



SCOTTISH POLICE
AUTHORITY
ÙGH DARRAS POILIS NA H-ALBA

Agenda Item 5

Meeting	Authority Meeting
Date	25 September 2025
Location	COSLA, Edinburgh
Title of Paper	Chief Constable's Report
Presented By	Jo Farrell, Chief Constable
Recommendation to Members	For Noting
Appendix Attached	Appendix A – Chief Constable's Report September 2025

PURPOSE

The purpose of this report is to provide the Authority with information relating to the Police Service, policing and the state of crime.

This report is submitted as a Standing Agenda Item.

1. BACKGROUND

- 1.1 The attached Chief Constable's Report provides the Authority with information relating to the Police Service, policing and the state of crime.

2. FURTHER DETAIL ON THE REPORT TOPIC

- 2.1 There are no further details on this report.

3. FINANCIAL IMPLICATIONS

- 3.1 There are no direct financial implications in this report. Any financial implications relating to subjects referenced are fully considered at the time.

4. PERSONNEL IMPLICATIONS

- 4.1 There are no direct personnel implications in this report. Any personnel implications relating to subjects referenced are fully considered at the time.

5. LEGAL IMPLICATIONS

- 5.1 There are no direct legal implications in this report. Any legal implications relating to subjects referenced are fully considered at the time.

6. REPUTATIONAL IMPLICATIONS

- 6.1 Given the nature of the report there are reputational implications however all reputational implications relating to subjects referenced are fully considered at the time.

7. SOCIAL IMPLICATIONS

- 7.1 There are no direct social implications in this report. Any social implications relating to subjects referenced are fully considered at the time.

8. COMMUNITY IMPACT

- 8.1 Given the nature of the report there is potential community impact implications however community impact relating to subjects referenced have been fully considered at the time.

9. EQUALITIES IMPLICATIONS

- 9.1 There are no direct equalities implications in this report. Any equalities implications relating to subjects referenced are fully considered at the time.

10. ENVIRONMENT IMPLICATIONS

- 10.1 There are no direct environment implications in this report. Any environment Implications relating to subjects referenced are fully considered at the time.

RECOMMENDATIONS

Members are invited to note the information contained in these reports.

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Keeping people safe

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Chief Constable's Report September 2025

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Chief Constable's Report September 2025

Overview

Policing continues to respond to an intense operating environment, illustrated by a high-level of protest and counter protest across the country each week.

While the vast majority of these have been peaceful, there have been challenging dynamics and appropriate police planning and resource is required, placing pressure on our workforce.

At the same time, officers and staff continue to investigate crime, secure answers for families and bring offenders to justice, powerfully underlined by important criminal justice outcomes in relation to murders, attempted murder, and terrorism offences, as well as arrests in connection with deaths and under Operation Portaledge.

In my report, I highlight enforcement action across retail crime and drug offences, and partnership work to help keep students safe aligned with the start of the academic year, as well as collaboration with Abertay University's cyberQuarter as we continue to develop capabilities to meet ever changing and more complex threats.

As we approach the 10th anniversary of the implementation of the Domestic Abuse Disclosure Scheme for Scotland (DSDAS), my report outlines the significant work Police Scotland has undertaken with partners, including victim and survivor groups to make disclosures which can empower women to leave potentially abusive relationships

I also set-out work to better support victims as part of efforts to build a trauma-informed criminal justice service, including training to take a person-centred approach to our interactions.

These examples provide insight into the broad and deep work of police officers, staff, and volunteers right across the country, right around the clock, and I thank our people for their dedication, hard work, and resilience.

Supporting a thriving workforce is key to delivering effective policing for our communities and I outline continued officer recruitment, while also providing a welcome update on police staff pay, which follows an aligned award for police officers agreed in August.

In addition to appropriate pay and reward, it is crucial we deliver the tangible support which improves the daily experiences of our officers and staff and enables them to deliver for our communities.

My report outlines how we are progressing the next phase of police reform in Scotland, to realise our vision of safer communities, less crime, supported victims, and a thriving workforce, including through the ongoing roll out of body worn video and the transformation of our building estate.

