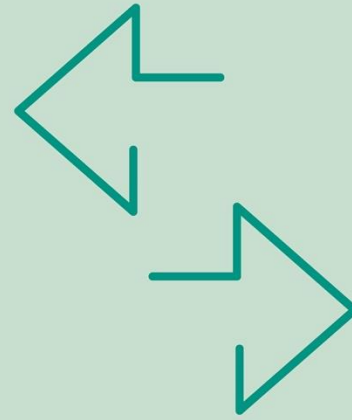


# SPA Corporate Performance Report

Q1, 2024-25



SCOTTISH POLICE  
**AUTHORITY**  
ÙGH DARRAS POILIS NA H-ALBA

# Summary

## Corporate Strategy Delivery

**Delivery in Q1**, i.e. actual v planned work was 72%.

28% of planned work was re-profiled, reflecting revised timescales/output for these areas of work. All work re-profiled is expected to be delivered in-year.

No issues identified for delivery of milestones for quarter two at present.

During Q2 all communications related milestones will be reviewed and, where necessary, re-profiled.

## Resources

**Audit** – Three recommendations closed, 1 new.

**Risk** – Oversight of PS equalities out with appetite/tolerance since Q2 2023/24.

**FOI** requests received =39 (↓7 on previous). This was more than double that received in Q1 23-24 (=19). 100% compliance with 20-day response timeline, as per Q4.

**SARs** requests received =80 (↓29 on previous). This included 66 requests from officers retiring. 100% compliance with 1-month response timeline (Q4=99%).

**Security Incidents** recorded =1 (↓4 on previous), nil relating to SPA Corporate. Nil incidents reported to ICO.

## People

**Staff FTE** – Actual =46.8 (Q4=45.8) Overall staff numbers remain lower than budgeted =52).

**Mandatory training** – completion figures are generally positive. Some figures have decreased due to new starts joining during Q1 who are yet to complete.

**Absence** overall has seen a general upward trend, although this did fall from May to June 2024. Short term absence has steadily increased since February 2024 albeit this remains at low levels. There have been higher levels of long-term absence since September 2023 although this did fall slightly from May to June 2024. In conjunction there has been an increase in outstanding return to work interviews.

## Performance

**Complaints** – continued positive trend with no SPA Corporate related complaints received during Q1.

**Media Enquiries** – increased to 32 (↑12 on previous). 100% answered within requested timeframe.

**ICVS** – 33% (370) detainees seen, as per previous. Detainee concerns =394 (↑ 77 on previous) with 83% of concerns resolved at the time of visit (↓7% on previous).

**Governance Support** – 100% of SPA Corporate papers, for public items, were published on time (as per Q4 2023-24). Papers submitted on time reduced from 59% in Q4 to 50%, impacting papers circulated on time which reduced from 91% in Q4 to 87%.

# Corporate Strategy delivery

## Delivery in Q1 (actual v planned)



## Highlights

- First deep dive analysis, focussing on gender, conducted in May 2024 and presented to June PPC to help understand the public's view of policing in Scotland.
- Legal advice provided on Police (Ethics, Conduct and Scrutiny) Bill and evidence provided to the Criminal Justice Committee.
- Biometrics conference successfully delivered in June 2024 beginning a national conversation on the use of this technology.
- Assurance and risk frameworks updated and approved by SLT.
- Supported review of operation of Police Negotiating Board for Scotland and guide completed.
- Accessibility Guidance cascaded to SPA Corporate team to support creation of compliant accessible information and publications.

## Re-profiled work

### Outcome 1 - Communities

- Review and update of public briefings on taser and drones re-phased to incorporate information from June PPC – to Q2 24-25 (COS).
- Policy for Authority staff on social media use delayed to allow further input - to Q2 24-25 (SBM).
- Process for publishing internal briefing documents delayed - to Q2 24-25 (SBM).
- Roll out of new ICVS branding re-phased to allow sign off from senior leadership team - to Q2 24-25 (SBM).

### Outcome 2 - Collaboration

- Development of engagement strategy re-phased to consider insights from HMICS review - to Q2 24-25 (SBM).

### Outcome 4 - Workforce

- Support transition of funding to SPA for SCPOSA and ASPs re-phased as conversations ongoing to facilitate full transition - to Q2 24-25 (WFG).
- Devise programme of Members Development Proposals re-phased – to Q2 24-25 (SBM).

