



Agenda Item 5

Meeting	Authority Meeting
Date	20 February 2025
Location	Merchant's House, Glasgow
Title of Paper	Chief Constable's Report
Presented By	Jo Farrell Chief Constable
Recommendation to Members	For Noting
Appendix Attached	Appendix A – Chief Constable's Report February 2025

PURPOSE

The purpose of this report is to provide the Authority with information relating to the Police Service, policing and the state of crime.

This report is submitted as a Standing Agenda Item.

1. BACKGROUND

1.1 The attached Chief Constable's Report provides the Authority with information relating to the Police Service, policing and the state of crime.

2. FURTHER DETAIL ON THE REPORT TOPIC

2.1 There are no further details on this report.

3. FINANCIAL IMPLICATIONS

3.1 There are no direct financial implications in this report. Any financial implications relating to subjects referenced are fully considered at the time.

4. PERSONNEL IMPLICATIONS

4.1 There are no direct personnel implications in this report. Any personnel implications relating to subjects referenced are fully considered at the time.

5. LEGAL IMPLICATIONS

5.1 There are no direct legal implications in this report. Any legal implications relating to subjects referenced are fully considered at the time.

6. REPUTATIONAL IMPLICATIONS

6.1 Given the nature of the report there are reputational implications however all reputational implications relating to subjects referenced are fully considered at the time.

7. SOCIAL IMPLICATIONS

7.1 There are no direct social implications in this report. Any social implications relating to subjects referenced are fully considered at the time.

8. COMMUNITY IMPACT

8.1 Given the nature of the report there is potential community impact implications however community impact relating to subjects referenced have been fully considered at the time.

9. EQUALITIES IMPLICATIONS

9.1 There are no direct equalities implications in this report. Any equalities implications relating to subjects referenced are fully considered at the time.

10. ENVIRONMENT IMPLICATIONS

10.1 There are no direct environment implications in this report. Any environment Implications relating to subjects referenced are fully considered at the time.

RECOMMENDATIONS

Members are invited to note the information contained in this report.

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Keeping people safe

POILEAS ALBA

Chief Constable's Report February 2025

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Chief Constable's Report February 2025

Overview

The disruption and devastating effects of Storm Eowyn continue to be felt by communities across Scotland, including the tragic death of 19-year-old Calum Carmichael in Ayrshire.

During the storm, police officers, staff, and volunteers demonstrated professionalism and bravery to ensure policing played its important part in the emergency response, along with blue light partners, the Scottish Government, local authorities, health colleagues, SEPA, the third sector, and others.

I want to thank everyone who contributed to efforts to preserve life and support those affected by the adverse weather.

This report also outlines the policing response to the horrific murder of six-year-old Hope Gordon. Hope's murder is a shocking and deeply upsetting crime and utterly devastating for the families involved. My thoughts, and the thoughts of everyone at Police Scotland, are with Hope's loved ones.

Such a tragedy also has a wider effect on the local community in West Calder, as well as across Scotland, including for the officers and staff who responded, and I'm grateful for their support and co-operation as enquiries continue.

I highlight the search for Henrietta and Eliza Huszti, which sadly concluded with the discovery of their bodies and I offer their family my condolences.

Since my last report, there have been a number of significant court outcomes following police investigations, some of which I outline in this update. These include the life sentence of 41-year-old Finlay MacDonald for murder and attempted murders on Skye and in Wester Ross in August 2022 and the conviction and sentencing of child sexual exploitation and human trafficking offenders.

I also highlight a County Lines intensification week which ended in December and during which officers made 81 arrests, safeguarded 66 vulnerable people and seized

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illegal drugs, cash and offensive weapons during a crackdown on drug dealers who exploit vulnerable young people.

My report details the results of our campaign of enforcement, education, and communication around drink and drug driving. Officers engaged with more than 25,000 drivers and detected over 1,300 offences as policing plays our part in a crucial partnership approach to reducing road fatalities and injuries.

It's a very clear message. Do not drive after drinking alcohol or taking drugs. If you know someone who is going to drive after drinking alcohol or taking drugs, please speak to them. Officers are on our road networks day in, day out and we relentlessly target offenders.

The breadth of police work described in my report, from multi-agency emergency responses, significant investigations, counter terrorism, and action to reduce harm and safeguard the vulnerable underlines the relentless nature of policing and the significant value our officers, staff and volunteers deliver right across Scotland, every day.