In the coming weeks, we'll implement a strengthened community policing model in Forth Valley (C) division to provide visible, identified, officers who can better connect with communities and build confidence in policing, work with communities to solve the problems that matter to them and prevent crime and anti-social behaviour, and better investigate crime with a victim-centred response.

Enhanced community policing is essential to nurture our relationships with communities, to maintain the confidence to report crime, assist investigations, provide intelligence and to ensure the principle of policing by consent.

Hard-won efficiencies achieved through technology, work with criminal justice partners and health colleagues, as well as releasing experienced police officers from roles which don't need warranted powers through workforce modernisation, continue to be driven with rigour and are essential to contribute to the capacity needed to deliver on our vision for policing.

However, there are indications the operating environment is intensifying, that our workforce and that policing performance is under pressure, including the public's confidence to report crime and in policing's ability to reduce harm through prevention and proactivity.

I have been clear that delivering safer communities, less crime, supported victims, and a thriving workforce will require support, and we are working with the Authority and in communication with the Scottish Government around policing's resource requirements over the coming years.

Developing areas of demand, including increasingly complex demand, the intensifying operating environment, and the pressure on our workforce has informed my view that investment is required to strengthen our resilience against terrorism and organised crime, protect our children from online abuse and exploitation and continue to investigate "cold cases", and engage with public and fatal accident inquiries. Investment will enable us to successfully embed a strengthened community policing model across Scotland, vital to underpin our national and specialist response.

This month, we provided written evidence to the Criminal Justice Committee to inform their pre-budget scrutiny ahead of the Scottish Government's budget for 2026-27. The evidence underlines the success of policing reform in Scotland since 2013 and seeks ongoing support for a second phase to build a modernised workforce able to keep pace with developing demand, deliver for our communities to reduce vulnerability and harm and keep people safe from the threats of today and those coming down the line.

Safer communities

Murder of Tony Ferns - four men sentenced

In April 2019, Tony Ferns was stabbed as he sat in his car in Thornliebank, Glasgow. He was able to drive to his home, but despite the efforts of paramedics, Tony died.

Over the years, enquiries have never ceased. It has been an extremely complex investigation. More than 1,000 people were spoken with, hours of CCTV footage viewed, and painstaking analytical and forensic work has been carried out.

Following that investigation, on Wednesday, 10 September, four men were convicted of murder and sentenced to a total of 81 years in prison. This important outcome in relation to a planned attack sends a message that there is no place for violent crime in Scotland and those committing serious violence and murder will be brought to justice.

Murder of Neil Canney - seven men sentenced

On Friday, 12 September, seven men were sentenced to a total of 147 years in prison for the murder of Neil Canney in Greenock in 2023.

Jack Benson, 24, Dale Russell, 31, Martin McCusker, 41, Brendan Balloch, 25, Kieran Hendry, 26, and Michael Munro, 28, were found guilty at the High Court in Glasgow on Friday, 25 July, following a trial. They were also found guilty of attempted murder. Kieran Meechan, 29, previously pleaded guilty to murder at an earlier hearing.

All received life sentences with minimum imprisonment terms. Benson was sentenced to 20 years, Russell 24 years, McCusker 23 years, Meechan 17 years. Balloch, Hendry and Munro were each sentenced to 21 years.

Mr Canney was found seriously injured outside his property in Greenock, having been shot on his doorstep in February 2023. He was taken to hospital where he died a short time later.

Murder of Stephen Gray - conviction

In November 2023, officers were called to a block of flats in the Govan area of Glasgow after a man was found with a serious knife wound to his chest. Paramedics attended the address and 23-year-old Stephen Gray was pronounced dead.

A murder investigation was established, and 33-year-old Gavin Gallagher was arrested and charged the next day. Gallagher was convicted at the High Court in Glasgow this month and will be sentenced later.

Murder of Keotshepile Naso Issacs – conviction

On New Year's Day in 2024, officers were called to a disturbance at a property in North Berwick.

