



Meeting	Authority Meeting
Date	25 September 2025
Location	COSLA, Edinburgh
Title of Paper	Committee and Oversight Group Reports
Presented By	Committee and Oversight Group Chairs/Members
Recommendation to Members	For Discussion
Appendix Attached	No

PURPOSE

To provide the Authority with an update on business progressed through the following meetings which have met since the last Authority Meeting:

- People Committee
- Policing Together Oversight Group
- Complaints and Conduct Committee
- Audit, Risk and Assurance Committee
- Policing Performance Committee

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Complaints and Conduct Committee	Katharina Kasper	4.9.25	9
Audit, Risk and Assurance Committee	Mary Pitcaithly	11.9.25	13
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Summary report from People Committee

28 August 2025

Tom Halpin, Chair

The formal minutes of the public items of business will be available at the meetings scheduled for 4 November 2025. These will also be published on the SPA's website. A full recording of the public items of business taken at these meetings can be accessed [here](#).

KEY ISSUES RAISED

Wellbeing, Inclusion & Health & Safety

The Committee discussed Health & Safety and Health & Wellbeing Reports at length. The effort to embed a culture of robust near miss accident/incident reporting across all areas is welcomed by the committee as Members recognise the benefit gained from understanding this data. Assurance was provided that close monitoring of completion rates for Officer Safety Training continues to be a priority area for Police Scotland to ensure officers are safely deployable.

Members heard that the recent restructure has created greater capacity for the Police Scotland People & Development function which will mean that the next bi-annual Wellbeing Report is expected to evidence further progress against the Health & Wellbeing Action Plan milestones.

A continuing request of this committee is that governance reports include evidence of impact and evaluation of wellbeing provision, so that the Authority can be assured the workforce is effectively supported.

Bi-Annual YVM Report

Members recognised the good progress in this regard and discussion focused on how Police Scotland ensure feedback and improvements are recognised and experienced both locally and nationally. It was agreed the next committee update report on this would provide some examples of locally tailored improvement activity.

Strategy, Policy and Planning

Q1 Workforce Strategic Dashboard

The workforce impacts following a busy period of operational activity due to high profile events was noted. Members are keen to consider further the resulting impact on officer Re Rostered Rest Days as soon as that

data is available, along with plans to address the level of days due to be taken or compensated.

Modified Duties – improvement plan update

The Committee recognise a variety of reasons may determine if and how officer duties are modified and recognise not all modifications mean that an officer will not be deployable. To support Members oversight, it is requested that future reports provide a breakdown of reasons for duty modifications so that we can be assured the steps being taken to keep our workforce safe are proportionate and effective.

People Strategy & Workforce Planning/ Year 2 People Strategy / Strategic Workforce Planning (SWP) Implementation Plans/ HMICS Strategic Workforce Plan Assurance Report

The Committee welcomed assurance that work has been done to align workforce planning activity to the delivery of the 2030 Vision. Members are supportive of a Deep Dive into people related areas that have been identified as relevant to this mapping work.

Learning Training & Development & Leadership & Talent - Joint Thematic Report/ Police Driver Training Update

We heard that a session is scheduled at which Police Scotland's Leadership Team will explore how Police Scotland can reset its approach to employee performance management. Work is underway to develop a catalogue of available options for the workforce that enable development in roles and career. This committee welcomed the work and look forward to future updates.

It was agreed that future reports on Driver Training will include training completion data so that assurance can be provided on completion rates and legal compliance.

Fair Work Annual Report

Fair Work continues to be mainstreamed across all activity, demonstrating commendable commitment to the principles of fair work and a close partnership approach involving SG colleagues.

Bi-Annual Policing Together Update

The improvements in reporting are recognised by the Committee and Members agree future reports should seek to demonstrate evidence of change and improvement. Members are keen to see better articulation of the overall benefits and impacts from the Policing Together activity.

ACC Paton responded to a committee request for clarity about Police Scotland's handling of the Sex Equality and Tackling Misogyny and Violence Against Women and Girls Report. The ACC stated that Police Scotland has consistently acknowledged and committed to addressing the challenges faced by the organisation in this respect. Members welcomed

the assurance that Police Scotland is fully committed to transparent public reporting of delivery against the Policing Together objectives.

Supreme Court Ruling on Sex & Gender

Members noted the ongoing work to address people policy impacts from the UK Supreme Court ruling on Sex & Gender.

