



## LETTER SENT BY E-MAIL ONLY

8 December 2023

2023/24-053

### Freedom of Information (Scotland) Act 2002

#### Request

Please find below our response to your correspondence dated 13 November, in which you made the following request under the Freedom of Information (Scotland) Act 2002:

I would like to make a Freedom of Information request for information contained in

all meetings discussions communications and notes held by and between the Scottish Police Authority and with the Scottish Government - relating to the recruitment of a new Chief Constable for Police Scotland

from January 2023 to the date of this FOI request

#### Response

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

**Appendix 1** – letter, dated 31 March 2023, issued to the Deputy Director of the Directorate for Safer Communities announcing launch of recruitment campaign to appoint a Chief Constable of Police Scotland.

**Appendix 2** – email trail dated from 11 May to 24 May 2023, from the Authority to the office of the Director General, Education and Justice regarding travel and accommodation arrangements.

**Appendix 3** – a draft briefing to the Cabinet Secretary for Justice on the Chief Constable process and timelines. We would highlight that this is a draft version, a final version may be held by Scottish Government.

**Appendix 4** – email, dated 7 June 2023, to various including Director-General Education and Justice, regarding access to recruitment packs.

**Appendix 5** – letter, dated 13 June 2023, to Director of Safer Communities, recommending and seeking ministerial approval for the appointment of Jo Farrell as Chief Constable of Police Scotland.

**Appendix 6** – email, dated 14 June, from Scottish Government to the Authority regarding communications for the announcement of the appointment of Chief Constable.

**Appendix 7** – letter, dated 3 July, thanking the Director-General Education and Justice for input into the selection panel.

Whilst we aim to provide information wherever possible, some information is exempt in terms of the Act. Some information contained in Appendix 2, 3, 5 and 6 has been redacted, as this is third party data, considered to be exempt.<sup>1</sup>

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.

### **Right to Review**

If you are dissatisfied with the outcome of your request you can ask for a review within 40 working days. You must specify the reason for your dissatisfaction and submit your request by email to [foi@spa.police.uk](mailto:foi@spa.police.uk) or by letter to Scottish Police Authority, 1 Pacific Quay, Glasgow, G51 1DZ.

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

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<sup>1</sup> This is a notice in terms of Section 38(1)(b) of the Freedom of Information (Scotland) Act 2002 – Third party data. Disclosure would contravene the data protection principle in Article 5(1)(a) of the General Data Protection Regulation: personal data shall be processed lawfully, fairly and in a transparent manner in relation to the data subject.

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](#) in seven days' time.





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

1 Pacific Quay  
Glasgow  
G51 1DZ  
SPAChiefExecutive@spa.police.uk

## LETTER SENT BY E-MAIL ONLY

John Somers  
Deputy Director  
Directorate for Safer Communities  
Scottish Government

31 March 2023

Dear John

I am writing to advise you that the Scottish Police Authority has launched a recruitment campaign to appoint a Chief Constable to lead Police Scotland, the UK's second largest police service.

This is one of the most significant leadership roles in UK policing and is one of the most important public leadership roles in Scotland. Our police service has a long and proud history, a committed workforce and strong public support. We are looking for an outstanding and accomplished police leader to build on those solid foundations and to lead Police Scotland forward in to the next stage of its development.

This unique leadership role offers an unparalleled opportunity to make a positive difference to people's lives and to help shape Scotland's future. Further information on the role and the qualities we are seeking are contained in the [recruitment pack](#).

Yours sincerely

A handwritten signature in blue ink that reads "Lynn Brown".

LYNN BROWN OBE  
Chief Executive

**From:** [REDACTED]@gov.scot on behalf of [dgej@gov.scot](mailto:dgej@gov.scot)  
**To:** [SPA Chair Office](mailto:SPAChairOffice@gov.scot); [dgej@gov.scot](mailto:dgej@gov.scot)  
**Subject:** RE: TRAVEL / ACCOMMODATION - CHIEF CONSTABLE INTERVIEWS [OFFICIAL]  
**Date:** 24 May 2023 09:30:11

---

Hi [REDACTED]

Thanks for that, could you confirm the full address and postcode for the interviews?

