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SCOTTISH POLICE
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SPA People Committee Rolling Action Log

Action No	Action	Action Owner	Status	Expected Date of Completion	Actual Date of Closure	Update/Comments
COMMITTEE MEETING 29 AUGUST 2023						
PEOPLE-20230829-001	Mental Health and trauma in Policing outputs: Discussion required on how to align outputs from the Trauma event and the overall Wellbeing approach including understanding how we monitor and measure the practical steps being taken to ensure our people are supported when they need to be.	Katy Miller, PS Director of P&D Amanda Coulthard, Head of SPA Strategy & Performance/ Darren Patterson, SPA Head of Workforce Governance	Open	27 November 2023		P&D Health and Wellbeing are currently working with an external consultant to undertake an independent impact assessment of our approach to wellbeing with the aim providing members with assurance & evidence in relation to our wellbeing activities/agenda. Outputs from the Mental Health and Trauma in Policing event will be considered alongside recommendations from the independent impact assessment and a meeting will be arranged with SPA colleagues in due course. Propose Closure

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PEOPLE-20230829-002	<u>Sickness Absence - musculoskeletal issues:</u> Briefing requested to provide Members with a better understanding of the underlying issues in respect of absences caused by musculoskeletal issues. Briefing to include steps being taken to mitigate risk in this regard.	Katy Miller, PS Director of P&D	Open	27 November 2023		20/11/23 - Briefing circulated to Members Propose to Close
PEOPLE-20230829-003	<u>Training:</u> Briefing requested that will provide assurances to committee that all mandatory training is being completed and that development training is also being undertaken along with confirmation of the percentage of worktime the workforce are spending on training	T/DCC Alan Speirs	Open	27 November 2023		17/11/23 Awaiting update from Police Scotland Propose Ongoing
PEOPLE-20230829-004	<u>RRRD:</u> Committee to be provided with assurance on practical steps being taken to ensure officers can take their RRRDs close to the initial day of disruption.	Katy Miller, PS Director of P&D	Open	27 November 2023		17/11/23 – Briefing has been provided to members Propose to Close
PEOPLE-20230829-005	<u>H&S Reporting:</u> Improved reporting on H&S to be further developed to demonstrate a whole system approach.	Dawn MacLean, PS Health and Safety Manager	Open	27 November 2023		20/11/23 - The new Health and Safety manager is in dialogue with the SPA on their expectations around future reporting. Improvements will be ongoing with the desired outcome being a more informative and action-led report giving assurance to the SPA People Committee. Propose Closure

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COMMITTEE MEETING 31 MAY 2023						
PEOPLE-20230531-003	<u>Ill Health Retirement (IHR):</u> IHR case data to be analysed with causal factors, insights and trends to be reported to the Committee. Report to provide details of what work is in place and planned in response to the findings.	Katy Miller, Director of P&D/ Jackie Kydd, Workforce Governance Lead	Open	February 2023		07/09 Update: to allow for the inclusion of any insights from the IA Report, this will be considered by the Committee early 2024. Propose Ongoing
PEOPLE-20230531-004	<u>Recruitment and Protected Characteristic Impact:</u> Report to be brought to the Committee which; - Provides analysis of data and insight into disproportionate impact on protected characteristics throughout the recruitment process. (As per discussion at committee this should include vetting and assurances that no groups are being unfairly impacted.)	Heather Cunningham	Open	27 November 2023		20/11/23 – A private report will be presented to committee on 27/11. SPA have requested that a public paper be brought to a future committee Propose Ongoing
PEOPLE-20230531-006	<u>Sex Equality and Tackling Misogyny:</u> Paper to be provided to the Committee which; - Gives overview of the planned programme of work in this area	ACC Emma Bond	On Going	29 August 2023 27 November 2023		22/08/23: Update circulated to Members. Action will remain ongoing as this update did not provide Members with assurances being sought and report will be

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	<ul style="list-style-type: none">- Provides a timeline for the activities.- Provides details of how progress and impact will be tracked.					<p>added to agenda for November Committee.</p> <p>20/11/23 – A report is due at the 27 November committee and providing all requests are included, this item can be closed.</p> <p>Propose Closure</p>