

OFFICIAL



SCOTTISH POLICE
AUTHORITY
ÙGH DARRAS POILIS NA H-ALBA

SPA People Committee

Rolling Action Log

| Action No | Action | Action Owner | Status | Expected Date of Completion | Update/Comments |
|------------------------------------|---|--|--------|-----------------------------|---|
| COMMITTEE MEETING HELD 29 MAY 2025 | | | | | |
| PC-20250603-001 | Committee Reports: Consideration to be given to how future committee reports can provide better insights across several areas including workforce profile by protected characteristic; year on year trend analysis; police officer and police staff data. | Katy Miller, Director of P&D | OPEN | 28 August 2025 | 21/08: In the transitional phase prior to the People Committee reset scheduled for August 2026, the intention is to maintain the Quarterly Strategic Dashboards with some improvements. The first of these changes will be implemented in Q1 and will now include SPA data to demonstrate a whole workforce position. The dashboard will also start to replace task reporting with high level insights and the introduction of thematic reports will provide a more in-depth analysis of specific focus areas, which will be signposted from the dashboard. PROPOSE TO CLOSE |
| PC-20250603-002 | Force Mobilisation Model (FMM): Report to be considered which provides assurance to the Committee that the impact of FMM implementation on specialist departments has been managed/mitigated. | ACC Alan Waddell, Operational Support | OPEN | 28 August 2025 | |

OFFICIAL

OFFICIAL

| Action No | Action | Action Owner | Status | Expected Date of Completion | Update/Comments |
|-----------------|---|---|--------|-----------------------------|---|
| PC-20250603-003 | Non deployable officers: Short briefing note required to give breakdown of reasons why officers are not available for operational deployment. | ACC Lynn Ratcliffe, Professionalism & Assurance | OPEN | 28 August 2025 | 21/08: Information included in the Learning, Training and Development / Leadership and Talent Thematic Report paper, agenda item 3.4. PROPOSE TO CLOSE |
| PC-20250603-004 | Special Constables: Report to be considered by this committee that provides an understand of work currently being done in respect of Special Constables and to explain what the ambition is in this area. Report to provide trends analysis. | ACC Emma Bond, ACC North & Local Policing | OPEN | 04 December 2025 | ACTION NOT DUE |
| PC-20250603-005 | Uniform & Appearance Policy Review: Timeline for completion to be confirmed. | Nicky Page, Chief Officer Human Resources | OPEN | 28 August 2025 | 21/08: Following the judgement against Northumbria's Chief Constable related to impartiality, the Clothing and Equipment SOP wording is now being further considered to ensure that it assures impartiality. It is not anticipated that this process will cause any significant delay to the wider production of the SOP but it is deemed appropriate to consider ensuring that the public retain trust and confidence in our Officers and Staff. PROPOSE TO CLOSE |
| PC-20250603-006 | Supreme Court Ruling on Sex & Gender: Next Committee to consider a written update on relevant People related policy impacts resulting from the Supreme Court ruling on Sex & Gender. | ACC Catriona Paton, ACC Policing Together | OPEN | 28 August 2025 | 21/08: Agenda item 3.8 PROPOSE TO CLOSE |

OFFICIAL

OFFICIAL

| Action No | Action | Action Owner | Status | Expected Date of Completion | Update/Comments |
|-----------------|--|---------------------------------|--------|-----------------------------|--|
| PC-20250603-007 | Strategic Workforce Planning (SWP): Timeline for future work to be confirmed. | Katy Miller, Director of P&D | OPEN | 28 August 2025 | 21/08: Captured in People Strategy & SWP – Y2 planning report. PROPOSE TO CLOSE |

OFFICIAL