Pay Award, Voluntary Redundancy/Voluntary Early Retirement Scheme and Potential Pension Forfeiture

Verbal updates on ongoing Pay Award matters were considered and noted. An update on an ongoing Pension Forfeiture matter was noted in private session.

CONCLUSIONS/ACTIONS REACHED

- Future reports to provide this committee with appropriate oversight of the evaluation of the impacts of wellbeing provision so the committee can be confident the workforce is being appropriately supported.
- This committee to consider evidence of how Police Scotland is shaping actions taken in response to the Staff Survey to be locally nuanced so that improvements are experienced by officers & staff.
- Briefing to be prepared that gives the Committee an understanding of the impact recent major events have had on the Re Rostered Rest Day balances. Members request for this, along with the plans to address the issue, to be provided at the earliest opportunity and before the next committee meeting.
- Policing Together – session to be arranged so that committee can understand how the Policing Together work is strategically aligned to the 2030 Vision.
- Driver Training - future reporting to this committee will include (previously reported) data that provides oversight of levels of driver training completion.

Summary report from Policing Together Oversight Group

29 August 2025

Tom Halpin, Chair

MAIN ITEMS OF BUSINESS

- Policing Together Performance Update Report
- Policing Together Progress Report
- Sex & Gender Update Report
- Act Don't React
- Sex Equality & Tackling Misogyny and Violence Against Women & Girls

KEY ISSUES RAISED

A 6-monthly Performance Report was presented which provided an overview of Police Scotland's Policing Together progress and detailed the mainstreaming approach to equality, diversity and inclusion. Members were advised that the next 6 monthly report, covering Q1 & Q2 will be presented at the November 2025 meeting. Members provided positive feedback on the format and noted that it clearly articulates the progress made in this area, the current activity and stated it evidences Police Scotland's determination to become anti-racist and anti-discriminatory. In discussion, Members requested that data in relation to user experience and assurance is displayed in a disaggregated format in future reporting.

The update from ACC Paton on the Policing Together Programme, initially focussed on the Learning pillar. Members were assured by the breadth of training provided to officers and encouraged by the positive feedback received in relation to the Policing in a Diverse Society (PIADS) training. However, the challenges around getting staff released from duties to undertake some training was highlighted. In terms of the Communities pillar, Members considered an update on the LGBTQI+ Police Scotland Citizens' Panel Final Report. Members received an update on the refreshed EqHRIA process and commended the investment into improving and strengthening this area. An update was received following establishment of the Independent Policing Advisory Council (IPAC). It was agreed that Police Scotland would provide an overview to the Oversight Group of the

subject matters being considered and the processes following the first IPAC meeting.

Members received an update on the implications for Police Scotland following the UK Supreme Court ruling on Sex & Gender. The update covered areas of business affected, terminology & data recording, single sex facilities and stop & search. The Oversight Group received assurance that a FAQ document is being produced to support colleagues. Members were reassured by the way in which Police Scotland have approached Sex & Gender considerations and noted the commitment from Police Scotland to work to ensure all Police Officers and Staff feel a sense of 'belonging' in the workplace.

The Oversight Group watched the Police Scotland Act Don't React video. This gave an overview of what the 3-day course entails. Members were supportive of the course and found it encouraging that Police Officers were receiving training to approach situations in a way that was backed by behavioural science. ACC Paton invited Members to the World Suicide Prevention Day Event on 10 September 2025 at Tulliallan. This was subsequently attended by Members Tom Halpin and Chris Creegan.

[Police Scotland's Independent Review Group Deep Dive Report into Sex Equality and Tackling Misogyny & Violence Against Women and Girls](#), which was published online on 26 August 2025 via an FOI request, was discussed by Members. This provided an opportunity to ascertain why this report hadn't been published or shared with the SPA prior to it being reported in the media.

ACC Paton explained that the Final IRG Report referred to in the Policing Together Oversight Group Chair's report to the SPA Board in August 2024, referenced this further deep dive, but it was submitted after the Final IRG Report was received. To ensure full public transparency, the Final IRG Report was published online by Police Scotland on the same day.

ACC Paton emphasised the importance of transparency in the approach to Policing Together being taken by Police Scotland, from the public statement made by the then Chief Constable and throughout the ongoing work of the Policing Together programme. The detailed Deep Dive report itself was then shared with Police Scotland as a standalone document shortly after the Final report was received. ACC Paton advised that the recommendations articulated in the Deep Dive report aligned with the SETM Action Plan and all have since been mapped across to the Policing Together Implementation Plan (Containing 16 Master Actions and 75 tasks from all reports, audits, surveys and inspections). Police Scotland were comfortable that the Deep Dive report did not raise any matters that were not already being considered and / or progressed. Assurance was

given that Police Scotland is committed to maintaining momentum in addressing these issues and implementing the recommendations.

