



<b>Meeting</b>	<b>Authority Meeting</b>
<b>Date</b>	<b>22 August 2024</b>
<b>Location</b>	<b>Merchants House, Glasgow</b>
<b>Title of Paper</b>	<b>Committee and Oversight Group Reports</b>
<b>Presented By</b>	<b>Committee and Oversight Group Chairs/Members</b>
<b>Recommendation to Members</b>	<b>For Discussion</b>
<b>Appendix Attached</b>	<b>No</b>

**PURPOSE**

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

- Police Negotiating Board for Scotland
- Revised Model of Policing Oversight Group
- Legal Committee
- Forensic Services Committee
- Policing Together Oversight Group
- Resources Committee
- Audit, Risk and Assurance Committee

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<b>Committee</b>	<b>Chair/Member</b>	<b>Meeting Date</b>	<b>Page</b>
Police Negotiating Board For Scotland	Fiona McQueen	25.6.24	3
Revised Model of Policing Oversight Group	Martyn Evans	9.7.24	5
Legal Committee	Caroline Stuart	19.7.24 + 8.6.24	8
Forensic Services Committee	Paul Edie	6.8.24	10
Policing Together Oversight Group	Tom Halpin	6.8.24	14
Resources Committee	Grant Macrae	13.8.24	17
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## Summary Report from Police Negotiating Board Scotland

25 June 2024

Fiona McQueen, Chair

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Since the previous update to the 21 March 2024 Authority Meeting the PNBS met on 25 June 2024. The main focus of the meeting was to acknowledge the Staff Side Pay Claim and to discuss Independent Research being progressed as part of the 2023/2024 pay agreement.

### Independent Research

“The SPA/PS Fair Work Annual Assessment, developed in collaboration with Statutory Staff Associations and Trade Unions, and endorsed at SPA People Committee, was key in informing the approach to police officer pay negotiations for 2023/2024.

The annual assessment outlined the need to:

- commission independent research/engagement with key policing stakeholders to fully consider the rationale/benefits/risks to provision of pay indexation for police officers
- progress a collaborative and strategic approach to pay and reward to the benefit of the organisation and individuals whilst seeking to minimise annual pay negotiation challenges

As part of the pay agreement the Police Officer Official and Staff Sides agreed to commission an independent review/research into police officer pay and benefits. This is comprised of two elements, the first relating to wage growth including consideration of the benefits and risks and possible mechanisms to ensure appropriate wage growth within policing going forward from 2025/26. The second element relates to current pay and benefits and will fully consider the unique nature of the officer role in society.

As outlined in the PNBS Annual Report for 2023 the sides agreed joint principles to inform the research and worked collaboratively to

commission the research. The aim is to ensure the wage growth element of the research is concluded in 2024 with the wider pay and benefits review concluded in 2025. In July 2024 Fraser of Allender Institute were commissioned to progress both areas of research.”

#### Scottish Police Consultative Forum

The SPCF met on 7 June, which focused on:

- the setting up of a sub-group to support consideration of Conduct regulations/secondary legislation in relation to the Police (Ethics, Conduct and Scrutiny) (Scotland) Bill
- HMICS review of wellbeing of frontline officers and staff
- A potential SPCF submission to the Justice Board related to the impact of court processes on policing demand

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## Summary Report from Revised Model of Policing Oversight Group

9 July 2024

Martyn Evans, Chair

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The Revised Model for Policing Oversight Group met on 9 July 2024 and on 21 August 2024. A summary report from the meeting on the 21 August will be available at the next Authority meeting.

### MAIN ITEMS OF BUSINESS 9 JULY 2024

- Police Scotland Vision 2030
- Target Operating Model
- Progress update on the road map and milestones
- 2024-25 deliverables, and identifying 2025-26 deliverables
- Engagement

### KEY ISSUES RAISED

**Police Scotland Vision 2030.** Police Scotland reported on progressing work on the developing Vision, to ensure it can be translated into action. An update will be presented to the Oversight Group in August.