Thanks

[REDACTED]

[REDACTED] Assistant Private Secretary for Joe Griffin | DG Education & Justice  
| The Scottish Government | Email: [DGEJ@gov.scot](mailto:DGEJ@gov.scot)

\*\*\* PLEASE READ \*\*\*

Responsibility for filing key documents and communications on the record, including those sent to DG Education & Justice and Joe Griffin, rests with relevant policy and operational areas within Directorates. The DG Support Team does not keep official records of such e-mails or attachments.

**From:** SPA Chair Office <[SPAChairOffice@spa.police.uk](mailto:SPAChairOffice@spa.police.uk)>  
**Sent:** 24 May 2023 08:07  
**To:** DG Education & Justice <[dgej@gov.scot](mailto:dgej@gov.scot)>  
**Subject:** RE: TRAVEL / ACCOMMODATION - CHIEF CONSTABLE INTERVIEWS [OFFICIAL]

**OFFICIAL**

Hi [REDACTED]

So Joe should arrive for a 09:30hrs start and the process is estimated to conclude by 15:00hrs.

Many thanks

[REDACTED]

[REDACTED] **(Hybrid Working)**  
**Executive PA to Chief Executive and Chair**  
**Scottish Police Authority / Ùghdarras Poilis na h-Alba**

**1 Pacific Quay**  
**Glasgow**  
**G51 1DZ**

**Tel / Fòn:** [REDACTED]  
**Mob / F-làimhe:** [REDACTED]  
**Email / Post-d:** [REDACTED][@spa.police.uk](mailto:[REDACTED]@spa.police.uk)  
**Website / Làrach-lìn:** [www.spa.police.uk](http://www.spa.police.uk)  
**Twitter:** [@ScotPolAuth](https://twitter.com/ScotPolAuth)

**Working pattern: Monday to Thursday/ Patran-obrach: Diluain gu Diardaoin**

**From:** [REDACTED]@gov.scot [mailto:[REDACTED]@gov.scot] **On Behalf Of** [dgej@gov.scot](mailto:dgej@gov.scot)  
**Sent:** 23 May 2023 14:55  
**To:** SPA Chair Office <[SPACHairOffice@spa.police.uk](mailto:SPACHairOffice@spa.police.uk)>; [dgej@gov.scot](mailto:dgej@gov.scot)  
**Subject:** RE: TRAVEL / ACCOMMODATION - CHIEF CONSTABLE INTERVIEWS [OFFICIAL]

Hi [REDACTED]

Joe will arrive in the morning, do you have the times for the interviews finishing so we can reflect this in the dairy?

Many thanks

[REDACTED] Assistant Private Secretary for Joe Griffin | DG Education & Justice  
| The Scottish Government | Email: [DGEJ@gov.scot](mailto:DGEJ@gov.scot)

\*\*\* PLEASE READ \*\*\*

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**From:** SPA Chair Office <[SPACHairOffice@spa.police.uk](mailto:SPACHairOffice@spa.police.uk)>  
**Sent:** 23 May 2023 13:53  
**To:** DG Education & Justice <[dgej@gov.scot](mailto:dgej@gov.scot)>; SPA Chair Office <[SPACHairOffice@spa.police.uk](mailto:SPACHairOffice@spa.police.uk)>  
**Subject:** RE: TRAVEL / ACCOMMODATION - CHIEF CONSTABLE INTERVIEWS [OFFICIAL]

**OFFICIAL**

Hi [REDACTED]

Just to confirm that the interviews are at Jackton in East Kilbride at the Police Training and Recruitment Centre.

Is that ok?

[REDACTED]  
[REDACTED] (Hybrid Working)  
**Executive PA to Chief Executive and Chair  
Scottish Police Authority / Ùghdarras Poilis na h-Alba**

**1 Pacific Quay  
Glasgow  
G51 1DZ**

**Tel / Fòn:** [REDACTED]  
**Mob / F-làimhe:** [REDACTED]  
**Email / Post-d:** [REDACTED]@spa.police.uk  
**Website / Làrach-lìn:** [www.spa.police.uk](http://www.spa.police.uk)  
**Twitter:** @ScotPolAuth

**Working pattern: Monday to Thursday/ Patran-obrach: Diluain gu Diardaoin**

**From:** [REDACTED]@gov.scot [mailto:[REDACTED]@gov.scot] **On Behalf Of** [dgej@gov.scot](mailto:dgej@gov.scot)  
**Sent:** 23 May 2023 12:39  
**To:** SPA Chair Office <[SPAChairOffice@spa.police.uk](mailto:SPAChairOffice@spa.police.uk)>; [dgej@gov.scot](mailto:dgej@gov.scot)  
**Subject:** RE: TRAVEL / ACCOMMODATION - CHIEF CONSTABLE INTERVIEWS [OFFICIAL]

Hi [REDACTED]

Joe will make his own way to/from Glasgow so no accommodation required.