The Oversight Group expressed that it was unfortunate this standalone report was not shared with them sooner. However, Members felt assured by ACC Paton's reasonings and noted that the issues detailed in the Deep Dive report had been captured and will continue to be discussed openly at this forum.

CONCLUSIONS/ACTIONS REACHED

- Members expressed positive feedback on the format the 6-monthly Policing Together Report and look forward to receiving the Q1 and Q2 2025/26 report in November 2025.
- Regarding the 6-monthly Policing Together Report, it was requested that data in relation to user experience and assurance is displayed in a disaggregated format in future reporting.
- The Oversight Group were assured by the breadth of training available to Officers and Staff.
- Police Scotland to provide an overview to the Oversight Group of the subject matters being considered and the processes following the first IPAC meeting.
- Members were updated on how the UK Supreme Court's ruling on Sex & Gender affects Police Scotland and were assured by the approach taken to address these considerations.
- Police Scotland were given an opportunity to address the unpublished report in relation to the Police Scotland Independent Review Group Deep Dive Report into Sex Equality and Tackling Misogyny & Violence Against Women and Girls.

Summary report from Complaints and Conduct Committee

4 September 2025

Katharina Kasper, Chair

The formal minute of the public items of business will be available at the meeting scheduled for Complaints & Conduct Committee. This will also be published on the SPA's website. A full recording of the public items of business taken at this meeting can be accessed at: [Complaints and Conduct Committee – 4th September 2025](#).

MAIN ITEMS OF BUSINESS

- Police Scotland Professional Standards Performance Report (Q1)
- SPA Report (Q1)
- PIRC Report on Police Scotland Handling of Complaints and Referral Investigations (Q1)
- Police Scotland Professional Boundaries
- Complaint Handling Backlog (Operation Glade)
- Police Scotland Vetting Annual Report/ HMICS Assurance Review of Vetting – Progress Update
- The Code of Ethics for Policing in Scotland
- Committee Work Plan

KEY ISSUES RAISED

Police Scotland Professional Standards Performance Report (Q1)
Members were provided with a report noting statistical information on overarching performance activity in relation to complaints and conduct matters about members of Police Scotland for period (1 April 2025 – 30 June 2025). The Committee welcomed an increase of complaints dealt with via Front Line Resolution (FLR) and were advised that the close review of procedures and processes, along with other small changes, is perhaps what has brought this improvement forward to swiftly conclude matters for complainers. Members had a refreshed discussion to understand the proportionality and categorisation of complaints and action taken against subject officers either suspended or on restricted duties. Members noted concerns around Best Value in this area and although PS support those concerns, they note that protecting the public and officers is of upmost importance whilst investigations are ongoing.

Following previous requests in relation to Organisational Learning, PS have committed to consideration on how this area can be developed for future committee reporting.

SPA Quarterly Report Members were provided with a report updating members on complaints and conduct matters including key statistics reflecting the position at the end of Q1, 2025/26.

PIRC Report on PS Handling of Complaints and Referral Investigations Members welcomed a report detailing key statistics reflecting Quarter 1 2025/26. The report provided a detailed summary of the report which noted statistical information in relation to PIRC Complaint Handling Reviews (CHR's), along with an overview on the Referral Investigations. Members welcomed the report and PIRC's interpretation of the data and have requested sight of the reflective learning that was identified from PS.

Police Scotland Professional Boundaries

Members were provided with an update on progression of the Recommendations of the 2024 review conducted into Police Perpetrated Domestic Abuse. Members were advised that domestic and sexual offences have now been brought into one workstream with a broader remit as part of bi-annual reports. Members welcomed this consistent approach.

Complaint Handling Backlog (Operation Glade)

Members were provided with an update in respect of the non-criminal complaint's portfolio within Professional Standards Department (PSD) and were reassured by work being progressed in this area. Members highlighted the value of the civilian investigators and the need for action to be taken to retain that resource given its impact. PS agree and assured members that lot of budget and workforce discussions are taking place to ensure the balance is right, but with a focus to retaining as many civilian investigators as possible due to their skill set and value. This may also allow warranted officers back to frontline roles. The committee look forward to further updates in this area and welcomed the focus this area had been given, and the degree of confidence that it provided. Members have requested that the data in relation to this area is presented in table format going forward, to assist members on understanding how the composition of newly received complaints vs the backlog complaints is changing. Members were advised on a presentation PS received from West Midlands Police which demonstrated areas they had improved to reduce a large complaints backlog. Members have requested an offline briefing on this presentation.