**Target Operating Model.** Police Scotland presented on work to develop the Target Operating Model (TOM). The discussion highlighted that:

- Options and strategic choices for the TOM will be financially modelled, including any impact on other parts of the service. Scenarios will be planned within the available financial envelope.
- Changes to the model will be mapped across to the Risk Register.
- Organisational culture is considered for each service element of the model, and the TOM work includes consideration of Policing Together and Organisational Standards.
- Police Scotland will deliver a top-level view of the target state for 3-5 years by October 2024.
- Work on the Revised Model is informed by modelling work in other police services.

- Members highlighted the need to be explicit about the impact of a Revised Model on the public, workforce, and stakeholders in a way which can be easily understood.

### **Road Map and Milestones.**

It was confirmed that:

- The service is on track to meet existing September and October 2024 deadlines, and over time the Transformation portfolio will reflect all the change activity required to deliver the revised model.
- The Vision and 3-year Business Plan will be presented in public to the Authority Meeting September 2024, supported by examples of change.
- The Revised Model will be draft at the time of delivery of the Business Plan (September 2024). The Target Operating Model is expected October 2024.

**Deliverables for 2024-25 and 2025-26.** The draft Business Plan will set out deliverables for the current year. Members asked that Police Scotland's report to the Authority in September include specific examples to express change across capability, capacity and culture, and explain simply what the change means for the public, internal culture, and staff and officer wellbeing.

**Members were briefed on progressing engagement plans.** Discussion emphasised that the narrative supporting engagement should support the budget process and capital investment. It should be clear on what can be delivered, the response to harms and risk, and outcomes for the public, staff and officers. It should also be clear on what can be delivered, why change is needed and where current systems may be draining resources. It should reflect the move from a demand to a prioritisation model, that much has already been delivered through reform, and the service is not alone in UK policing in considering many of these changes.

### **CONCLUSIONS/ACTIONS REACHED**

Explaining the case for change, the developing narrative, and the need for clear messaging were emphasised in discussion. The 21 August Oversight Group 2024 meeting will consider the developing narrative and supporting examples of change in more detail, alongside the draft 3-year Business

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Plan, ahead of consideration at the Authority Meeting 26 September 2024.



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## Summary report from Legal Committee

19 July and 8 August 2024

Caroline Stuart, Chair

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*The formal minute of the public items of business will be available at the meeting scheduled for 7 November 2024. 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 [Legal Committee – 8<sup>th</sup> August 2024](#)*

### MAIN ITEMS OF BUSINESS

- Legal Services Claims Handling - Quarterly Statistical Information Report - Trends & Analysis in litigation
- NDA Annual Report
- Committee Priorities and Outcomes
- Litigation Overview
- Analysis of Live Cases
- Police Appeals Tribunals

### KEY ISSUES RAISED

#### Legal Services Claims Handling - Quarterly Statistical Information Report - Trends & Analysis in litigation

Members were provided with a report updating them on settlement figures arising from claims raised against Police Scotland. Although members welcomed the information provided, they requested that information is presented in line graphs to allow members to clearly understand trends. In addition, members have requested narrative in the report as opposed to just data, as well as details of any learning being taken forward.

#### NDA Annual Report

The committee welcomed its first annual report on the use of NDAs by Police Scotland. Members sought further assurance that the use of NDAs by Police Scotland complies with ACAS Guidance and the Scottish Public Finance Manual, and how compliance was tracked.



Members were assured that all employment lawyers within Police Scotland's Legal Services department are aware of the ACAS criteria, with ACAS guidance followed in each case. Members were further assured that there is a log kept which notes the justification for the use of NDAs in each case. Police Scotland's use of NDAs for commercial reasons was explained, and members received assurance that the NDAs do not prevent whistleblowing or acts such as discrimination.

#### Committee Priorities and Outcomes

Members were provided with the proposed committee priorities and outcomes, which they approved. It was also agreed that Police Scotland finance, and executive team members should be invited to all future meetings to provide assurance in term of finance and organisational learning.

