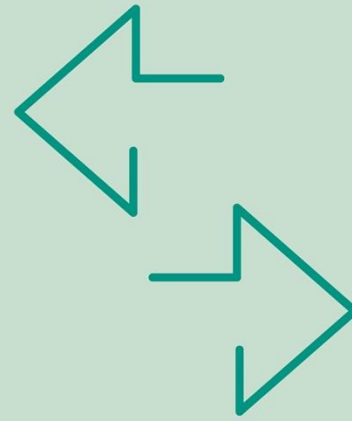


SPA Corporate Performance Report

Q2, 2024-25



SCOTTISH POLICE
AUTHORITY
ÙGH DARRAS POILIS NA H-ALBA

Summary

Corporate Strategy Delivery

Delivery i.e. actual v planned work was 75 per cent in quarter two.

21 per cent of planned work in the quarter was re-profiled, reflecting revised timescales/output for these areas of work. While one communications related milestone is carried over to 2025-26 to reflect resourcing issues in the External Relations team, the remainder of re-profiled activity is expected to be delivered in year.

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

Resources

Audit – Three HMICS recommendations and **one** internal audit recommendation closed.

Risk – All corporate risks within appetite/tolerance. Oversight of PS equalities has been brought within appetite/tolerance, an improvement on Q1.

FOI requests received =24 (-15 from previous). This included two reviews - one decision was upheld and one decision partially upheld. 91 per cent compliance with 20-day response timeline – two responses for Forensics information had to be issued late.

SAR requests received =48 (-32 from previous). This included 47 requests from officers retiring. 100 per cent compliance with 1-month response timeline.

Security Incidents recorded =11 (+10 from previous). One incident related to SPA Corporate and was reported to ICO although no mandatory requirement to do so, however reported under 'for information only' category.

People

Staff FTE – Actual =44.80 (Q1=46.8). Overall staff numbers continue to remain lower than budgeted level of 52 FTE.

Mandatory training – Plain English training now fully delivered except to four non attendees (one due to LTS). Completion rates on other mandatory training remain static, individual gaps in training have been shared with Heads for action.

Absence - LT absence has decreased. STA decreased from Q1 with very low levels experienced during Q2. Outstanding RTW have increased from Q1 to Q2 - there will be a focus on RTW in Q3 to ensure prompt completion and provision of any required support.

Performance

Complaints – continued positive trend with no SPA Corporate related complaints received during Q2.

Media Enquiries – reduced to 24 (-8 on previous). 100 per cent answered within requested timeframe.

ICVS – 34 per cent of detainees available at time of visits seen, as per previous four quarters. Detainee concerns =299 (-95 on previous). 77 per cent of concerns were resolved at the time of visit (-6 per cent on previous) - the top five types of concern remain unchanged.

Governance Support – 100 per cent of SPA Corporate papers, for public items, were published on time (as per the previous two quarters). Papers submitted on time remained at 50 per cent, and papers circulated on time reduced from 87 per cent in Q1 to 79 per cent. Forensic Services and Police Scotland figures are provided for comparison.

Corporate Strategy delivery

Delivery in Q2 (actual v planned)



Highlights

Public briefings on Taser and Remotely Piloted Aircraft Systems (Drones) were updated and published. These provide an updated overview of their use in policing and summarise oversight and scrutiny of Police Scotland's use of each.

Annual plan set on key stakeholder input to board and committee meetings, including input from COSLA, National Crime Agency, British Transport Police and planned input from HMICS.

Developed briefing system for members on key programmes and projects to embed the Authority's approach to overseeing change, transformation and improvement in policing.

Delivered annual update and assessment on the effectiveness of whistleblowing arrangements within the Scottish Police Authority to the Audit Risk and Assurance Committee on 15 August 2024.

Delivered SPA reporting on Community Empowerment.