Next week, we'll pause to recognise and celebrate some of the incredible work of police officers, staff, and volunteers, as well as the contribution of members of the public who stepped forward at times of crisis, during our annual Bravery and Excellence Awards.

Reading the nominations has been a great privilege and a powerful experience. I am continually blown away by the professionalism, skill and dedication of our people and I greatly look forward to congratulating and thanking nominees and winners in person.

The great value of policing must be for all communities. People from all communities must know that when the police talk about keeping people safe, we mean them. All communities must feel able to speak to the police, to report a crime, share information or consider policing as a potential career.

This month, we've been recognising and celebrating important milestones as part of our Policing Together programme, including Race Equality Week and LGBT History

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Month, and during Race Equality week, the Force Executive participated in an anti-racist learning session to continue and lead Police Scotland's learning in this important area.

Assistant Chief Constable Catriona Paton continues to deliver the Policing Together programme through face-to-face learning and enhanced community engagement to put Policing Together into practice.

I want to thank ACC Paton for her work and reaffirm my commitment to building an anti-racist, anti-discriminatory, Service which serves all our communities, inside policing and across society.

Policing Together is an important programme in delivering on our vision of safer communities, less crime, supported victims and a thriving workforce.

As we progress to 2025-26, we will enter year two of our first three-year business plan, which outlines the milestones we'll prioritise to help realise our ambitions.

The vision and business plan consciously prioritises the frontline to support officers, staff and volunteers to deliver for our communities.

Of course, a key element of that support is securing the resources required to provide effective policing and we continue to monitor developments on the funding allocation available for 2025-26.

My report outlines that in January, our latest intake of 124 probationary constables brought our officer establishment to just over 16,600. A further intake of officers is planned for March, which will continue to maintain officer numbers.

When the Scottish Budget proposals were announced in December, I welcomed the continued support for the second phase of police reform which enables policing to maintain a maximum officer establishment of 16,600 while we develop a sustainable and effective operating model and modernised workforce.

I was also clear that a key component of that position was the requirement that over £25m of additional National Insurances costs are fully funded - this continues to be the case.

Workforce pay in Police Scotland accounts for over 86 per cent of our revenue spend, meaning there are very few levers to reduce costs other than through workforce numbers.

The uncertainty also underlines the ongoing challenge of recruitment planning without multi-year funding allocations.

Lastly, I provide updates on pay awards, including agreement on a headline 4.75% police staff offer and the decision to award police officers a 4.75% uplift to pay and relevant allowances following independent arbitration.

As illustrated throughout my report, police officers deliver significant service and value for our communities day in, day out. I am hugely grateful for their skill, dedication, and goodwill and it is important officers are rewarded and recognised

Tackling threat, harm and risk

Storm Eowyn

In late January, the whole country experienced some of the strongest winds in recent years, with a Red threat to life Met Office warning in place across the central belt and Dumfries and Galloway. Amber warnings were also in place across Scotland, bringing significant impact and on a scale we rarely see.

The storm also saw the first 'live' use of the Emergency Alert system in Scotland, with the United Kingdom and Scottish governments issuing the safety message to people within the Red weather warning areas.

Assistant Chief Constable Mark Sutherland led a gold command structure to protect human life, property and the environment, minimise harm, manage and support a co-ordinated response and minimise the risk to first responders and partners. During the

course of the storm, Police Scotland officers responded to around 1,900 weather-related incidents.

Policing supported the multi-agency response with valued colleagues in local authorities, health and social care, SEPA as well as staff from utility companies who worked around the clock to restore power to more than 280,000 homes. I also want to thank voluntary organisations such as the British Red Cross who provided valuable support to resilience partnerships and in communities.

The planning, leadership, communication, partnership working, and bravery, from officers and staff, from across the Service including Road and Local Policing, Emergency, Events and Resilience Planning, Contact, Command and Control (C3) to operate at pace in extreme conditions, to support communities, and preserve life, was hugely impressive.

As is good practice following any significant or major incident, we will review our response and support multi-agency debriefs to identify whether there is any learning to capture. My thoughts continue to be with those most affected by the adverse weather and I want to thank everyone who contributed to the response.

Murder of Hope Gordon - West Calder

On Monday, 20 January, 2025, officers attended at a property in West Calder, following a report of concern for a person, and the body of six-year-old Hope Gordon was discovered.