Keotshepile Naso Issacs, a 33-year-old mother-of-three who was known as 'Naso', was found with stab wounds at the scene and pronounced dead. Her husband, Mompoti Dodo Isaacs, was arrested and charged in connection with her murder.

The 39-year-old was found guilty at the High Court in Edinburgh on Wednesday, 17, September and will be sentenced later.

Death of Scott Boyd - man charged with murder

A 35-year-old man has been arrested and charged in connection with the death of Scott Boyd in Kirkmuirhill, in South Lanarkshire.

Around 4.45am on Wednesday, 27 August, 2025, we were called to a report of two men found injured in the Braeside Crescent area.

Scott Boyd, who is 30 years old, was pronounced dead at the scene. 35-year-old Sean McIntyre appeared at Airdrie Sheriff Court on Wednesday, 10 September, 2025, charged with murder. He made no plea and was remanded in custody.

Death of John McNab - man charged with murder

A 16-year-old male has been arrested and charged in connection with the death of 22-year-old John McNab in Edinburgh on Tuesday, 2 September, 2025.

Around 2.10am, police received a report a man had been injured on Great Junction Street at Bonnington Road. Emergency services attended and John died at the scene.

The 16-year-old appeared at Edinburgh Sheriff Court on Thursday, 4 September, 2025 charged with murder, made no plea, and was remanded in custody.

Death of Ndata Bobb - man charged with murder

A 55-year-old man has been arrested and charged in connection with the death of Ndata Bobb in Edinburgh.

Around 1am on Thursday, 28 August, 2025, we were called to a report of a disturbance at a property on Restalrig Avenue in the city.

Emergency services attended and 43-year-old Ndata was taken to the Royal Infirmary of Edinburgh for treatment, where she died a short time later.

Momodou Bobb appeared at Edinburgh Sheriff Court on Monday, 1 September, 2025 charged with murder, he made no plea and was remanded in custody.

Death of Raymond Cosgrove – man charged

A 21-year-old man has been arrested and charged in connection with the death of 33-year-old Raymond Cosgrove in Wemyss Bay.

Around 12.05am on Sunday, 14 September, 2025, officers were called to a report of a man having been injured on Rothesay Gardens.

Emergency services attended, and Mr Cosgrove was pronounced dead at the scene.

Sean Ward appeared at Greenock Sheriff Court on Tuesday, 16 September, charged in connection with murder and was remanded in custody.

Unexplained death of Graham Wright

On Saturday, 13 September 2025, officers were called to the Rubha Dubh, near Firkin Point, after a member of the public discovered human remains on the shore of Loch Lomond.

The remains have been identified as belonging to 38-year-old Graham Wright, who had previously been reported missing from Glasgow. The death is being treated as unexplained.

Detectives and local officers supported by specialist resources, including the dog unit, air support and dive and marine unit have been involved in the investigation, which continues.

Specialist officers are supporting Graham's family and my thoughts are with his loved ones.

Terrorism conviction

In August, a teenager who planned to set fire to a Muslim centre in Greenock after being radicalised online, was sentenced to a total of 10 years detention and eight years extended licence period.

The 17-year-old male also admitted being in possession of documents likely to be useful to a person committing or preparing an act of terrorism.

When apprehended he was carrying a camouflage military rucksack, which contained an air pistol, ammunition, ball bearings, gas cartridges and aerosol can, as he attempted to gain entry to the building.

Op Portaledge

Since our last meeting, a further two men have been arrested for their part in the targeted attacks in the East and the West of the country. This brings the number of arrests to 57.

Extensive enquiries by the dedicated team of officers from our Specialist Crime Division, who are being supported by local policing officers, are ongoing as part of Operation Portaledge, with the public continuing to play their part.

Sexual assault Drumnadrochit - man charged

On Thursday, 31 July, we received a report that a child had been approached within his tent at the Loch Ness Bay Campsite, Drumnadrochit, in Inverness-shire.

The report was subject of significant community interest and local policing officers undertook additional patrols in the area.