#### Litigation Overview

Members were provided with a report which detailed significant ongoing litigation involving Police Scotland and the SPA.

#### Analysis of Live Cases

Members were provided with the first report on live cases being dealt with by Police Scotland relative to Employer Liability cases.

#### Police Appeals Tribunals

Members were provided with an update on recent developments in relation to two Police Appeals Tribunal cases.

### **CONCLUSIONS/ACTIONS REACHED**

- Future Quarterly Statistical Information Report - Trends & Analysis in litigation to include narrative to support the figures presented, as well as details of any learning being taken forward. In addition, reports should include line graphs to allow members to clearly understand trends.
- Invite the Finance Business Partner and PS Executive to future Legal Committees to support future reports in terms of finance and organisational learning.

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## Summary report from Forensic Services Committee

6 August 2024

Paul Edie, Chair

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*The formal minute of the public items of business will be available at the meeting scheduled for 28 October 2024. 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 [Forensic Services Committee – 6<sup>th</sup> August 2024](#)*

### MAIN ITEMS OF BUSINESS

- Forensic Services Directors Report
- Forensic Services performance, Year End and Q1
- Forensic Services Financial Monitoring
- Drug Driving
- HMICS Assurance Review of Forensic Toxicology Provision – Improvement Plan and Timeline for Delivery
- Forensic Services Change Programme
- Digital Forensics – Next Steps and timeline for progression
- Committee Priorities and Outcomes
- Operational Risk

### KEY ISSUES RAISED

#### Forensic Services Directors Report

The Director flagged a recent briefing shared with members on increasing use and supply of Nitazenes across Scotland. Members were advised that National Crime Agency and NPCC are currently looking into Nitazenes prevalence across the UK, with Forensic Services and Police Scotland linked to this work. While the numbers in Scotland are low at present, committee expressed their desire to see further intelligence on this. Members commended recent SMT participation in Lifelines Scotland Training, an NHS-led national project which supports the wellbeing of staff working across all emergency services, and were encouraged to hear more on how wider staff groups can access this as part of a wider approach to training and wellbeing support. Members were assured that

Forensic Services have been assisting Police Scotland in achieving their ISO accreditation for Digital Forensics.

#### Forensic Services performance, Year End and Q1

Members thanked staff across Forensic Services for improved performance over the past 12 months across all areas of service. Members were advised on the challenges faced around drugs capacity due to resourcing pressures and it was highlighted that there is work required in this area to progress improvement and output in this area. I have asked for a briefing note on Mark Enhancement to allow members to understand the data and improvements that have been made. Members were assured around the timeliness in relation to scene attendance, particularly in relation to violent and sexual crime.

#### Drug Driving

Members considered the update provided and queried the immediate and longer-term plan for outsourcing, seeking detail insight on analysis of capacity and demand over time. The Director updated on work underway to develop a business case for long term sustainable toxicology provision, which reflects Police Scotland development plans in this area as well as demand forecasting and considers the need for outsourcing provision to enhance in house capacity.

In relation to contractual timescales, members were advised that the outsourcing provider moved to an 80% compliance rate in June 2024, and work will take place over the coming weeks to assess return to full compliance as committed by end of July 2024. There is ongoing engagement and monitoring with the external supplier to ensure systems and processes are in and remain in place.

#### Financial Monitoring Report Q1

Members noted concerns around the low percentage of capital spent in Q1 and the imbalance of phasing of spend, seeking clarity on what was being done to mitigate risk that it would not be spent. Members were assured that Forensic Services are working closely with colleagues in procurement and there is a good level of confidence that the capital projects will deliver, however, there is no intention to bid for any additional capital spend due to the limited capacity and other changes going on within forensic services. With substantial projects coming down the line, there will be a need for additional capital at a much later date.