## Summary

- **28%** of planned work was re-profiled, reflecting revised timescales/output for these areas of work.
- **All** work re-profiled is expected to be delivered in-year.
- Nil closed, i.e. no longer required, superseded or not business critical.
- Nil actions/milestones added.

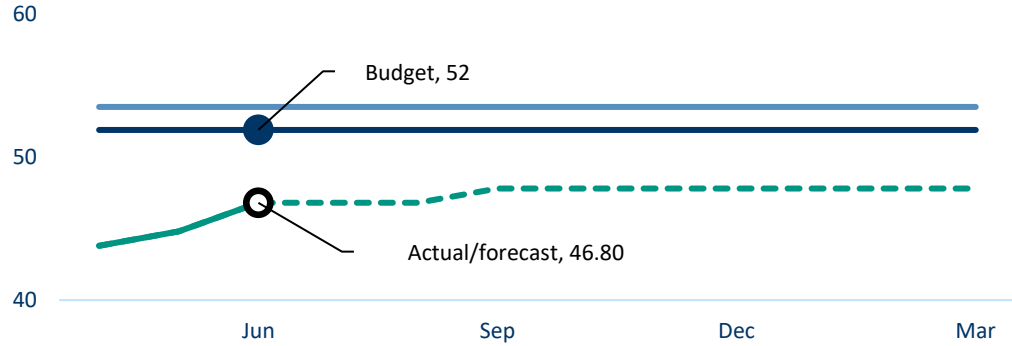
## Look forward

No issues identified for delivery of milestones for quarter two at present.

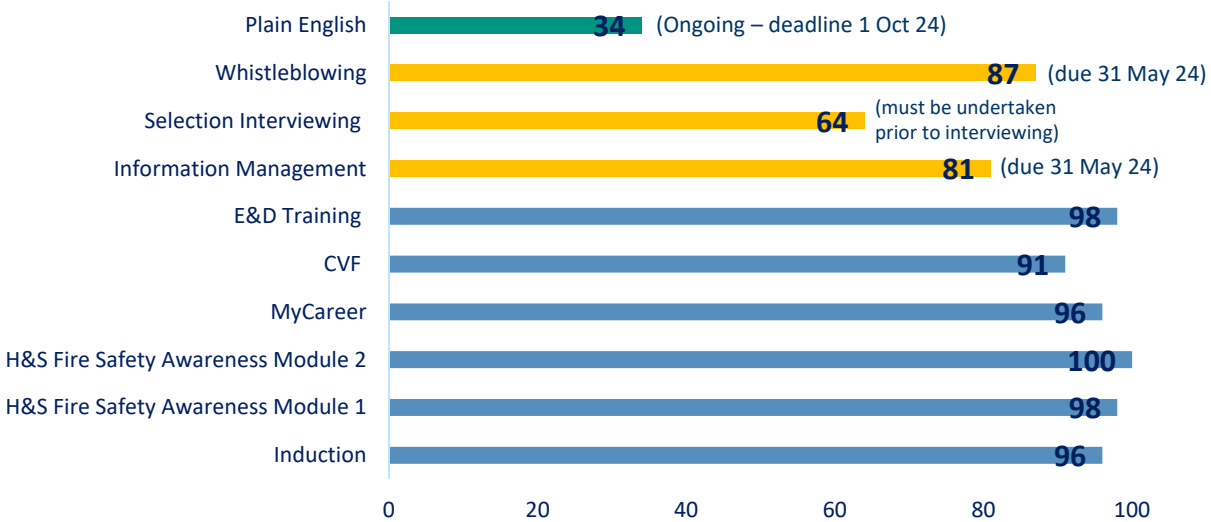
During Q2 all communications related milestones will be reviewed and, where necessary, re-profiled.