An investigation, led by our Highland and Islands (N) Division CID and Public Protection and working with colleagues including SPA Forensic Services, was established and resulted in the arrest of a 44-year-old man.

John Bell, from the Grangemouth area, appeared in private at Inverness Sheriff Court charged with sexual assault. He made no plea and was remanded.

I want to thank the local community for their support during our investigation, in particular local businesses and those who came forward with information.

Sexual abuse - man sentenced

This month, a 59-year-old man was jailed indefinitely after sexually abusing two adolescent boys and a vulnerable man.

James Grieve Donaldson was found guilty of four charges following a trial at the High Court in Glasgow.

The court heard how he sexually abused two children between 1991 and 1995. He targeted both boys at various locations in the Dundee area. He also sexually assaulted an adult male, who was asleep and unable to consent, in 2018.

Donaldson received a lifelong restriction order, and he must serve a minimum of two years and six months before he can be considered for release.

I know it is very difficult for people to report and speak about these types of crimes, and I would like to thank the victims in this case for the strength they showed during our investigations.

We are committed to supporting victims of sexual crimes, no matter how much time has passed. I urge people to come forward to police and report it. They can be assured of being fully supported by officers and partner agencies.

Investigation into brothel keeping – arrests and safeguarding

On Tuesday, 16 September, Detective Chief Inspector Jonny Wright led a significant day of action as part of an operation to tackle brothel keeping and safeguard those at risk of sexual exploitation.

Local policing and public protection detectives and officers, supported by specialist resources including operational support, prostitution liaison officers, and victim navigators supported action at nine properties across Edinburgh and East Lothian.

Seven people were safeguarded while three people were arrested.

The action underlines our ongoing commitment to focus on the health and welfare of those involved in prostitution and at risk of sexual exploitation, as part of our violence against women and girls strategy.

At the same time, we continue to target criminals who abuse, control and exploit people, working with partners locally, nationally and internationally to bring offenders to justice, and to raise public awareness to help identify victims and ensure they get the support they need.

Policing of protests and demonstrations

Anti-immigration protests have been taking place every weekend at different locations across Scotland. The vast majority have been peaceful but there have been instances where the ability of conventional officers to manage crowd dynamics has been challenging. The volume of people attending has recently grown and an element of coordination amongst some protest groups exists.

Events are occurring within the context of ongoing public dialogue and protest in relation to the proscription by the UK Government of 'Palestine Action Group' as a terrorist group. While unconnected to the primary purpose of the anti-immigration protests, there is a cross-over in causes. This provides for a complex policing environment and challenging dynamics at protest sites.

The role of policing is to enforce the law. In Scotland, we do this in a proportionate way with advice from the Crown Office and Procurator Fiscal Service.

A national command structure is in place to ensure oversight and support local policing with access to national resources. Coordination of this work takes place to ensure we are balancing people's rights to peacefully protest and counter protest, while minimising disruption to the wider community.

Our response to handling protests in Scotland has not changed. Every week we have Police Liaison Teams who work with various protest groups who engage with us, and we help them understand protest activity that can be done within the law.

Engagement and communication is a crucial part of what we do. We are proud of our approach but the relentless challenge of carefully managing such an intense and fragile issue has an impact.

Policing in Scotland has strong relationships with the public and we are grateful for the ongoing support of our communities.

Drug offences enforcement

Seven males, aged between 17 and 34, have been arrested in connection with drug offences as part of an operation targeting serious and organised crime by our Organised Crime and Counter Terrorism Unit North.

Officers executed nine search warrants at addresses in Dundee, Perth and Aberdeen on Thursday, 21 August. As a result, cocaine, and cannabis worth a collective street value of more than £50,000 were seized, along with a four-figure sum of cash.

We continue to work, day in and day out, to target and disrupt anyone involved in drug dealing.

Suicide Prevention

World suicide Prevention Day, held on Wednesday, 10 September, was an important moment to focus on how Police Scotland is working with partners to prevent suicide and ensure people get the help they need and deserve.

We undertake a range of work at a national and local level to signpost people to the right support at the earliest opportunity.