HMICS Assurance Review of Forensic Toxicology Provision – Improvement Plan and Timeline for Delivery

HMICS attended the recent committee and advised that there had been positive meetings taking place in relation to progress against recommendations. Members sought assurance that there were no risks associated with revised target dates and were advised that regular meetings with HMICS and constructive dialogue with other stakeholders on any changes made.

Forensic Services Change Programme Update

Members were provided with an update on progress against the Forensic Services Change Programme Plan and were provided with assurances in relation to resource and delays in relation to the Data Governance element.

Digital Forensics – Next Steps and timeline for progression

Members were provided with an update on Police Scotland's progress towards ISO 17025 accreditation along with a revised timeline. Members were assured that there were no risks associated with court dates and not having the ISO accreditation. Members were advised that although there are delays, this is the right and only way achieve this based on requirements and technical skills. Members await a further update in 6 months' time.

Committee Priorities and Outcomes

The committee had first sight of the committee priorities and outcomes, which have since been discussed at various meetings since the committee took place.

Operational Risk

Members were provided with the opportunity to review FS Operational Risks.

**CONCLUSIONS/ACTIONS REACHED**

- Members to be provided with a briefing note in relation to Mark Enhancement.
- Future performance reports are by exception only when updating slides in relation to case volume data.

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- Future Drug Driving Reports to provide more data and graphics to support Internal performance for Section 4 to give members a grasp on turnaround times and how the service is performing.



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## Summary report from Policing Together Oversight Group

6 August 2024

Tom Halpin, Committee Chair

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### MAIN ITEMS OF BUSINESS

- IRG Final Report
- Police Scotland Response to IRG Final Report
- Institutional Discrimination Survey Findings and Next Steps
- Policing Together Engagement Activity Overview
- Performance Dashboard
- Part-time/ Flexible Working: Discussion on Prioritisation

### KEY ISSUES RAISED

Members of the Oversight Group considered the final report of the Equality, Diversity, Inclusion and Human Rights Independent Review Group (IRG). The IRG was established by Police Scotland in 2021 in response to recommendation no. 18 of Lady Elish Angiolini's Independent Review of Complaints Handling, Investigation and Misconduct Issues in relation to policing. Oversight Group Members expressed their appreciation for the final report of the IRG, acknowledging that this is a critical and comprehensive piece of work.

The report highlighted an initially defensive culture within Police Scotland despite there being a clear strategic commitment from the leadership team. Members received assurance from the IRG that they have witnessed this defensive culture "lessening" and Police Scotland have demonstrated the ability and commitment to continue to work towards becoming an anti-racist and anti-discriminatory organisation.

The importance of middle management in the success of effecting the necessary cultural change was highlighted. The IRG acknowledge that Police Scotland have taken this on board as the Learning, Training and Development function is specifically targeting middle management to positively impact workplace culture, EDI and anti-discriminatory behaviour.

There are a number of practical steps recommended in the IRG report, all of which are being addressed positively by Police Scotland in their response, with tangible actions either planned or in progress. These actions are arranged into the following themes: Governance, Evaluation &

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Data, EqHRIA & Mainstreaming, Systems & Processes, and Learning, Training and Development. Members look forward to seeing progress against these actions at future meetings of the Oversight Group.

Members were encouraged to hear that the progress made to date and results achieved will be articulated in the Policing Together Implementation Plan, with the IRG final report to be published on the Police Scotland Intranet.

Finally, in addressing the report, members highlighted that training plays a key role in Police Scotland becoming an anti-racist and anti-discriminatory organisation and they endorsed the proposal that, for the first time, lived experience examples will be worked into future training. The Oversight Group recognise that becoming an anti-racist and anti-discriminatory organisation cannot be achieved by silo working from within the Policing Together portfolio – efforts must be made across Police Scotland in everything that it does, strategically and operationally. This is reflected in the IRG final report which states “leadership of this work must be a shared endeavour across the service and at every level”.

Members considered the results of the Institutional Discrimination Survey and heard Police Scotland’s next steps. The Oversight Group acknowledged the survey findings and although some of the qualitative data could be viewed as negative, it was deemed encouraging that Officers and Staff felt able to openly share their experiences.