Police Scotland Vetting Annual Report
HMICS Assurance Review of Vetting – Progress Update

Members were provided with a Vetting progress update, including the ongoing work to monitor disproportionality within the vetting process. In addition, members were updated on the discharge of the 2023 HMICS Assurance Review of Vetting Policy and Procedures within Police Scotland report, published on 3 October 2023. Members had some queries around BME applicants that were refused through vetting and were assured that following a deep dive review of these applications, the refusal decisions were confirmed as appropriate. Members have requested a timescale in achieving the new vetting application form and expect an update to the next committee. Members were advised on a delay in relation to consultation noted within Recommendation 3 (Police Scotland should introduce a programme so that officers and staff who hold only Recruitment Vetting are re vetted at least every 10 years) due to a number of points raised during consultation that PS are working through and an update will come to the next committee meeting.

Police (Ethics, Conduct & Scrutiny) (Scotland) Bill Update

Members were provided with a report updating the committee in relation to Police Scotland's ongoing activity to develop the Code of Ethics for Policing in Scotland as will be required under the Police (Ethics, Conduct & Scrutiny) Scotland Act 2025. The report aimed to provide assurance to the committee and to seek agreement to progress with the preferred option to formal consultation with stakeholders, as required under the act. Members have requested clarity around the omissions in relation to Duty of Candour compared to what is in the legislation. Members have further requested that the final draft of the code is circulated to members ahead of the next committee meeting for consideration.

Committee Work Plan Police Scotland and SPA officials have agreed to discuss a number of regular, thematic reports to understand when during the calendar year these reports can come forward to committee. Members can expect clear dates in relation to the work plan for the next committee meeting.

PRIVATE ITEMS DISCUSSED

- Police Scotland Conduct Report (Q1)
- Police Scotland Ongoing Non-Criminal Complaints
- SPA Ongoing Complaints Update

CONCLUSIONS/ACTIONS REACHED

Members **AGREED** that Police Scotland should consider how Organisational Learning should be captured within future report to the committee.

Members **AGREED** that Police Scotland should share reflective learning noted within PIRC reports with the committee.

Members **AGREED** that Police Scotland should share a briefing following a presentation received from West Midlands Police which demonstrated areas they had improved to reduce a large complaints backlog.

Members **AGREED** that Police Scotland should bring forward a further update on action to be taken to retain civilian investigators, given its impact of that resource.

Members **AGREED** that the current data currently within in the Complaint Handling Backlog (Operation Glade) is presented in tabular format to assist members on how the composition of different areas is changing.

Members **AGREED** that Police Scotland should provide an update on the timescales in achieving the vetting application form.

Members **AGREED** that Police Scotland should provide an update on the delay in relation to consultation noted within Recommendation 3 (Police Scotland should introduce a programme so that officers and staff who hold only Recruitment Vetting are re vetted at least every 10 years).

Members **AGREED** that Police Scotland should provide clarity around the rationale for the omissions in relation to Duty of Candour compared to what is in the legislation in relation to The Code of Ethics for Policing in Scotland.

Members **AGREED** that Police Scotland should provide the final draft of the code is circulated to members ahead of the next committee meeting for consideration.

Members **AGREED** that Police Scotland and SPA officials should discuss a number of thematic reports to understand when these reports can come forward to committee and bring clear dates in relation to the work plan for the next committee meeting.

Summary report from Audit, Risk and Assurance Committee

11 September 2025

Mary Pitcaithly, Chair

ITEMS OF BUSINESS CONSIDERED

- Grant Thornton 2024/25 Annual Audit Report
- Draft Annual Report and Accounts for the year to 31 March 2025.

KEY ISSUES RAISED

Grant Thornton outlined the findings within their Annual Audit Report, which was well received by the Committee.

Members considered the draft Annual Report and Accounts where changes from the previous draft presented in August 2025 were highlighted.

CONCLUSIONS/ACTIONS REACHED

Subject to a few amendments and additions, the following items were recommended to the Authority for Approval:

- Grant Thornton's Annual Audit Report; and
- Draft Annual Report and Accounts

Summary report from Policing Performance Committee

16 September 2025

Alasdair Hay, Chair

The formal minute of the items of business will be available at the meeting scheduled for 9 December 2025. This will also be published on the Authority's website. A full recording of the items of business taken at this meeting can be accessed at [Policing Performance Committee - 16 September 2025](#).