This is co-ordinated nationally through our Mental Health Taskforce in collaboration with the Authority and the Scottish Government, health and third sector colleagues, and the Scottish Ambulance Service.

Local policing also supports these efforts, and this month officers at Greater Glasgow (G) Division worked with sporting clubs and suicide charity Papyrus UK to promote their 24-hour helpline.

This work illustrates our commitment to reducing harm and improving the lives of individuals and communities, while supporting those in mental health crisis or distress to get compassionate expert care from those best able to provide it.

We recognise policing is not immune from these harms and it is vital that we support our workforce by tackling the stigma around admitting when you are struggling and need help.

On World Suicide Prevention Day, we hosted three regional events for officers, staff, and their families which provided an opportunity to have open and honest discussions around issues such as self-harm, suicide and the short and long term effects of trauma.

Staff from our Policing Together team, the Scottish Police Federation and wellbeing and trauma informed colleagues also spoke about the work ongoing to jointly address and improve the wellbeing of our colleagues and communities across Scotland.

Mutual aid

Earlier this month, a number of UK police forces supported the policing operation for the state visit of the US President in Windsor. It is important that Police Scotland was part of this.

Close co-operation between UK police forces is essential. Careful consideration is given to our resourcing requirements first, including any significant concurrent events, to ensure there is no impact to policing in Scotland.

Scotland has benefited from mutual aid in the past, most recently during Operation Roll, and has contributed to other forces, and will continue to do so.

Less crime

Retail Crime Taskforce

It has been almost six months since our Retail Crime Taskforce was established to address the ongoing rise in retail offences taking place throughout Scotland, following a £3m funding allocation from the Scottish Government for 2025-26.

Since inception, the taskforce has supported local policing divisions to identify and pursue those responsible for retail crime, while also working alongside retail sector partners to improve on-site security and consider a range of crime prevention methods and techniques that can help reduce offences occurring and protect staff working within these premises.

Working together with local policing and Retailers Against Crime earlier this month, a day of action was held across Aberdeen City, Aberdeenshire, and Moray, where 13 people were arrested for offences including shoplifting, thefts from tills, assaults and robberies committed against retail workers, possession of bladed weapons and warrant offences.

The Retail Crime Taskforce continues to support local policing divisions through the provision of specialist resources, intelligence analysis and funding of targeted action days.

Student Safety

As the academic year gets under way, we are providing up to date safety messaging to ensure students keep safe, providing information on how to safely enjoy nights out, stay safe online, stay safe in relationships and protect valuables.

Officers are on campus throughout September to provide new and returning students with crime prevention and safety advice, including across our social media channels.

In the lead up to Freshers' Week, colleagues from Policing Together Division were engaging with students to hear about their safety concerns and how we can best address them.

Cybercrime partnership with Abertay

As part of our efforts to combat cybercrime we have partnered with Abertay University's cyberQuarter, which is Scotland's centre for research and development in cybersecurity.

Deepfake detection training resources and analysis of interview techniques are among funded research projects.

Under the new partnership, Police Scotland will work with academics, researchers, and students on a range of research projects including new techniques to enhance the processing required in digital forensics work and ways to build on existing research into romance fraud.

While we work closely with UK and international law enforcement agencies, we know that partnership working across other sectors, including academia, can further advance our approach to the investigation and detection of cybercrime.

Our work with Abertay cyberQuarter will be driven by a newly established Cyber and Fraud Unit, comprising of specialist detectives and staff, which will develop new capabilities and training to tackle emerging digital threats to Scotland.

This new partnership will enable us to share expertise and resource to better prevent, protect, prepare, and pursue those who commit fraud, economic crime, and cybercrime.

Supported victims

Disclosure Scheme for Domestic Abuse Scotland – 10-year anniversary

The Disclosure Scheme for Domestic Abuse Scotland (DSDAS) was launched on 1 October 2015, with the aim of enabling anyone with concerns about their partner, to apply for a disclosure. This scheme also allows a person to request a disclosure on behalf of someone else if they have concerns.

