



Meeting	SPA Complaints and Conduct Committee
Date	27 February 2024
Location	Video Conference
Title of Paper	Police Scotland Historic Data Wash Report
Presented By	T/Deputy Chief Constable Alan Speirs, Professionalism, Strategy and Engagement
Recommendation to Members	For Discussion
Appendix Attached	No

PURPOSE

The purpose of this paper is to provide the SPA Complaints and Conduct Committee with an overview of the findings of the Police Scotland Historic Data Wash.

1. BACKGROUND

- 1.1 In February 2023 following the high-profile arrests of police officers in the Metropolitan Police for Murder, Rape and Domestic Offences, the Home Secretary announced all police forces in England & Wales would conduct workforce checks against The Police National Database (PND) to ensure integrity of officers, staff, special constables and volunteers.
- 1.2 Police Scotland committed to undertaking these checks in line with other forces in the UK.
- 1.3 In March 2023, Police Scotland provided Police CPI with details of 23,473 members of the workforce including police officers, members of staff, special constables and volunteers. In total, Police CPI returned 25,505 lines of data to Police Scotland which were required to be checked by the dedicated project team in order to establish any previously unknown or undeclared information relative to the workforce which may impact on integrity.
- 1.4 A dedicated process team was identified from appropriately vetted staff from the Force Vetting Unit and Anti-Corruption Unit comprising 10 officers/staff. This figure was agreed following consultation with the Project Lead from Police CPI regarding anticipated timescales with NPCC implementing a deadline for return of checks by 29th September 2023.
- 1.5 Although Police Scotland had some 25,505 lines of data to be checked it should be noted that a significant proportion of these checks were 'false positives'. This can be explained due to the nature of the workforce checks against PND carried out by Police CPI. These checks consisted of individual checks against name, name and date of birth and address. A return would therefore be provided in respect of a member of the workforce residing in a street for which there was an intelligence entry held. Only through manual checks by the dedicated process team could it be established if this intelligence was linked to the member of the workforce or not. From the figures it can be seen that in the vast majority of cases, following review, this intelligence was not linked to the member of the workforce.
- 1.6 This review was completed in July 2023, though dialogue continued between Police Scotland and the Project Lead until the deadline of 29th September 2023 in order ensure process had been followed.

2. RESULTS

- 2.1 In order to provide reassurance in relation to the Historic Data Wash results, Police Scotland Head of Professional Standards CS Catriona Henderson and DSU Alan O'Brien (Anti-Corruption Unit) agreed that all positive results established would follow the same triage route as all other PSD related information, i.e. The dedicated process team would send all positive results to the PSD Gateway Unit for further assessment and triage in order that the most appropriate allocation for further enquiry, if deemed necessary, could be made.
- 2.2 Of the 25,505 lines of data reviewed by Police Scotland the following results were established:
- 73 issues referred to the Professional Standards Department Gateway Unit for triage.
 - 64 issues where no further action was deemed necessary.
 - 5 members of the workforce (3 officers and 2 staff) required to undergo Advice & Guidance Briefing or submit Notifiable Association Form.
 - 3 members of the workforce (volunteers) subject to vetting review which remained in place.
 - 1 member of the workforce (staff) subject to further criminal investigation and suspended from duty.
- 2.3 In line with the NPCC publication strategy, the outcomes were shared on 23rd January 2024 on the Police Scotland Intranet in conjunction with Police Scotland Corporate Communications issuing a pro-active media release.

3. FINANCIAL IMPLICATIONS

- 3.1 There are no financial implications in this report.

4. PERSONNEL IMPLICATIONS

- 4.1 Police Scotland's workforce will be reassured by the measures taken to ensure the integrity of those serving in the organisation.

5. LEGAL IMPLICATIONS

- 5.1 There are/ are no legal implications in this report.

6. REPUTATIONAL IMPLICATIONS

6.1 It is anticipated that the measures taken to ensure the integrity of the workforce and the minimal amount of issues identified will have positive reputational implications.

7. SOCIAL IMPLICATIONS

7.1 There are no social implications in this report.

8. COMMUNITY IMPACT

8.1 The anticipated community implications from undertaking the work identified in this paper to ensure the integrity of the workforce is that it will enhance public trust and confidence. By publishing data detailing the results of the Historic Data Wash and undertaking review of all police perpetrated domestic and sexual reports, the communities of Scotland can have confidence in the integrity of those serving in Police Scotland and be reassured that where wrongdoing is identified, the appropriate measures are in place to deal with it robustly.

9. EQUALITIES IMPLICATIONS

9.1 There are no equality implications in this report.

10. ENVIRONMENT IMPLICATIONS

10.1 There are no environmental implications in this report.

RECOMMENDATIONS

Members are invited to discuss the contents of this report.