# People

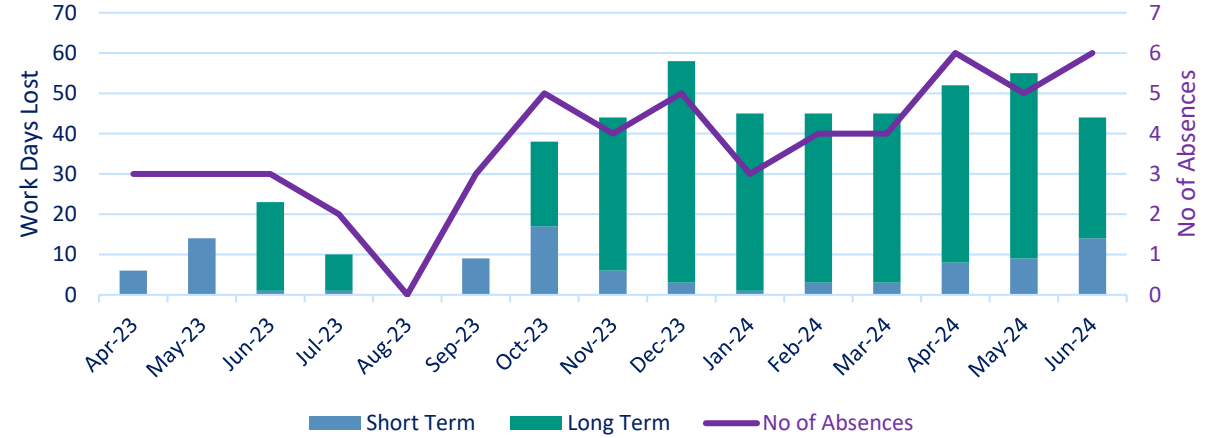
## Staff FTE



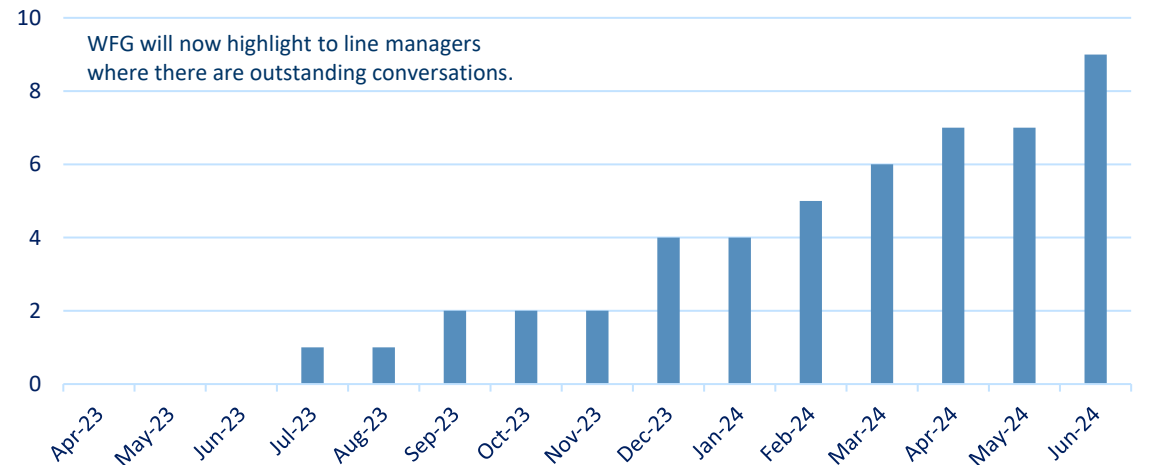
## Mandatory training - % completion (showing only staff required to complete training)



## Absence



## Outstanding return to work conversations



# Finance, Audit & Risk, IM

## Budget

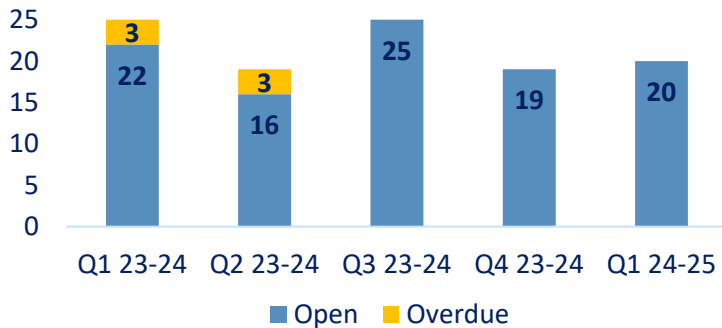
### Full Year

	Budget	Q1 Forecast	Var	
	£000	£000	£000	%
Staff	3,670	3,325	345	9.4
Non-pay	2,948	2,954	(6)	0.2
Income	(1,088)	(1,088)	-	-
<b>Total</b>	<b>5,530</b>	<b>5,191</b>	<b>339</b>	<b>6.1</b>