Re-profiled work

Outcome 1 - Communities

Refresh of engagement strategy further re-phased from Q2 24-25 due to resourcing issues in External Relations team - to Q3 24-25 (SBM)

Series of workforce related briefings covering culture, misconduct and other issues delayed due to capacity issues although some aspects captured in Complaints and Conduct Annual Report - to Q4 24-25 (WFG)

Policy for Authority staff on social media use was delayed to Q2 24-25, now carried over due to resourcing issues in External Relations team - to 25-26 (SBM)

Outcome 4 - Workforce

Work with Police Scotland/Trade Unions on development of Working Together Protocol is re-phased. Improvements in JNCC made but work is ongoing - to Q4 24-25 (WFG)

Lead on officer and staff pay negotiations 24-25 re-phased as formal offer made in October 24 - to Q3 24-25 (WFG)

New member induction programme is re-phased as remaining two of nine induction sessions still to be delivered - to Q3 24-25 (SBM)

Lead on development and delivery of updated Code of Conduct re-phased to allow for Police (Ethics, Conduct and Scrutiny) (Scotland) Bill changes and stakeholder consultation - to Q4 24-25 (WFG)

Re-profiled work continued

Outcome 5 - Learning

Work with Police Scotland's Graphics team to update the Authority's corporate branding in line with accessibility requirements; and update branding guidelines and associated templates re-phased due to resourcing issues in External Relations team - to Q3 24-25 (SBM)

Summary

21 per cent of planned work was re-profiled, reflecting revised timescales/output for these areas of work.

4 per cent of quarter two milestones were closed, i.e. no longer required, superseded or not business critical. Public briefings on COP26 Public Attitudes survey and Mobile Working were agreed no longer required.

Nil actions/milestones added.

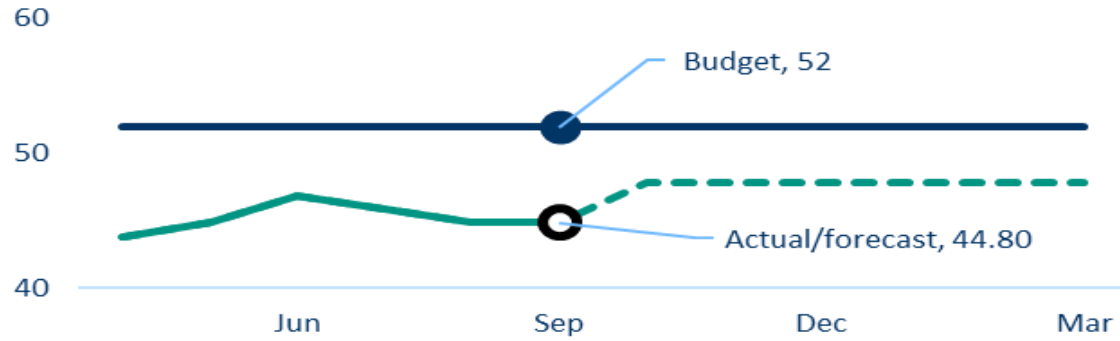
90 per cent of re-profiled is expected to be delivered before year-end 2024-25. One communications related milestone carried over to 2025-26 to reflect resourcing issues in the External Relations team.

Forward look

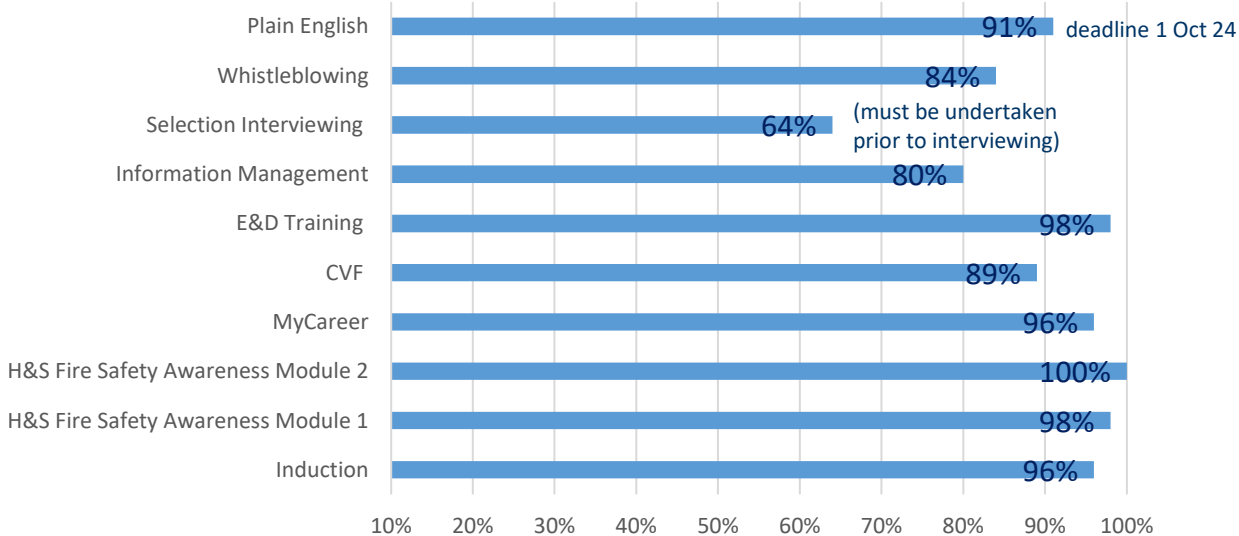
Public briefing on Anti-social behaviour re-phased to align with ASB awareness week, which has been rescheduled.

