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SCOTTISH POLICE  
AUTHORITY  
ÙGH DARRAS POILIS NA H-ALBA

## People Committee Workplan

MONTH		AUG '25	SEP '25	OCT '25	NOV '25	DEC '25	JAN '26	FEB '26	MAR '26	APR '26	MAY '26	JUN '26	JUL '26	AUG '26
Committee Date		28				04		25			dates tbc			
Quarterly Reporting Period		Q1				Q2		Q3			Q4 & Y/E			
Standing Items	Public & Private Minutes from Previous Meeting	✓				✓		✓						
	Action Log from Previous Meeting													
Quarterly Reports	Workplan Review													
	Strategic Dashboards/End of Year Dashboards	✓				✓		✓			✓			
	Introductory item from Director of People and Development (data/insight/action)													✓
	SWP Quarterly Update (Org Design/Capacity Creation) *includes Annual Workforce Size and Shape in May 2026					✓		✓			✓*			✓
Bi-Annual Reports	Pension Forfeiture Update	✓				✓		✓			✓			✓
	Bi-Annual Learning Training and Development Report	✓				✓					✓			
	Bi-Annual Health, Safety and Wellbeing Report							✓						✓

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	Bi-annual EDI Report					✓					✓			
	Bi-Annual Policing Together Report	✓						✓						
Annual Cyclical Items	Progress against SWP/People Strategy – Mid-Year Update					✓								
	Progress against SWP/People Strategy – End of Year Update										✓			
	Annual Talent Report					✓								
	Annual Workforce Voice Report					✓								
	Annual Pay and Reward Report					✓								
	Annual Workforce Report to Authority Meeting					✓								
	Annual Recruitment Report										✓			
	Annual Fair Work Assessment	✓												✓
	Annual Employee Relations/Case Management Report													✓
	Annual Forensic Services Workforce Report													✓
Ad hoc	Pay Award	✓												
	VR/VER Scheme	✓												
	Supreme Court Ruling on Sex & Gender	✓												
	Police Driver Training Update	✓												
	HMICS Strategic Workforce Plan Assurance Report	✓												
	Year 2 People Strategy / Strategic Workforce Planning (SWP) Implementation Plans													
	Your Voice Matters (YVM) Forward Look	✓												

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