Thanks

[REDACTED]  
[REDACTED] Assistant Private Secretary for Joe Griffin | DG Education & Justice  
| The Scottish Government | Email: [DGEJ@gov.scot](mailto:DGEJ@gov.scot)

\*\*\* PLEASE READ \*\*\*

Responsibility for filing key documents and communications on the record, including those sent to DG Education & Justice and Joe Griffin, rests with relevant policy and operational areas within Directorates. The DG Support Team does not keep official records of such e-mails or attachments.

**From:** SPA Chair Office <[SPAChairOffice@spa.police.uk](mailto:SPAChairOffice@spa.police.uk)>  
**Sent:** 23 May 2023 12:11  
**To:** SPA Chair Office <[SPAChairOffice@spa.police.uk](mailto:SPAChairOffice@spa.police.uk)>; DG Education & Justice <[dgej@gov.scot](mailto:dgej@gov.scot)>  
**Subject:** RE: TRAVEL / ACCOMMODATION - CHIEF CONSTABLE INTERVIEWS [OFFICIAL]

**OFFICIAL**

Good afternoon [REDACTED]

I just wanted to check in with you about the above mentioned for Joe for the CC interviews.

If you can please advise if there are any requirements?

Many thanks

[REDACTED]  
[REDACTED] (Hybrid Working)  
**Executive PA to Chief Executive and Chair**  
**Scottish Police Authority / Ùghdarras Poilis na h-Alba**

**1 Pacific Quay**  
**Glasgow**  
**G51 1DZ**

**Tel / Fòn:** [REDACTED]  
**Mob / F-làimhe:** [REDACTED]  
**Email / Post-d:** [REDACTED]@spa.police.uk  
**Website / Làrach-lìn:** [www.spa.police.uk](http://www.spa.police.uk)

**Twitter:** @ScotPolAuth

**Working pattern: Monday to Thursday/ Patran-obrach: Diluain gu Diardaoin**

**From:** SPA Chair Office

**Sent:** 15 May 2023 10:51

**To:** [dgej@gov.scot](mailto:dgej@gov.scot)

**Subject:** RE: TRAVEL / ACCOMMODATION - CHIEF CONSTABLE INTERVIEWS [OFFICIAL]

**OFFICIAL**

Hi [REDACTED]

I would think probably 9.15 for 9.30am start for panel before first interview at 10:00hrs.

[REDACTED]

[REDACTED] **(Hybrid Working)**  
**Executive PA to Chief Executive and Chair**  
**Scottish Police Authority / Ùghdarras Poilis na h-Alba**

**1 Pacific Quay**  
**Glasgow**  
**G51 1DZ**

**Tel / Fòn:** [REDACTED]  
**Mob / F-làimhe:** [REDACTED]  
**Email / Post-d:** [REDACTED]@spa.police.uk  
**Website / Làrach-lìn:** [www.spa.police.uk](http://www.spa.police.uk)  
**Twitter:** @ScotPolAuth

**Working pattern: Monday to Thursday/ Patran-obrach: Diluain gu Diardaoin**

**From:** [REDACTED]@gov.scot [[mailto:\[REDACTED\]@gov.scot](mailto:[REDACTED]@gov.scot)] On Behalf Of [dgej@gov.scot](mailto:dgej@gov.scot)

**Sent:** 11 May 2023 18:06

**To:** SPA Chair Office <[SPAChairOffice@spa.police.uk](mailto:SPAChairOffice@spa.police.uk)>; [dgej@gov.scot](mailto:dgej@gov.scot)

**Subject:** RE: TRAVEL / ACCOMMODATION - CHIEF CONSTABLE INTERVIEWS [OFFICIAL]

Hi [REDACTED]

Thanks for your email.