The body of 36-year-old Mark Gordon was also discovered.

Hope's death is being treated as murder and officers from Police Scotland's Major Investigation Team, as well as local officers, continue to carry out extensive enquiries to establish the full circumstances. There is nothing to suggest anyone else is involved or any risk to the public.

Deaths of Eliza and Henrietta Huszti

I want to thank all those involved in the search Henrietta and Eliza Huszti, who were reported missing in Aberdeen on Tuesday, 7 January,

This was a significant operation led by local policing officers, supported by a range of national resources, including the marine unit, air support unit and specialist search teams.

The search, carried out in extremely challenging conditions, also involved a number of partners, including HM Coastguard, oceanographers and colleagues from the Scottish Fire and Rescue Service and I thank them too for their assistance.

It was the determination and commitment shown by all, which allowed for the eventual recovery of the sisters' bodies and, I hope we were able to bring some closure for their relatives in Hungary.

Our thoughts are with Henrietta and Eliza's family.

Arrests under the Terrorism Act - Greenock

On 23 January, following information received, local policing officers in Greenock arrested a 16-year-old male outside the Inverclyde Islamic Centre.

A significant investigation, led by officers from the Organised Crime and Counter Terrorism Unit, was carried out into this incident.

The youth was subsequently charged with offences under the Terrorism Act and made an initial appearance at Greenock Sheriff Court.

During the course of the investigation, a second 16-year-old male was also arrested in the Greenock area in connection with a separate terrorism offence. He was released without charge pending further enquiries.

Following these arrests, our local command team has engaged with faith groups and the wider community to provide reassurance.

Chair, as this remains a live investigation I am limited in what I can say but will update the Board in due course as the case progresses.

Arrests following disorder - Scottish League Cup Final

Six arrests have been made as part of an ongoing investigation into disorder in Glasgow on Sunday, 15 December, 2024, prior to the Celtic v Rangers Scottish League Cup Final at Hampden.

During the afternoon windows were smashed, a 26-year-old man was seriously assaulted and missiles were thrown at police, injuring one officer as a result. During the disorder, officers were authorised to use stop and search powers available under Section 60 of the Criminal Justice and Public order Act of 1994

I want to make it clear that the use of weapons and violence will not be tolerated and those involved in this disorder will be identified and brought to justice.

Significant court outcomes

Murder and attempted murders - Skye and Wester Ross

On 29 November 2024 at the High Court in Edinburgh, 41-year-old Finlay MacDonald was sentenced to life sentence with a minimum term of 28 years.

He was previously found guilty of the murder of John MacKinnon on the Isle of Skye in August 2022, as well as the attempted murder of three other people on the island and in the Dornie area of Wester Ross.

These crimes were a tragedy for the families involved, and have also had a significant and lasting impact on the wider community, including our police officers. The responding officers displayed exceptional bravery, putting public safety ahead of their own in order to bring a dangerous and volatile situation to an end without further loss of life.

Child sexual exploitation offences - Glasgow

At the High Court in Glasgow on Monday, 27 January, Iain Owens, 46, Elaine Lannery, 40, Scott Forbes, 51, Barry Watson, 48, Lesley Ann Williams, 42, Paul Brannan, 42, and John Clark, 48, were jailed for a total of 93 years and given Orders for Lifelong Restriction for sexual abusing children in the Glasgow area between 2012 and 2019.

The individuals were arrested in October 2020, following a long and complex investigation in which officers and staff worked closely with partners in Social Work, Health, Education, Crown Office and the third-sector.

Our thoughts and support remain with the young people who were victims of these despicable crimes.

I also want to thank officers and staff who worked through the harrowing evidence to bring the offenders to justice.

Human trafficking offences - Tayside

In January, four men and a woman, Marian Cumanasoiu, 37, Remus Stan, 34, Catalan Dobre, 44, Cristian Urlateanu, 41, and Alexandra Bugonea, 34, were convicted of 30 charges at the High Court in Glasgow, following an extensive investigation into sexual exploitation, human trafficking and the supply of drugs.

Named Operation Recloir, the investigation was launched in late 2021 to target a gang of suspected human traffickers in the Tayside area. This investigation was managed by the Local Policing Team with some support from the Extradition Unit to arrest suspects on International arrest warrants from Belgium and Czech Republic.