People

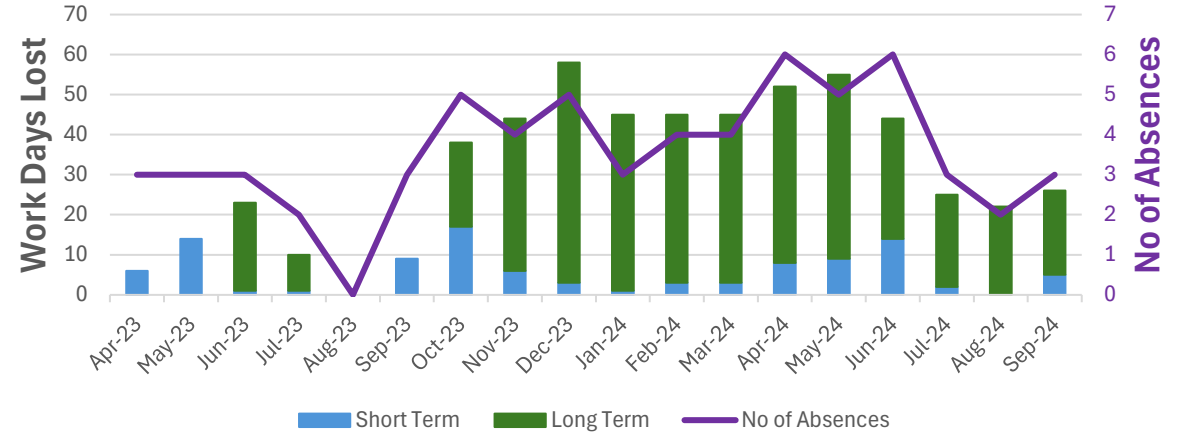
Staff FTE



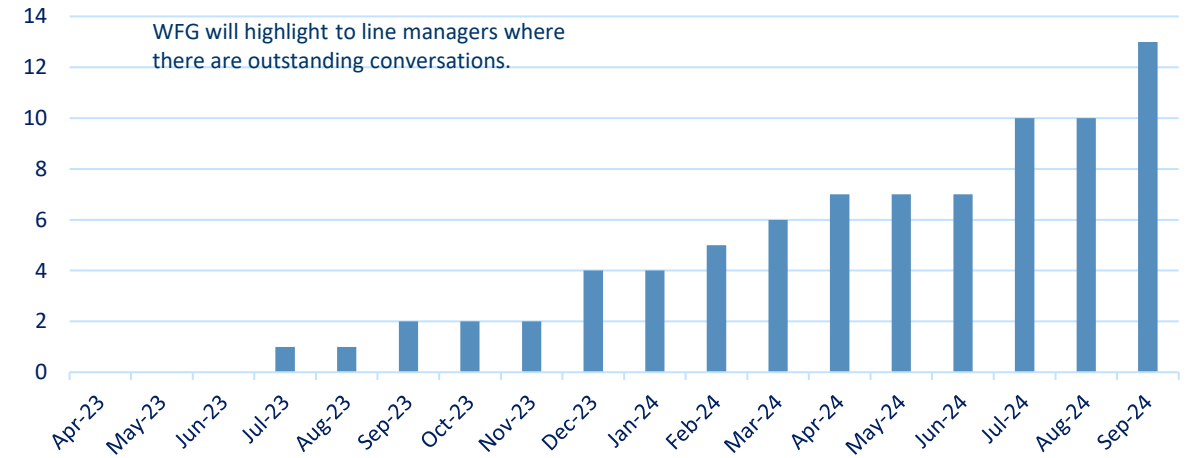
Mandatory training - completion (showing only staff required to complete training)