An update on engagement activity in the Policing Together portfolio was provided and Members were advised that work is underway to merge legacy portfolios and streamline governance. The Oversight Group agreed that it is clear to see the amount of work taking place and they look forward to seeing the results articulated at future meetings.

It was agreed that at the next Policing Together Oversight Group, on 11 October 2024, a demonstration of the Police Scotland Culture Dashboard will be provided to Members. In addition to this, a deep dive session will take place in relation to Part-time and Flexible working arrangements available to Police Officers.

The Oversight Group gave their sincere thanks to the Independent Review Group as completion of the Final Report marked the end of their work in this capacity. Police Scotland will now undertake a review of their use of Independent Review/ Reference Groups.

## **CONCLUSIONS/ACTIONS REACHED**

- The Oversight Group was encouraged by the next steps outlined by Police Scotland to address points within the IRG final report. Members look forward to seeing this evidenced at future meetings.
- Members agreed it was positive that Police Officers and Staff felt they could be open and honest in their Institutional Discrimination Survey responses.
- The next Policing Together Oversight Group will receive a demonstration of the Police Scotland Culture Dashboard and a deep dive session in relation to Part-time and flexible working arrangements for Police Officers will take place.



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## Summary report from Resources Committee

13 August 2024

Grant Macrae, Chair

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*The formal minute of the public items of business will be available at the meeting scheduled for 19 November 2024. 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 [here](#).*

### Main Items of Business

#### Financial Monitoring, planning and oversight

- Q1 Financial Monitoring Report
- 2025/26 Budget Strategy
- Police Housing update

#### Benefits Monitoring

- Q1 Transformational Benefits Tracker

#### Estates

- National Estates Programme - Declare Surplus Properties Portobello High Street

#### Business Case Scrutiny & Oversight

- Case Study – COS Phase 2
- Body Worn Video Update
- Change Control Oversight and updates
- Data Force Wide Analytics Change Request
- Master Data Management (MDM) Change Request
- GDPR (Structured and Unstructured Data) Change Request
- National Integrated Communications Control Systems (NICCS) – Update Briefing
- End of Project Report - Hate Crime and Public Order (Scotland) Act

#### Procurement & Contract Awards

- Procurement Annual Report
- Contract Award for Vehicle Purchase

## Key Issues Raised

### Q1 Financial Monitoring Report

- Members considered the year to date spend and first forecast for this financial year. Break even revenue, capital and reform budgets with risks to delivery were highlighted.
- The Committee heard about the newly established Police Scotland Revenue Investment Group (RIG). The senior attendees and robust approach to scrutiny ensures there is internal consideration and challenge of revenue spending. Members also scrutinised the officer pay forecast and other one-off items in the revenue forecast.
- The previous issues with Scottish Government approval through the Accountable Officer template have now been resolved. Members continued to focus on the profile of capital spending and plans to ensure that the budget is appropriately utilised in year. The Committee has requested more analysis of the timing of spend / pathways for the remainder of the year and an understanding of alternative options available.
- The committee also discussed and approved budget revisions. These were mainly related to adjusting the budgets for staff who left on VR/VER as well as allocating the overtime contingency.

### 2025/26 Budget Strategy

- The Committee is clear in the need for the Budget Strategy to reflect the Revised Model of Policing (RMoP) work as well as demonstrating a commitment to Best Value. Members welcomed the commitment to bring forward a three year revenue and five year capital plan.
- Progress will be considered at the joint SPA/ Police Scotland Budget Development Group.