In addition to enforcement action, officers undertook significant partnership work to provide victims with access to agencies who could provide suitable support for their

needs. This work remains ongoing to ensure their welfare and long-term safeguarding.

We will continue target criminals who abuse, control and exploit people, working with partners nationally and internationally to bring offenders to justice, and to raise public awareness to help identify victims and ensure they get the support they need.

Prevention, problem solving and proactivity

County Lines intensification week

Between 25 November and 1 December 2024, officers safeguarded vulnerable people exploited by drug dealers during the latest national County Lines intensification week.

County Lines drug dealers from larger cities expand their criminal activity into smaller communities to exploit young and vulnerable people to sell drugs, carry cash and weapons – bringing violence, coercion and abuse. They can also take over someone's house, known as cuckooing.

During the intensification week, a total of 81 people, 60 men and 21 women, were arrested and 54 search warrants executed, with 66 vulnerable people safeguarded during visits to 79 addresses, including 25 believed to be used by drug dealers. Illegal drugs, including heroin and cocaine, £60,000 in cash, and offensive weapons were also recovered.

Festive drink and drug driving campaign

Our festive drink and drug driving campaign operated between 1 December, 2024, and 19 January, 2025, during which over 1,300 offences were detected.

Road Policing and Local Policing officers worked together to target and deter drink and drug drivers, carrying out 4,779 breath tests and 963 drug wipes. Over 25,000 drivers were spoken to as part of the campaign.

They did this by carrying out proactive patrols, speaking to drivers and raising awareness in communities, using data to target key areas, responding to information from members of the public and setting up roadside checks.

Operation Moonbeam - further arrests

Between 30 and 31 January, officers arrested five men aged between 16 and 25 for offences committed in the Calder Road and Captains Road areas of Edinburgh. A further four men aged between 17 and 29 were also reported to the Procurator Fiscal in connection with Bonfire Night disorder and criminality.

The arrests are the result of investigations following the unacceptable levels of violence and disorder experienced in parts of the country on Bonfire Night and bring the total number of people reported across Scotland to 61.

My thanks go to all of our officers who have been involved in these inquiries to date and, of course, the members of the public who have provided information that has helped us with our enforcement activity.

We will continue to investigate the offences that occurred on 5 November to bring all of those responsible to justice and will work alongside our communities and other key partners to secure positive criminal justice outcomes.

Domestic abuse prevention campaign

Domestic abuse remains a significant and continuing problem in our communities and officers attend an incident every eight minutes on average. Its harm to victims, children, families and communities is life long and devastating.

Most domestic abuse occurs in the home, behind closed doors. It takes time for victims to feel able to report. We are determined that from that first point of contact victims feel heard, believed and supported. We are committed to tackling domestic abuse and to working with our partners to give victims, from all communities, the support they need.

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Our most recent domestic abuse prevention campaign, launched just before Christmas and runs throughout February. The campaign signposts young men to support to change their abusive behaviour before it escalates and before they end up before the court.

To date, the campaign video has been viewed nearly 118,000 times and appeared in the online feeds of the target audience on nearly 11 million occasions across platforms including Snapchat, X, and Facebook.

We direct our target audience to the Respect Phonenumber, an organisation offering support to people across Scotland who are concerned about their harmful or abusive behaviour. Their expert Advisors will listen, talk through a person's situation and help them develop strategies to change that can help them and their loved ones.

Respect has reported a 98% increase in visits to their website during the campaign period to just over 14,000.

Senior Investigating Officers Conference

Earlier this month, we brought together more than 200 senior detectives, analysts, forensic scientists and partners including from the Scottish Police Authority, Crown Office and Procurator Fiscal Service, National Crime Agency and other UK police services for our Senior Investigating Officers Conference for 2025.

Over the two-day conference, attendees explored best practice, learning and advances in technology which can enhance investigations now and in the future.

The event was a valuable opportunity for our investigators to share valuable knowledge and experience and strengthen the partnerships that enable us to deliver justice for victims and their families. I am grateful to the sponsors, partners and our officers and staff who contributed.

GPX Programme Board

Between Friday, 7 and Friday, 14 January, we hosted the Global Policing Exchange Leadership Programme at Police Scotland Headquarters, Tulliallan.

During the session, 21 delegates from law enforcement agencies from six countries undertook a one-week residence to complete their year-long programme.