Absence



Outstanding return to work conversations



Finance, Audit & Risk, IM

Budget

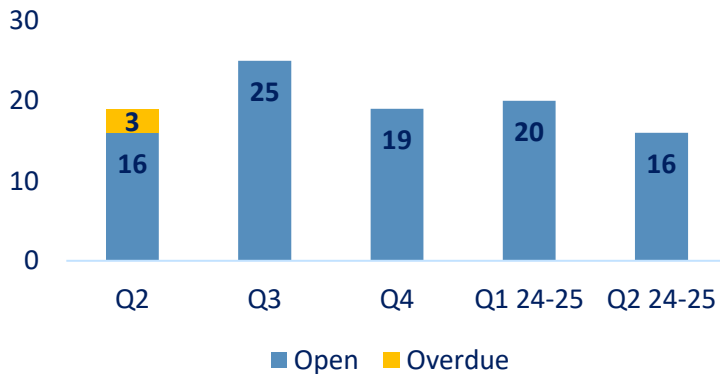
Full Year

	Budget	Q2 Forecast	Var	
	£000	£000	£000	%
Staff	3,670	3,331	339	9.2
Non-pay	2,948	2,888	60	2.0
Income	(1,088)	(1,089)	1	0.1
Total	5,530	5,130	400	7.2

Audit and Risk

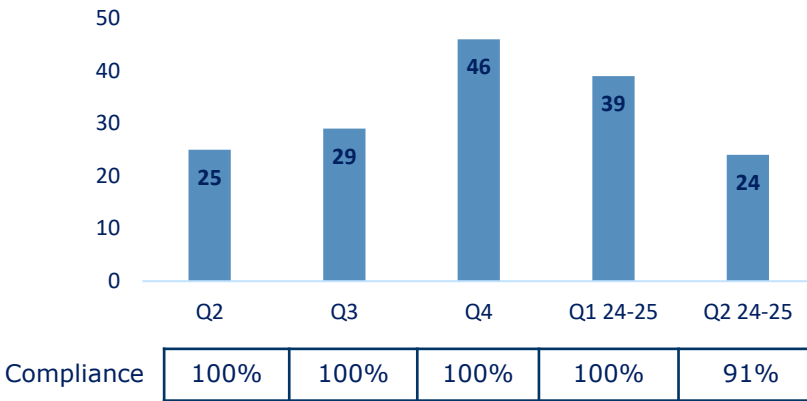
Audit recommendations

No new recommendations. Four closed since Q1.