Do you envisage it being a very early start and/or late finish on 12<sup>th</sup> June? If not, and if the times are broadly in line with the diary hold I suspect Joe will make his own way to and from Glasgow on 12<sup>th</sup>.

Thanks again

[REDACTED]  
Senior Private Secretary  
DG Education and Justice

\*\*\* PLEASE READ \*\*\*



Responsibility for filing key documents and communications on the record, including those sent to DG Education & Justice and Joe Griffin, rests with relevant policy and operational areas within Directorates. The DG Support Team does not keep official records of such e-mails or attachments.

**From:** SPA Chair Office <[SPAChairOffice@spa.police.uk](mailto:SPAChairOffice@spa.police.uk)>  
**Sent:** 11 May 2023 16:28  
**To:** DG Education & Justice <[dgej@gov.scot](mailto:dgej@gov.scot)>  
**Subject:** TRAVEL / ACCOMMODATION - CHIEF CONSTABLE INTERVIEWS [OFFICIAL]

**OFFICIAL**

Good afternoon [REDACTED]

Just getting my thinking cap on regarding the interviews for Chief Constable on 12 June 2023. Just wanted to reach out to SG colleagues now to let us start to look at travel and accommodation arrangements?

What is Joe's preference to travel to Glasgow and would he want to travel the night before and stay in the Jackton area?

If you can please let me know then I can enquire if travel/accommodation required and come back to you with best options.

Look forward to hearing from you.

[REDACTED]

[REDACTED] **(Hybrid Working)**  
**Executive PA to Chief Executive and Chair**  
**Scottish Police Authority / Ùghdarras Poilis na h-Alba**

**1 Pacific Quay**  
**Glasgow**  
**G51 1DZ**

**Tel / Fòn:** [REDACTED]  
**Mob / F-làimhe:** [REDACTED]  
**Email / Post-d:** [REDACTED]@spa.police.uk  
**Website / Làrach-lìn:** [www.spa.police.uk](http://www.spa.police.uk)  
**Twitter:** @ScotPolAuth

**Working pattern: Monday to Thursday/ Patran-obrach: Diluain gu Diardaoin**

\*\*\*\*\*  
\*\*\*\*\*

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**OFFICIAL: NAMED RECIPIENTS ONLY**  
OFFICIAL - SENSITIVE

From: Murray McVicar  
Police Division  
Xx June 2023

To: Cabinet Secretary for Justice and Home Affairs

**Purpose**

1. This note is to highlight to Ms Constance the proposed choreography around the appointment of a new Chief Constable w/b 12 June.

**Priority**

2. Routine

**Background**

3. Under section 7 of the Police and Fire Reform (Scotland) Act 2012 the Scottish Police Authority must appoint a Chief Constable - but this has effect only if approved by the Scottish Ministers. Therefore, the SPA will seek that approval from the Cabinet Secretary.

4. The interviews will take place on Monday 12 June. The appointment panel membership is as follows:

- Martyn Evans, Chair of the SPA (Panel Chair)
- Fiona McQueen CBE, Board Member of the SPA
- Angela Scott, Chief Executive Aberdeen City Council, Independent Member
- Joe Griffin, Director-General, Scottish Government
- Martin Hewitt QPM, [Former] Chair, National Police Chiefs Council

5. Craig Naylor, HM Chief Inspector of Constabulary in Scotland and Lynn Brown Chief Executive of the SPA will be advisors to the panel and observe its discussions with candidates.

6. The formal interviews are the end point of a process that has also included: a peer-peer Policing Professional Interview, an Internal Stakeholder Panel with staff associations and trade unions, an External Stakeholder Panel with stakeholders from a range of public, private and third sector backgrounds, and a media exercise. Further detail is contained in the attached summary from SPA (Annex A).

**Process on 12 June**

7. Once the selection panel has agreed the individual to be appointed, a recommendation will be made to the SPA Board at 4pm. If approved by the Board, SPA will then inform Scottish Government officials in writing (circa 5pm), providing the name and background information of the successful candidate, requesting approval from Scottish Ministers to appoint.

