driver training

- 2.1 All officers are provided a "Basic" driving authority on completion of their initial Probationary Training at the Scottish Police College. This permits them to drive police vehicles, but not under response conditions ensuring that they are available for non - emergency calls. Divisional response officers drive under this authority until they complete the Standard Response Driving Course (SRDC).
- 2.2 SRDC is a specific course that qualifies officers to drive with emergency response privileges but with some limitations compared to advanced driver training levels. Training is prioritised based on several factors, including geographical location, meaning officers working in remote/rural areas are given precedence due to the unique demands of their operational environment. Allocation is flexible and carefully balanced with those working within urban environments where the current wait time is 3 – 5 years.

- 2.3 Learning, Training and Development (LTD) are in regular contact with local policing to ensure the fair and proportionate allocation of courses depending on demand. This close coordination means resources are directed where they are needed most, prioritising the safety and wellbeing of our communities. There are no operational concerns in relation to the delivery of this course, and Police Scotland remains fully able to provide an effective, responsive and resilient service. Our approach ensures that the needs of local communities are consistently met and that public safety remains our highest priority.
- 2.4 The Advanced Driving Course (ADC) and Tactical Phase of the Pursuit Course (TPP) are courses delivered to Armed Policing (AP) and Road Policing (RP) officers. These courses qualify officers to drive high performance vehicles with emergency response privileges and engage in pursuits that are justified and proportionate.
- 2.5 As the level of demand for ADC and TPP is high, we are actively implementing a plan to effectively manage and meet this demand.
- 2.6 Driver Training is provided nationally across 11 units by 1 x PI / 4 x PS / 10 x PC and 39 x Police staff.

3. Driver Training Strategic Oversight Group (SOG)

- 3.1 A Strategic Oversight Group has been created to provide governance and strategic direction to ensure training courses align with operational requirements and are legislatively compliant.
- 3.2 In overseeing driver training delivery, the SOG is factoring in both current and forecasted demand to inform strategic planning and decision-making. This includes reviewing capacity constraints, prioritising resources, and exploring scalable solutions to maintain training throughout.
- 3.3 Police Scotland continues to liaise with the Scottish and UK Governments, National Police Chiefs Council, Department of Transport and College of Policing to ensure the needs of Police Scotland are considered in any future proposals which will impact on the ability of Police Scotland to deliver a service to the public.
- 3.4 Legal and Health and Safety colleagues are represented within the group to ensure that all training activities and operational decisions align with legislation, safety regulations and risk management standards.

4. Conclusion

- 4.1 The driver training programme delivers the highest standard of professional training to operational officers, directly enhancing Police Scotland's ability to protect and serve local communities.

With robust strategic oversight and ongoing review, the programme is responsive to evolving operational demands and legislative requirements. This ensures that key stakeholders remain focused on continuous improvement, driving forward effective solutions to address current and future training challenges.

In doing so, Police Scotland reinforces its commitment to maintain public confidence, prioritising communities' safety, and delivering an agile, resilient service cross Scotland.

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 There are no equality implications in this report.

12. ENVIRONMENT IMPLICATIONS

12.1 There are no environmental implications in this report.

RECOMMENDATIONS

Members are invited to discuss the information contained within this report.