Main items of business

- Policing Performance Reporting
- Operational Matters
- Partnership & Community Focus
- Oversight of Improvement in Policing
- Work Plan

Policing Performance Reporting

Members considered and endorsed the Police Scotland Performance Accountability Framework 2025-26, recognising the work done to reflect Member feedback. Members sought more detail on how disaggregated data will be included in reporting in future, recognising the need to reflect and learn from local variation.

The [Q1 Policing Performance Report](#) was discussed at length, recognising the increasing demand offset by improved detection rates in a range of crime areas. Members noted the improvements in reporting which allow the Committee to hold the service and the Chief Constable to account for the delivery of policing. Areas of focus for Committee oversight and scrutiny included public confidence, the Policing for our Communities Programme, young people in custody, planned interview pathways, antisocial behaviour, youth violence and disorder, DESC, assaults on staff and officers, VAWG, Fraud, drug harm, retail crime, and road safety.

Operational Matters

The Committee received an update in respect of the work progressing within Police Scotland on developing the use case, policies and procedures for adoption of Live Facial Recognition as well as a business case for the technology required to support this. Members welcomed the reaffirmed commitment to the rights-based pathway approach in this development and requested that the Committee receives an update on the timeline for engagement and consultation on this work. Assurances were sought around evaluation of the work and ensuring opportunities for interoperability, such as with BTP, are realised.

Committee received annual assurance updates on a range of operational issues. Members sought, and received, assurance that further proposed roll out of specially trained officers for Tasers would be reported through committee before roll-out was progressed. RPAS expansion was welcomed, with the commitment to continued engagement and use of the rights-based pathway. Members sought more detail on processes for understanding anomalies in the application of stop and search and how these inform operational practice. Enhanced data on use of stop and search, particularly where there are deviations from standard practice, will be explored and reported back as available. Finally in this section Members sought, and received, assurances around delivery of a roads policing improvement plan for Scotland.

Members were assured by the assessment undertaken in Police Scotland against findings from the Baroness Casey review in relation to group based child sexual exploitation and abuse and the positive national provision in Scotland against the assessment as well as the commitment to further work in this area.

Members welcomed the range and breadth of work underway in Police Scotland and with partners to respond to, and prevent, violence affecting children and young people.

Following an overview of work to rationalise and refresh the approach to Violence Against Women & Girls, including with partners, Members welcomed the commitment to further detailed progress reporting to committee covering delivery to date, prioritisation and alignment to the national Equally Safe Strategy.

Partnership & Community Focus

Members welcomed the most recent public polling report, including increasing levels of trust and confidence. Committee stressed the importance of using a range of data sources to understand public views. Linked to this, Members welcomed an update from Scottish Government on key findings from the Scottish Crime and Justice Survey and sought clarity on how results will be cascaded to the public.

Members welcomed the update from COSLA on work underway and reiterated their commitment to joint work to respond to key public issues such as ASB and community cohesion.

After hearing an update on the work of the Mental Health Distress Partnership Delivery Group the committee welcomed the clear commitment to collaboration and partnership through the framework and commitments. Members sought, and received, assurance that all partners who should be involved in this work are clearly on board. Members also sought clarity from Police Scotland on when they will have sight of the Mental Health Dashboard.

Oversight of Improvement in Policing

Members welcomed the overview report on HMICS improvement activity and discussed the range of themes which have been identified as contributing to delayed actions. Committee acknowledge the partnership asks across key areas and requested work is done on mapping the governance routes and gaps for delivery of key recommendations.

Committee welcomed the overview from HMCI on the recent frontline focus report on tools of the trade and the additional response provided by Police Scotland on these recommendations. Members recognise the complexity of this area and the focus on ensuring the necessary tools to deliver are understood and provided. Members sought assurance that Police Scotland will focus on a clearly articulated and understood set of standards around uniform and equipment and that this will be benchmarking in the UK and beyond.

Work Plan

Members discussed the committee work plan and noted that this document will evolve over time with items being added.

Conclusions Reached

Police Scotland to provide an update regarding the timeline of work in respect of preparation for potential use of LFR and also provide clarity on budget and planning at the next meeting.

Members requested enhanced data on use of stop and search, particularly where there are deviations from standard practice.

Future VAWG reporting to include detail around delivery to date, prioritisation and alignment to the national Equally Safe Strategy.

The Committee requested that work is undertaken to map the governance routes and gaps for delivery of key HMICS recommendations.