



LETTER SENT BY E-MAIL ONLY

6 February 2024

2023/24-079

Freedom of Information (Scotland) Act 2002

Request

Please find below our response to your correspondence dated 10 January, in which you made the following request under the Freedom of Information (Scotland) Act 2002.

Please provide me with any internal or external correspondence, including any attachments, WhatsApp messages, text messages, instant messaging, memos, OneNotes, minutes, agendas, appendixes or other correspondence, relating to a member of staff from Durham Police who provided advice to Chief Constable Jo Farrell of Police Scotland in October 2023.

Please ensure you include this person's name and rank in your response.

Response

Your request for information has been considered and the Scottish Police Authority is able to provide the following.

Firstly, we would refer to a previous FOI response [2023/24-068](#) issued to you which provides some of the information requested in your correspondence of 10 January, see Appendix 1.

Other information held is provided at the end of this response. Some information has been redacted, as this is third party personal data, considered to be exempt in terms of the Act.¹

This exemption is absolute and therefore does not require the application of the public interest test. Whilst you may have a legitimate interest in disclosure of this information, it is our view that those interests are overridden by the interests or fundamental rights and freedoms of the data subjects.

The Authority considers information held which forms part of personnel files² to be exempt in terms of the Act, as to disclose this would be a breach of confidence.³

These exemptions are absolute and do not require the application of the public interest test. Whilst you may have a legitimate interest in disclosure of this information, it is our view that those interests are overridden by the rights of employees and office holders to confidential discussions in respect of their employment.

Regarding name and rank, this information is publicly available⁴. To assist, a link is provided to the [draft official report of the Criminal Justice Committee on 20 December 2023](#), see section 7-8.

Right to Review

If you are dissatisfied with the outcome, you can ask us to review our response. If you want us to carry out a review, please let us know within 40 working days. You must specify the reason for your dissatisfaction and submit your request to foi@spa.police.uk or by letter to Scottish Police Authority, 1 Pacific Quay, Glasgow, G51 1DZ.

If you remain dissatisfied after review, you can appeal to the Scottish Information Commissioner within six months. You can apply [online](#), by email to enquiries@itspublicknowledge.info or by letter to Scottish Information Commissioner, Kinburn Castle, Doubledykes Road, St Andrews, Fife, KY16 9DS.

¹ This is a notice in terms of Section 38(1)(b) of FOISA – third party personal data. Disclosure would contravene the data protection principles in Article 5(1) of the General Data Protection Regulation and section 34(1) of the Data Protection Act 2018.

² This is a notice in terms of Section 38(1)(b) of FOISA – third party personal data. Disclosure would contravene the data protection principle in Article 5(1)(a) of the General Data Protection Regulation and section 34(1) of the Data Protection Act 2018..

³ This is a notice in terms of Section 36(2) of FOISA – actionable breach of confidence.

⁴ This is a notice in terms of Section 25 of FOISA - the authority considers that the information is already available, therefore there is no need to provide an alternative right of access to it through FOISA.

Should you wish to appeal against the Commissioner's decision, you can appeal to the Court of Session, only if you think the law has not been applied correctly.

An anonymised version of this response will be posted to our [Disclosure Log](#) after seven days.

Email 17/08/2023

From: Page, David <[redacted S38(1)(b)]>
Sent: Thursday, August 17, 2023 2:58 PM
To: SPA Chief Executive <[redacted S38(1)(b)]>; Miller, Katy <[redacted S38(1)(b)]>
Cc: Brown, Chris-2 <[redacted S38(1)(b)]>; Gray, James-4 <[redacted S38(1)(b)]>; Page, David <[redacted S38(1)(b)]>
Subject: Efficiency Levers v5.ppt - ACO Gary Ridley (Durham) [OFFICIAL]

OFFICIAL
Lynn/Katy

I'd said to you both I would send you over the slide pack that ACO Gary Ridley sent over for James pre his meeting. As you will see there is nothing in here that is new.