I am grateful to all of those who participated in this programme, and those responsible for its delivery, which aims to ensure a collaborative, consistent and effective approach to policing across the world.

Policing Together and working with communities

Policing Together programme

Policing Together was established in 2021 to drive the sustainable and meaningful change required to ensure our mission to keep people safe applies to all communities.

Last May, I provided an update on progress including investment in leadership courses for over 5,500 officers and staff, a deep dive on our standards of professional behaviour, new training on the Equality Act and upholding our values, and a focus on communications.

Following appointment last summer, Assistant Chief Constable Catriona Paton has refreshed the programme, with a focus on putting Policing Together into practice across leadership, communications, learning, and communities.

Officers and staff are being provided with enhanced learning including Act Don't React behavioural science courses and Unity Through Learning, a one-day in-person anti-racist training programme. The Service has also refreshed

its Community Advisor cadre which now includes Black and African advisors for the first time.

Connecting with communities is essential for policing and, in January, I welcomed key individuals from religious and minority ethnic communities to a dinner at Police Scotland's Headquarters, Tulliallan, as part of a series of engagement sessions focused on building stronger relationships and better understanding of underrepresented communities.

As part of the Policing Together programme, we continue to recognise and celebrate key dates and events throughout the year under our inclusion calendar, including Race Equality Week, LGBT History Month, Holocaust Memorial Day, Chanukah and Christmas, in the period covered by this report.

We continue to develop mechanisms to assess impact, and I am clear progress must be felt in the experiences of our communities, including officers and staff.

I continue to be grateful for the support and challenge of the Scottish Police Authority in this area, led by Tom Halpin as chair of the Policing Together Oversight Group.

Neurodiversity and policing conference

On Wednesday, 12, and Thursday, 13, February Assistant Chief Constable Mark Sutherland led our contribution to a pioneering Neurodiversity and Policing conference, which offered a unique platform for learning, exploring and challenging how neurodiversity impacts Police Scotland officers and staff as well as the public we serve.

Hundreds of delegates participated in the event, co-hosted by Edinburgh Napier University, in partnership with the Global Law Enforcement and Public Health Association and the Scottish Institute for Policing Research. The conference brought together international and local speakers from academia, public health, and policing as well as those with lived experience, to explore the subject and share knowledge and understanding.

Around 15% of the public are considered to be neurodivergent - and with an estimated 20 and 30% of Police Scotland officers and staff also being neurodivergent, this makes them one of the largest minority groups in the service.

Mental Health Taskforce

On Wednesday, 8 January, Assistant Chief Constable Catriona Paton and Chief Superintendent Matt Paden provided evidence to the Scottish Parliament's Criminal Justice Committee along with academics and health colleagues during a session on policing vulnerable people.

I've been clear that I want to ensure members of the public in mental health crisis or distress get the care and support they need and deserve from the agency best able to provide it, while allowing police officers to return to core policing duties more quickly.

As previously reported Deputy Chief Constable Alan Speirs is leading Police Scotland's collaboration with partners including the Authority and the Scottish Government and we've established a mental health taskforce to drive work.

During the parliamentary evidence session, ACC Paton and Chief Superintendent Paden outlined some progress being driven by the Mental Health Taskforce, including:

- Training of Contact, Command and Control (C3) personnel to use the Mental Health Pathway which is a collaboration with NHS24. Just under 11,000 referrals have been made since the pathway was first established in August 2020, ensuring officers attend fewer calls where they are not needed while members of the public access the right care at an earlier stage;
- Progress to ensure all frontline officers now have access to the Mental Health Index (MHI) to access clinicians in their area when they have encountered an

individual in mental health distress. The clinician will advise on the correct course of action and arrange access to the most appropriate services;

- The continued use of the Distress Brief Intervention (DBI) Service which enables trained officers to signpost and refer people experiencing mental health distress to the right agency which can provide the support they need, allowing them to redirect to core policing duties. Over 1,600 officers are now trained in DBI and more than 4,200 referrals have been made since 2017.

Last week, I welcomed the Scottish Government's publication of the Framework for Collaboration and Collaborative Commitments documents on Wednesday, 12 February, which set out how we will work with other local services, and across boundaries, to deliver a whole system, person-centred, trauma-informed approach to mental health incidents.

Recorded police warnings - Scottish Police Authority public webinar

On Wednesday, December 11, Assistant Chief Constable Wendy Middleton joined the Scottish Police Authority's public webinar to discuss the use of recorded police warnings and other direct measures in policing.