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**OFFICIAL - SENSITIVE**

8. A submission will be sent from officials to Ms Constance seeking her approval, including a draft reply to the Chair of SPA. Officials will be available to discuss with the Cabinet Secretary to support Ministerial decision-making. The Chair of SPA will also be available to talk to Ministers re process and recommendation.

**Commented [MM1]:** [REDACTED], can you just check with their offices that Joe and Don would be available if necessary?

**Commented [MM2]:** [REDACTED], we made this offer last time. Is it ok to offer again, although I think she would discuss with Joe, so maybe not necessary??

9. When Sir Iain Livingstone was appointed in August 2018, Mr Yousaf as Justice Secretary also discussed with the First Minister before confirming approval to SPA. Ms Constance may wish to consider if she would like to follow a similar approach on this occasion.

10. If approval could be made on the evening of the 12<sup>th</sup> or early on 13<sup>th</sup>, the successful candidate will then be informed. It is anticipated that internal and external communication will follow swiftly, in the form of a news release carrying quotes from the Chair, the Cabinet Secretary and the successful candidate.

11. A SCANCE note will be drafted for Cabinet on Tuesday 13<sup>th</sup> to inform Cabinet of the imminence of an announcement. The SPA chair will also write to the Convener of the Criminal Justice Committee to inform members of the appointment.

**Commented [MM3]:** [REDACTED] could you check this bit with Don please?

**Commented [MM4]:** Sorry [REDACTED], I've just thought of this. Think we should, similar to the press release text. Parliament will not be happy if we don't. Not sure when, either just as announcement being made, or a bit before. Party Clerks will know

**Conclusion**

12. Ms Constance is invited to consider the above and signal if she is content or wishes to amend the suggested approach.

**Police Division**  
**Xx June 2023**

**CHIEF CONSTABLE RECRUITMENT – note on process from SPA  
March – June 2023**

A project team was established to provide dedicated resource to support the Chief Constable recruitment process, following Sir Iain Livingstone QPM's announcement of his intention to retire in the summer. This is a major undertaking by the Authority with significant support provided by Police Scotland's People and Development team and specialist support from the College of Policing.

[The People Committee in September 2022 considered and approved a Senior Officer Recruitment Process](#). This was based on lessons learned from previous recruitment, including that of the current Chief Constable and which also took on board current best practice in the recruitment, selection and appointment of Senior Police Officers.

[A recruitment campaign for a new Chief Constable was launched on 28 March 2023](#). The deadlines for applications was 28 April 2023.

**The Selection Panel**

Martyn Evans, Chair of the Scottish Police Authority will Chair the appointment panel and include:

- Fiona McQueen CBE, Board Member of the Scottish Police Authority
- Angela Scott, Chief Executive Aberdeen City Council, Independent Member
- Joe Griffin, Director-General, Scottish Government
- Martin Hewitt QPM, [Former] Chair, National Police Chiefs Council

Craig Naylor, HM Chief Inspector of Constabulary in Scotland and Lynn Brown OBE Chief Executive of the Scottish Police Authority will be advisors to the panel and observe its discussions with candidates

The timeline and process involves:

**4 May 23: Shortlisting**

Two applications were received and both shortlisted. References were requested for both candidates at this point.

**9 May 23: Peer-peer Policing Professional Interview**

Led by Martin Hewitt QPM and Chief Constable Kennedy.

A structured conversation around a series of questions on contemporary policing issues and challenges - questions required, initial thoughts for consideration. A report outlining the general responses provided by the candidates will be available to the selection panel before final interview.

**30 May 23: Internal Stakeholder Panel**

**OFFICIAL: NAMED RECIPIENTS ONLY**  
**OFFICIAL - SENSITIVE**

Chaired by SPA Board Member Mary Pitcaithly

Candidates engaged with a panel of internal stakeholders from the Statutory Staff Associations and Trade Unions. The conversation covered a range of issues important to the workforce. The discussion was observed and evaluated by a psychologist from the College of Policing and observed by a Board member. The evaluation will be shared with the selection panel in advance of the final interviews on 12 June 2023.

**30 May 23: External Stakeholder Panel**

Chaired by SPA Board Member Tom Halpin

Candidates engaged with a panel consisting of external stakeholders from a range of public, private and third sector backgrounds. This facilitated discussion covered a wide range of questions on policing in Scotland. The discussion was observed and evaluated by a psychologist from the College of Policing and observed by a Board member. The evaluation will be shared with the selection panel in advance of the final interviews on 12 June.