For info David

Attachment to email of 17/08/2023

NOT PROTECTIVELY MARKED

Efficiency Levers August 2023

Gary Ridley



Together Better Policing

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Overview

- Officers
- Staff
- Capital spend
- Non-pay
- Collaboration /shared services
- Income generation



Together Better Policing

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Overview

- Service impact
- Impact on each other
- Cost implications of change
- Pace of implementation
- Impact of technology
- Business acumen
- Coherence into a strategy



Together Better Policing

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Officers

- Delays to Officer recruitment
- Overtime
- Rank mix
- Severance
- Medical retirements
- Attrition management
- Shift patterns
- Acting up
- Regulations
- Penalties / costs
- Workforce plan



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Staff

- Post deletion/redeployment/voluntary redundancy/compulsory redundancy
- Modernisation/ reverse modernisation
- Vacancy rates
- Priority posts to fill
- Attrition
- Automation
- Workforce plan



Together Better Policing

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Capital Spend

- Delay
- Reduce
- Funding mix
- Invest to save
- Strategy incl. sustainability



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Non-Pay

- Unit price/Quantity/Quality
- Inflation (core)
- Amalgamation/ rollover/ exit
- Needs v wants



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Collaboration/ shared services

- Exists at various levels:
 - Shared buildings
 - Shared processes
 - Shared workload
 - Common employer/ lead force
 - All require governance
 - Net donor/ net beneficiary
 - Difficult to sustain



Together Better Policing

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Income

- NDORS
- L&D
- Financial crime



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QUESTIONS PLEASE?



Altogether Better Policing

NOT PROTECTIVELY MARKED

Email 17/10/2023

From: Page, David
Sent: 17 October 2023 15:51
To: Brown, Lynn

Lynn – done thanks David

From: Page, David
Sent: 17 October 2023 15:51
To: 'Gary Ridley' <[redacted S38(1)(b)]>
Cc: Page, David <[redacted S38(1)(b)]>
Subject: RE: SPA ARA 2022-23 [OFFICIAL SENSITIVE: POLICE AND PARTNERS]

OFFICIAL SENSITIVE: POLICE AND PARTNERS

Gary

You'll have picked this up from the 'Draft' marking on the ARA but for the avoidance of doubt this is embargoed until its laid down before the Scottish Parliament so please don't share with anyone else.

Thanks

David

From: Gary Ridley [mailto:[redacted S38(1)(b)]]
Sent: 17 October 2023 14:14
To: Page, David <[redacted S38(1)(b)]>
Subject: RE: SPA ARA 2022-23 [OFFICIAL SENSITIVE: POLICE AND PARTNERS]

Thank you David

Gary

Gary Ridley
Assistant Chief Officer
Durham Constabulary
Tel. no. [redacted S38(1)(b)]
Email [redacted S38(1)(b)]

From: Page, David <[redacted S38(1)(b)]>
Sent: Tuesday, October 17, 2023 1:10 PM
To: Gary Ridley <[redacted S38(1)(b)]>
Cc: Deputy Chief Officer <[redacted S38(1)(b)]>; SPA Chief Executive <[redacted S38(1)(b)]>; Chief Financial Officer <[redacted S38(1)(b)]>; Brown, Chris-2 <[redacted S38(1)(b)]>; Brown, Patrick <[redacted S38(1)(b)]>; DCC Designate <[redacted S38(1)(b)]>
Subject: FW: SPA ARA 2022-23 [OFFICIAL SENSITIVE: POLICE AND PARTNERS]

OFFICIAL SENSITIVE: POLICE AND PARTNERS

Good Afternoon Gary,

The Chief Constable has mentioned that you are coming up to do a review of a number of finance elements and possible our plans for addressing the budgetary challenges we currently have.

I've attached the most recent Draft ARA for your information which will hopefully help provide you with some context around our numbers. Please feel free to ask any questions re the above and we will do what we can to assist you.

Regards
David

David Page

Deputy Chief Officer (Corporate Support)
Police Scotland, Tulliallan Castle, Alloa, FK10 4BE
[redacted S38(1)(b)] (External)
[redacted S38(1)(b)]