The use of police direct measures is a well-established practice, supported by the Lord Advocate and with published operational guidelines. Offences considered not appropriate for direct measures include sexual offences, domestic abuse, conduct involving hate crime and behaviour deliberately targeted at vulnerable individuals including children.

Accountability in the appropriate use of direct measures remains an important principle and relevant data is collated and monitored to ensure accuracy of recording and use.

Participants in the roundtable discussion included the Crown Office and Procurator Fiscal Service, Edinburgh University and Community Justice Scotland.

The panel took questions submitted by the public covering a range of issues including what offences warnings can be issued for and those which can't; the data collected to support public confidence and assurance of their use and the discretion used by officers to issue recorded police warnings.

The use of direct measures has a wider criminal justice benefit. They significantly shorten the length of time it can take for the same disposal to be achieved through the court process, reduce the volume of formal reports into the criminal justice system and give officers the ability to exercise their professional discretion.

I am grateful to the Authority for their oversight and support to build public understanding and assurance in this important area.

Scottish Fire and Rescue Service Chief Officer

In January, I welcomed Scottish Fire and Rescue Service Chief Officer Stuart Stevens to Police Scotland Headquarters, Tulliallan.

This was an important opportunity to congratulate Stuart on his appointment in November and discuss collaborative opportunities, as well as ongoing and recent partnership working, including Operation Moonbeam.

I'm grateful to Stuart for his ongoing commitment to meeting collective challenges and working together to deliver for communities as part of what is a key partnership for policing.

Corporate Parenting Plan

I recognise the vital role Police Scotland, as a Corporate Parent, plays in supporting and providing better opportunities for the Care Experienced community.

This is not simply a legal responsibility. It is also a moral obligation and the right thing to do. We recently published our Corporate Parenting Plan 2024-27 which

outlines how we will continue to build relationships, confidence and improve service provision for people with experience of care.

Children and adults with experience of care played a key part in the development of this plan. Their knowledge and insight were invaluable, and we will continue to engage with the Care Experienced community on an ongoing basis to ensure we are delivering a service which best meets their needs.

Medics Against Violence conference

On 21 January 2025, Assistant Chief Constable Mark Sutherland was a keynote speaker at the recent Medics Against Violence conference, where delegates heard about journey of violence over the past 15 years.

ACC Sutherland spoke about Police Scotland's national violence strategy as well as the service's public health-led approach to prevention. He also highlighted the shared commitment of Police Scotland and Medics Against Violence to addressing the issue and harm by identifying the root causes and promoting early intervention.

Supporting officers and staff

Recruitment

On Monday, 13 January, we welcomed our latest intake of 124 probationers to the Service during oath of offices ceremonies hosted by members of the Force Executive across the country. The intake brought our officer establishment to 16,614 and a further 200 candidates are scheduled for our next cohort on 10 March.

Our officer recruitment campaign continues with advertising on video on demand services and radio adverts, ensuring a strong pipeline of applicants. This month, we have expanded our campaign to include a drive on recruitment into our Contact, Command and Control (C3) Division.

Pay awards 2024-25

On Friday, 14 February, a 4.75 per cent uplift to pay and relevant allowances for police officers was confirmed for 2024-25. Backdated pay will be paid in March's salary run following the decision, which was made by independent arbitration.

An independent arbitrator was appointed by the Advisory, Conciliation and Arbitration Service (ACAS) after an agreement was not reached.

Following a ballot, on Monday, 6 January, staff unions agreed a headline 4.75 per cent pay award for police staff for 2024-25. I am hugely grateful for the work and constructive discussions which resulted in this agreement.

New Year Honours

I want to thank and congratulate three serving and former Police Scotland officers who were recognised in His Majesty The King's New Year Honours.

Deputy Chief Constable Alan Speirs and recently retired Superintendent Shaheen Baber both received the King's Police Medal in recognition of their service to policing.

Constable Kirstin Grant, from Highland and Islands division, was awarded an MBE for services to young people with additional needs in recognition of her work volunteering in Nairn Academy to make the Duke of Edinburgh's Award Scheme accessible to youngsters who may otherwise not have felt themselves able to participate.

The awards are testament to their dedication to public service, their commitment to improving the safety and wellbeing of our people, places and communities, across Scotland and beyond.