### Police Housing Update

- There was an extensive discussion of the proposal which will see the introduction of a housing occupancy charge for police officers who live in a police owned home which has previously been provided at no charge. Officers may be required to pay income tax to HMRC as a taxable benefit in kind dependent on their circumstances but they will not pay both an occupancy charge and be taxed as a benefit in kind at the same time. Members recognised this will be a significant change for a particular small group of officers.
- Police Scotland outlined the rationale for the change describing the legal, equalities, equity and financial / taxation implications on the impacted officers. The extensive consultation to date, along with the history of this proposal was outlined. Assurance was provided that the consultation has included all impact officers and Staff Associations. Members considered views on the implications on the sustainability of the service as well as recruitment and retention. Police Scotland will continue to provide affordable housing options.

- Following some robust challenge across a number of areas, Members were assured that appropriate mitigations and arrangements have been put in place to support those impacted. The Committee welcomed the additional assurance that Divisional Commanders in impacted locations will carefully monitor any recruitment and retention issues that may be caused by this change.

### **Benefits Monitoring**

- The Committee considered how benefits are being measured, what Police Scotland is doing with the savings and the impact on outcomes.
- Committee scrutiny focused on the large variations from forecast and it was explained that most variations are due to time and have been influenced by a lack of change staff.
- Police Scotland told the Committee there is recognition that benefits have not been tracked in the way they should have been. Through the work to develop a Revised Model of Policing, Police Scotland intends to ensure that benefits tracking is improved and can meet Members' expectations.

### **Estates**

- Members heard the Portobello Police Station is no longer used and remains in very poor condition with no future role for the division in the estates plans.
- Scrutiny focused on ensuring that Police Scotland responds to community concerns not just for this building but going forward during other consultations.
- Members welcomed the new initiative to roll out the use of mobile Police Stations, similar to mobile banks which will support local visibility within communities and provide access to local police.

### **Business Cases**

#### **Body Worn Video Update**

- A progress update on the roll out of body worn video was provided. Scrutiny focused on the challenges with upgrading the IT infrastructure. Police Scotland reported they are currently developing a detailed roll out plan which will be brought back to the Committee when finalised.
- The Training Plan was discussed, and assurance was received that training will be cognisant of lessons learned from the recent training roll out for Digital Evidence Sharing Capability and Core Operating Systems.

#### **Change Control Requests**

- Three data related change control requests were submitted which Police Scotland recognised should have been provided at an earlier stage to the Committee. Members asked that Police Scotland focus on fully resourcing projects to consider what can be realistically delivered with limited resources.

- The project, to develop a new integrated communication control system has been delayed due a failure of the same software in another UK police force. Police Scotland are ready to go live but a risk-based decision has been taken to delay the implementation until assurances can be provided that there would be no system failures and no risk to officer safety.
- Members are keen to understand the challenges being faced by Police Scotland across change projects that particularly impact on IT. The Committee will seek to support Police Scotland to overcome challenges across staff resources, organisational bandwidth, complexity and competing priorities.

### **End Project Review**

- The Committee was assured that lessons have been learned following the project to implement Hate Crime and Public Order (Scotland) Act 2021. Although the focus of the report was the Business Case, the committee welcomed assurance that communication and guidance will be taken on board for other legislative change projects.

### **Conclusions/ Actions Reached**

#### Approvals

- Budget revisions.
- Annual Procurement Report.
- Occupancy charges on officers occupying police houses and to increase the occupancy fees for HMO/shared accommodation.
- Declaring Portobello Police Station surplus to requirements and approve marketing for sale.
- Award of call off contracts for vehicle purchases up to £45m over a four-year period subject to capital funding being available.

#### Conclusions

- Existing actions in respect of improvements to benefits and change reporting to be consolidated to ensure a clear and shared understanding of what the Committee expects to see going forward.
- Police Scotland to provide a report which gives oversight of the agreed priorities across the Change Portfolio and to highlight any risks to delivery timelines.
- Assurance is required that the remaining cashable and non-cashable benefits for 2023/24 will be validated and a timeline for this.