Since its launch, over 35,000 applications have been received and over 19,700 disclosures have been made.

Under the Right to Ask, anyone who has a concern, be it the individual in the relationship, their family, friends, colleagues, or neighbours can submit an application.

Under Power to Tell, professionals including the police and partner support agencies can apply for a disclosure to be made where they have reason to believe a person could be at risk of domestic abuse.

After checks, if a disclosure is deemed lawful, proportionate, and necessary to keep an individual safe, a disclosure will be made to the person at risk.

The introduction of DSDAS has made significant changes and improvements to the violence against women landscape and we know disclosures have empowered women to leave potentially abusive relationships.

The Victims, Witnesses, and Justice Reform (Scotland) Bill

On Wednesday, 17 September, the Victims, Witnesses, and Justice Reform (Scotland) Bill was passed following a vote at the Scottish Parliament.

While the Bill makes a number of changes to our justice system, it also underpins principles of a victim-centred, trauma-informed criminal justice system, which Police Scotland supports and has championed.

Supported victims is a key strand of our vision for policing and our business plan sets out milestones we will deliver to help victims and witnesses feel supported, safe, and informed throughout their journey. We know that with the right support, victims feel more confident engaging with services, provide their best evidence and are less likely to become a repeat victim of crime.

This work also closely aligns with our Violence Against Women and Girls strategy.

As well as focusing on policing's role in implementing the Victims' Code for Scotland, we review our own standards of service each year to ensure that victims and witnesses receive the support and information they need throughout the criminal justice process.

In early 2025, we established a Trauma-Informed Implementation Team to support the ambitions of the Bill and drive work to develop, embed and sustain trauma-informed practice across the organisation.

Significant work is already under way, including improvements to the care card as well as strengthening our links with support services and considering retrospective referrals for victims.

We are working with People at Heart, a Scottish Government funded programme to improve key justice communications, which provides officers and staff with training and support to enable them to take a more person-centred, trauma-informed, approach to communications with victims and witnesses.

We will continue to work closely with the Scottish Government, victim groups and other key partners as we drive this important work.

A thriving workforce

Pay award

Earlier this month, an agreement was reached on pay award for 2025-26 and 2026 - 27 for Police Scotland and Authority staff.

The award aligns with the recent pay agreement for officers and will see staff receive a 4% pay increase from April 2025 to March 2026, followed by a further 3.5% increase from April 2026 to March 2027. The same uplift applies to a range of allowances.

I am grateful to our Trade Unions and everyone involved in reaching this important multi-year award.

Recruitment

On Friday, 29 August, I congratulated 73 officers as they concluded their initial training at a passing out parade held at Police Scotland Headquarters, Tulliallan.

The officers have now deployed to police divisions across the country and will continue their development while serving their communities.

A further intake of almost 140 new recruits made the declaration of constable at ceremonies across the country on 4 September.

The 137 probationers were joined by 15 special constables who also made the declaration, maintaining our officer establishment at 16,516.

Our #AJobLikeNoOther police officer recruitment campaign is ongoing with targeted digital advertising across multiple channels. The campaign has resulted in a 49.5% increase in recruitment applications since it was rolled out in September 2024.

Long service and good conduct events

On Wednesday, 27 August, and Tuesday, 9 September, I was able to meet with and thank a total of 54 police officers, four special constables, and 13 members of police staff, as well as Authority staff members who were being recognised for their long service and good conduct.

The events, held at Divisional Headquarters, Inverness, and Police Scotland Headquarters, Tulliallan, respectively, were good opportunities to hear first-hand from those who have given decades of service to policing and our communities and collectively had centuries of experience.

Getting out and about to meet our people and listen to their perspectives is a great pleasure for me as Chief Constable and I was able to personally thank people for their hard work, skill, and professionalism.

Scottish Police Memorial trust

On Wednesday, 3 September, family, friends and colleagues gathered at the Scottish Police Memorial, located at Police Scotland Headquarters, Tulliallan, for the 21st Annual Scottish Police Memorial Trust's Service of Remembrance.