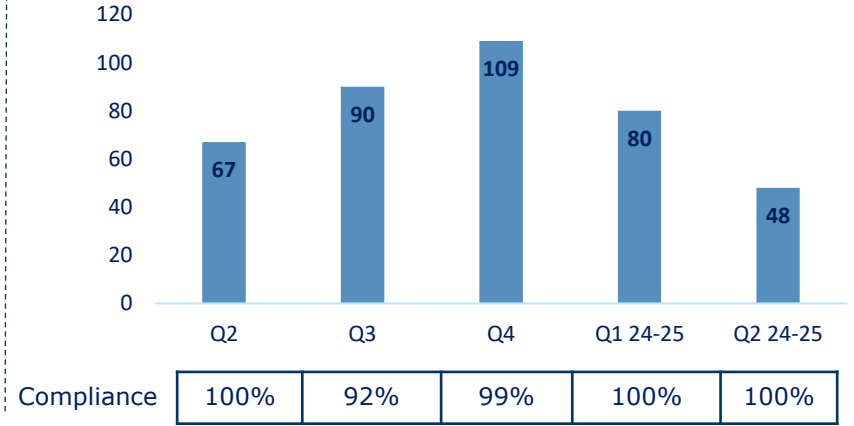


Information Management

FOI received & compliance with 20-day response timeline

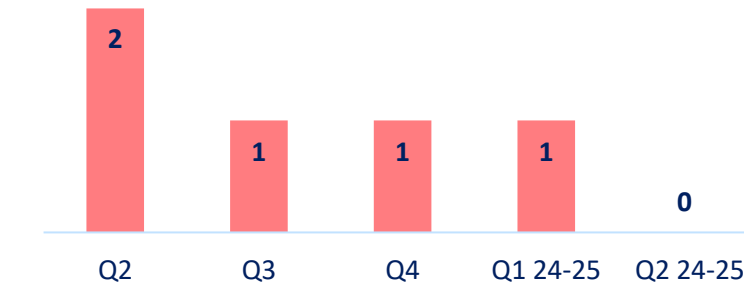


SAR received & compliance with 1-month response timeline

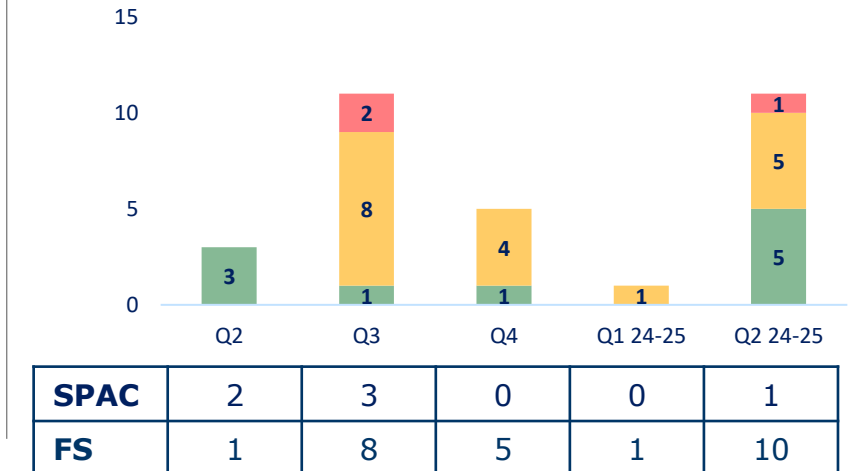


Risks out with appetite / tolerance

Oversight of PS equalities now within appetite/tolerance (reported out with since Q1 23-24).



Security incidents



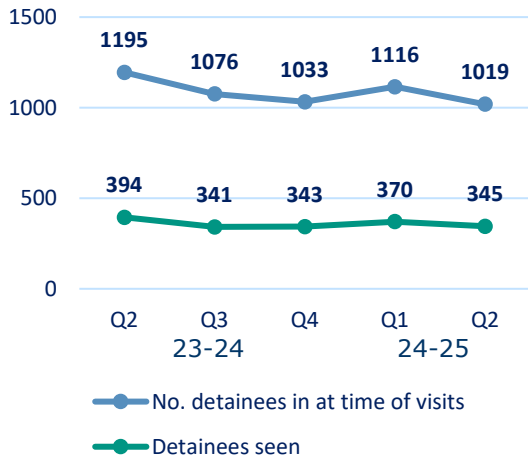
Performance

Service Back

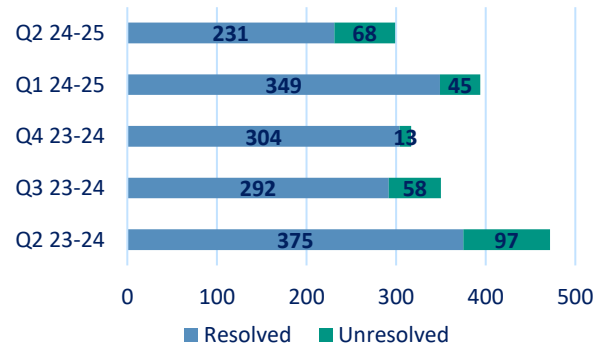
Estates	Nothing to report
ICT	Nothing to report.
P&D	Nothing to report.
Procurement	Nothing to report.

ICVS

Detainees seen



Detainee concerns

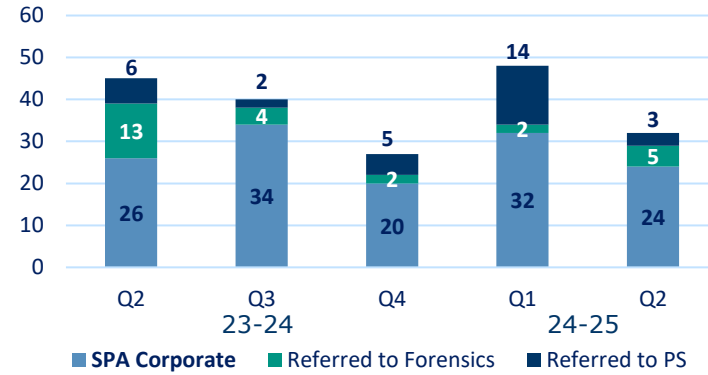


Top 5 concerns

Letter of rights (40); Solicitor (34); Medical (30); Reading/Writing (30); Named person (29)

Service Standards

Media enquiries



Complaints (relating to SPA Corporate)

Q1	0
Q2	0
Q3	
Q4	

23-24; 22-23 = nil

Governance Support

Compliance with Standing Orders – Board/Committee reports on time