## Audit and Risk

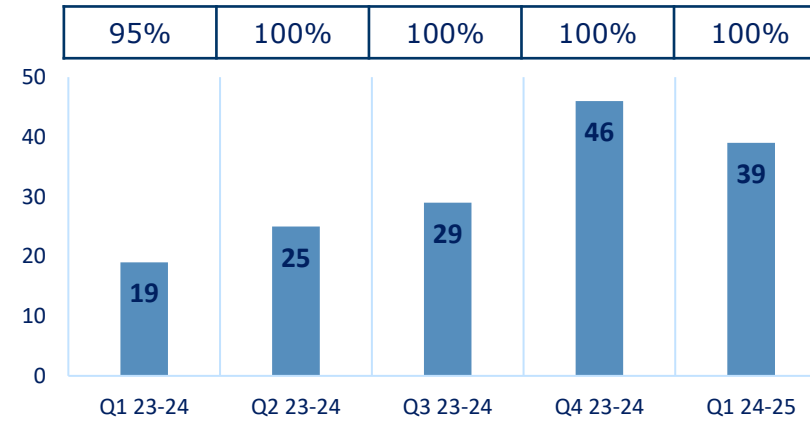
### Audit recommendations

1 new recommendation following HMICS strategic review of SPA.

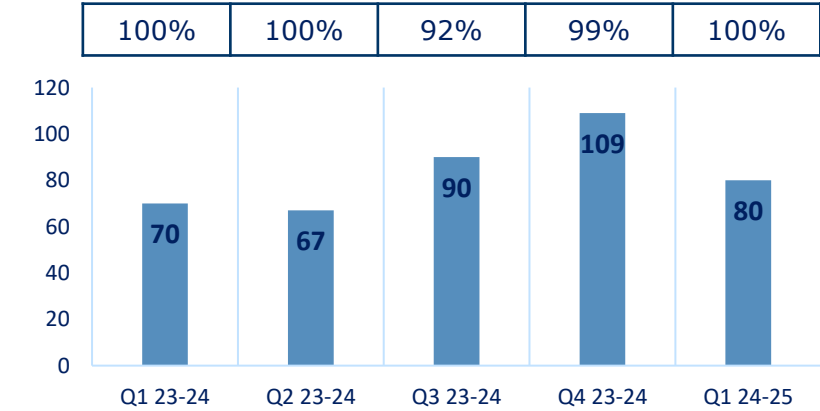


## Information Management

### FOIs received & %compliance re 20-day response timeline

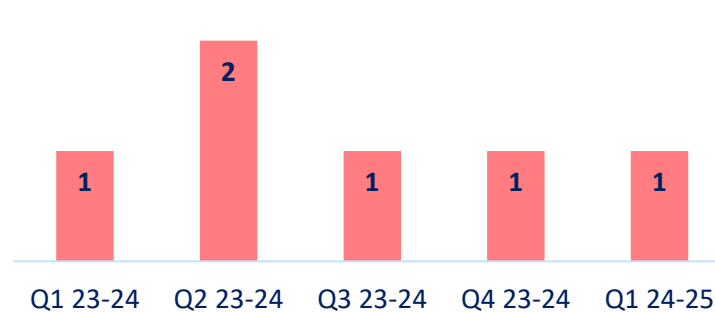


### SARs received & %compliance re 1 month response timeline

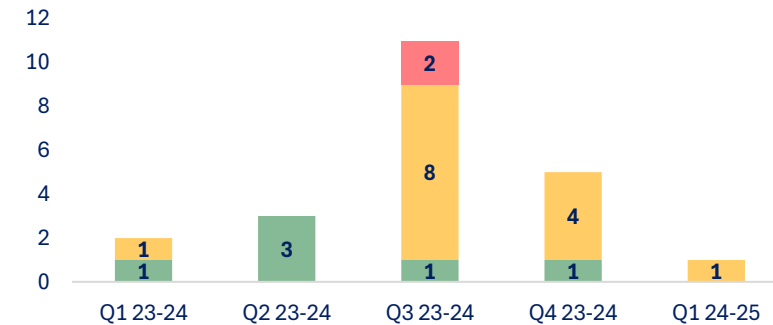


### Risks out with appetite / tolerance

No change since Q3 2023-24 - oversight of PS equalities remains out with appetite / tolerance.