I was joined by Angela Constance, Cabinet Secretary for Justice and Home Affairs, Fiona McQueen CBE Chair of the SPA, and David Garbutt QPM from the Scottish Police Memorial Trust, and others as we paid our respects to those who have died while on duty.

The Service of Remembrance is an important day in the policing calendar, providing time to honour those no longer with us.

The service is a moment to acknowledge the sacrifices that families of police officers make and to thank them for their support.

I want to thank the Scottish Police Memorial Trust and its co-founder Christine Fulton MBE for the work they do to make the service happen every year and for the network of support they provide to the policing family when they are dealing with the loss of a loved one.

On Sunday, 28 September, I will represent Police Scotland at the UK National Police Memorial Day in Coventry.

The Royal Edinburgh Military Tattoo

On Saturday, 23 August, I had the honour of receiving the salute at the Royal Edinburgh Military Tattoo's 75th anniversary show, 'The Heroes Who Made Us'.

The Tattoo is an essential part of Scotland's culture and international offer and an important opportunity to recognise Scotland's military personnel for their service.

My role also presented an opportunity to extend an invitation to officers who were recognised in my bravery and excellence awards in February.

I was pleased to offer this gesture to our hard-working, skilled, and professional officers and to spend time with those who attended on the day.

Delivering the next phase of police reform

Estates

Our focus to transform the police estate under the Estates Masterplan is progressing.

Our priority this year has been to focus on the working conditions for our officers and staff, while maintaining compliance with regulations. By the end of this financial year upgrade work will have been carried out at over 100 properties ranging from small scale improvements to larger scale refurbishments such as replacement boilers and windows, mechanical and electrical upgrades, roof replacements, replacement toilets and showers, replacement finishes, and new furniture.

These projects include stations at Tain, Alness, Dingwall and Fort William in the Highlands, Rothesay on the Isle of Bute, Dumfries and Saltcoats, Pollock, East Kilbride, Cambuslang, Bathgate, Clydebank, Kirkintilloch, Corstorphine, Hawick and Glenrothes in the East, Forres, Huntly and Stonehaven.

There have been upgrades to custody facilities in Falkirk and Inverness and we also have large scale building projects at a number of sites.

In April, we completed the upgrade of the new firearms training facility at Daviot, Aberdeenshire. The new police station at William Wallace House at Forfar to replace the old station which was in a state of disrepair is due to complete in the autumn, a new hub at Woodhill House in Aberdeen will be complete by spring 2026 and will replace two smaller stations, a major upgrade project at Rothesay on the Isle of Bute is currently ongoing and a new co-location at Lochmaddy at North Uist. Another two major projects are the Glenrothes firing range extension, scheduled for completion in October and an upgrade to accommodation at Tulliallan, due to complete in November.

Since December 2023, 56 properties which had reached end of life condition or were no longer required have been disposed of, saving approximately £1.1 million per year on vacant/low usage buildings which will be reinvested into our estate.

Body worn video national roll out

The national roll out of body worn video continues at pace. Over the summer, we completed the roll out in the north of Scotland with 2,207 devices issued.

This month, we begin the roll out of 1,100 cameras to Fife (604) and Forth Valley (604) Divisions. Preparations are under way for Edinburgh and the Scottish Borders to go live early autumn which will see half of the Service deploying body worn video before the end of the year.

Rights based pathway

In June 2023 Police Scotland and the Scottish Police Authority agreed the introduction of the Rights Based Pathway to support decision making and maintain public trust in the organisation when adopting new technology.

The pathway puts the examination of ethical issues and public engagement considerations at its heart and supports the memorandum of understanding between Police Scotland and the Authority on new and emerging areas of strategy, policy, and practice.

The pathway is well established now, having been used to guide around 40 pieces of work through to use ethically and with relevant scrutiny and consultation, including body worn video, Digital Evidence Sharing Capability and Child Abuse Image Database Image Classifier.

We are embedding the pathway for all new data-driven technology being introduced to ensure a structured human rights-based and ethical approach prior to implementation.