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## Summary report from Audit, Risk and Assurance Committee

15 August 2024

Mary Pitcaithly, Chair

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*The formal minutes of the public items of business will be available at the meetings scheduled for 20 November 2024. These 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 [Scottish Police Authority Audit, Risk & Assurance Committee - 20 November 2024 | Scottish Police Authority \(spa.police.uk\)](#)*

### ITEMS OF BUSINESS CONSIDERED

- Internal Audit reports on Your Leadership Matters
- Internal Audit updates
- Police Scotland and SPA Audit and Improvement Recommendation Trackers
- HMICS Scrutiny Plan Update and Inspection of SPA Corporate
- SPA and Forensic Services Best Value Update
- SPA and Police Scotland Annual Whistleblowing Reports
- SPA Corporate Benchmarking Update
- Committee Priorities and Outcomes
- Draft Annual Report and Accounts
- Police Scotland, Forensic Services and SPA Risk Management Reporting
- Police Scotland Cyber Security Update
- Police Scotland DESC Update
- Police Scotland Annual Data Loss, Fraud and Theft Report

### KEY ISSUES RAISED

- **Internal Audit Reports**
  - **Internal Audit Report on Your Leadership Matters.** The Committee welcomed the report and areas of good practice highlighted. Members were assured that Police Scotland had the capacity to deliver the training in-house, and plans were in place to measure the trainings effectiveness, with full evaluation of the programme to follow.
- **Audit and Improvement**

- **Police Scotland Audit and Improvement.** Discussion focussed on the process of managing recommendations that are superseded by other recommendations. Members heard that the most recent recommendation is responded to first, should two or more be similar in nature.
- **Assurance Reporting**
  - **HMCIS Scrutiny Plan Update.** The Committee were provided an update of upcoming work and informed that the process of establishing a new scrutiny plan would begin in September 2024 and published by April 2025.
  - **HMICS Inspection of SPA Corporate.** The Committee welcomed the report, noting the positive outcomes and clear improvements since the previous inspection in 2019. The Committee were informed of SPA's approach to dealing with the findings and supported the option of mapping each development areas within the existing business plan. HMICS confirmed meetings had already taken place to discuss this approach which they were supportive of.
  - **SPA and Forensic Services Best Value.** The Committee heard a joint Best Value inspection from Grant Thornton and HMICS would likely take place in 2025, following confirmation from the Auditor General. The Chief Executive voiced concern that no guidance had yet been received to help SPA, Police Scotland and Forensic Services understand what will be tested. Craig Naylor, HMICS, assured the Committee that discussions were ongoing and it was anticipated guidance would be provided shortly. The Committee sought assurance that there would not be duplication of effort on Best Value and accreditation work in Forensic Services and heard evidence collated would support both processes.
  - **Police Scotland and SPA Whistleblowing Report.** The Committee were assured by the annual reports from both SPA and Police Scotland, where discussion focussed on protected disclosures and training. The Authority's Whistleblowing Champion, Caroline Stewart, attended and reinforced the importance of implementing lessons learned.
  - **Police Scotland Cyber Security Update.** An update was provided on recent activity and discussion focussed on resource and sharing of lessons learned and guidance with other public sector bodies.
- **Draft Annual Report and Accounts.** The Committee received their first presentation of the draft Annual Report and Accounts and

provided feedback on a number of areas. The Committee will be provided with an updated draft at a meeting in September 2024 where recommendation to the Authority for approval will be sought.

- **Risk Management Reporting.** The Committee received updates from SPA, Police Scotland and Forensic Services. Discussion focussed on measuring effectiveness of mitigations and new risks identified.

### **CONCLUSIONS/ACTIONS REACHED**

- A Demand Planning and Prioritisation recommendation was proposed for closure on the basis that a Digital Board had been established and had met. The Committee requested BDO keep this action open until they were assured that there were clear criteria for prioritisation.
- HMICS committed to circulating their updated scrutiny plan which Members could review and provide any comments by correspondence.
- Following scrutiny of the Committee's future priorities, it was agreed that Best Value would become a standing item on future Agendas.
- Following the roll-out of DESC, it was agreed that six monthly updates of the project were no longer required. Governance reporting would continue through change oversight at the Resources Committee.