### Security incidents



Of which:

	Q1 23-24	Q2 23-24	Q3 23-24	Q4 23-24	Q1 24-25
SPAC	0	2	3	0	0
FS	2	1	8	5	1

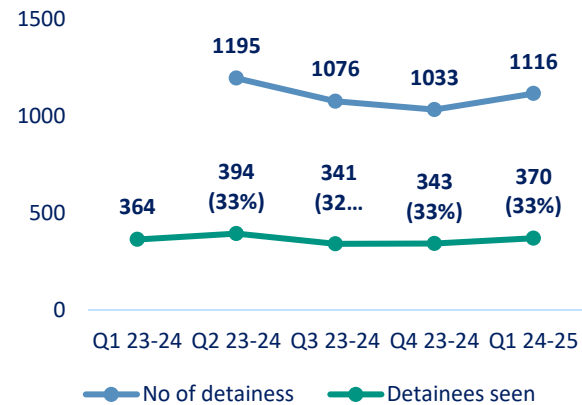
# Performance

## Service Back

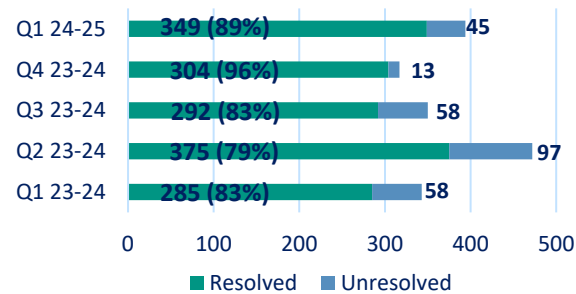
Estates	Two repairs ongoing – security barrier and kitchen tap facility.
ICT	Nothing to report.
P&D	Nothing to report.
Procurement	Nothing to report.

## ICVS

### Detainees seen



### Detainee concerns

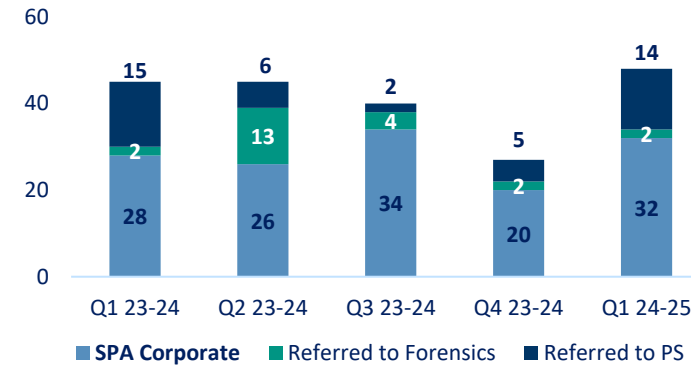


### Top 5 concerns

Solicitor (55); Named person (54); Reading/Writing (53); Letter of rights (48); Medical (33)

## Service Standards

### Media enquiries



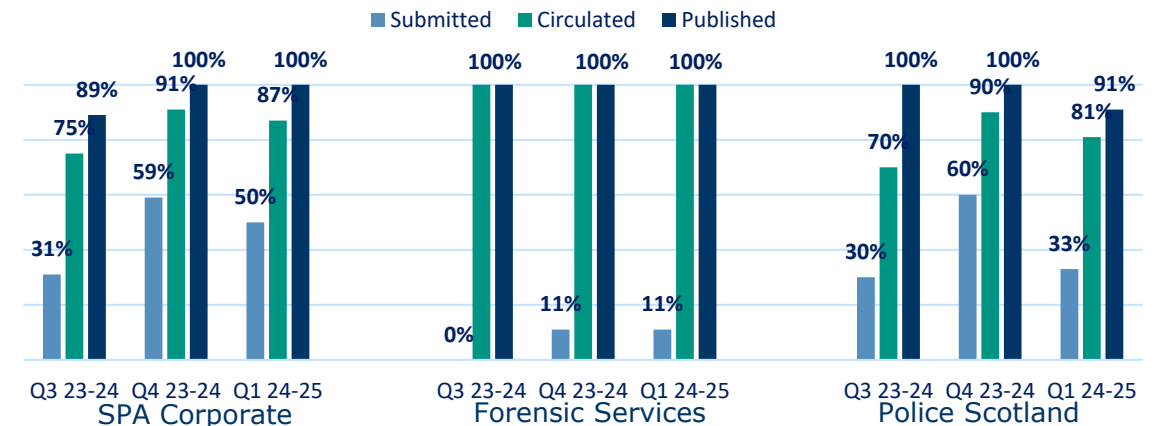
### Complaints (relating to SPA Corporate)

Q1	0
Q2	
Q3	
Q4	

23-24; 22-23 = nil

## Governance Support

### Compliance with Standing Orders – Board/Committee reports on time



See link for [detail](#).