**30 May 23: Media Exercise**

Led by external supplier – LHH Recruitment Solutions

Candidates undertook a media exercise which involved being interviewed, by a journalist on the back of Sir Iain Livingstone's announcement that Police Scotland was 'institutionally racist and discriminatory'. The interview was 'to camera' in a televised environment and recorded. A written summary of the session and a link to the recording will be made available to the interview panel in advance of the final interviews on 12 June. This element of the assessment process was observed by two SPA Board members.

**12 June 23: Final Interview (9am – 2pm)**

Candidates will present to the interview panel on how they think policing needs to change to be fit for the 21<sup>st</sup> century and answer competency based questions.

**From:** [REDACTED] on behalf of [Brown, Lynn](#)  
**To:** [Evans, Martyn](#); [McQueen, Fiona](#); [Martin Hewitt](#); [Joe.Griffin@gov.scot](mailto:Joe.Griffin@gov.scot); [anscott@aberdeencity.gov.uk](mailto:anscott@aberdeencity.gov.uk)  
**Cc:** [SPA Chair Office](#); [REDACTED]  
**Subject:** CHIEF CONSTABLE INTERVIEW PROCESS - MONDAY 12 JUNE 2023 [OFFICIAL]  
**Date:** 07 June 2023 10:00:31

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## OFFICIAL

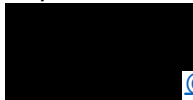
Good Morning

Many thanks again for agreeing to be part of the Interview Panel for the post of Chief Constable of Police Scotland.

The email below sets out the details for accessing the recruitment pack folder and of the logistics and running order for Monday 12 June 2023.

Later this morning you will receive a separate email which will allow you to gain access to the secure document management system which stores the Recruitment Pack. Please note that this folder is only accessible to the email address holder and cannot be accessed by anyone else. A separate password is required to gain access to the Media Exercise Playback. Password: [REDACTED]

If you are having difficulties accessing the folder please contact:



[@spa.police.uk](mailto:[REDACTED]@spa.police.uk)

The contents of the folder includes:

1. Interview Schedule
2. Candidate pack – A
  - a. Assessor Guidance & Full List of Questions
  - b. Presentation & Scoring Sheet
  - c. Interview Questions & Scoring Sheet
  - d. Application form and cover letter
  - e. References
  - f. Personality Profiling Overview Report
  - g. Peer to Peer Professional Conversation
  - h. External Stakeholder Panel Feedback
  - i. Internal Stakeholder Panel Feedback
  - j. Media Exercise Feedback
  - k. Media Exercise Playback
3. Candidate pack – B
  - a. Assessor Guidance & Full List of Questions
  - b. Presentation & Scoring Sheet
  - c. Interview Questions & Scoring Sheet
  - d. Application form and cover letter
  - e. References
  - f. Personality Profiling Overview Report
  - g. Peer to Peer Professional Conversation
  - h. External Stakeholder Panel Feedback
  - i. Internal Stakeholder Panel Feedback
  - j. Media Exercise Feedback
  - k. Media Exercise Playback
4. Consolidated Scoring Sheet
5. Reference Documents
  - Chief Constable Information pack
  - Police Scotland Competency and Values Framework

Your access to the folder is read only and when you arrive at Jackton on Monday 12 June 2023 you will be passed a fully indexed hard copy pack to assist you throughout the interview process.

Can I please ask that panel members arrive at Jackton between 09:00 – 09:15hrs to allow the panel to begin promptly at 09:30hrs and prior to the first interview which will commence at 10:00hrs.

The running order for the day is as follows:

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PANEL PRE-MEET	09:30 – 10:00hrs
Candidate A	10:00 – 11:15hrs
PANEL DISCUSSION	11:15 – 11:45hrs
Candidate B	11:45 – 13:00hrs
PANEL DISCUSSION	13:00 – 13:30hrs
BREAK / LUNCH	13:30 – 14:15hrs
FINAL DISCUSSION / DECISION	14.15 – 15.00hrs

Can I ask that you advise [REDACTED] of any dietary requirements you may have. Car parking spaces will be reserved/coned off directly in front of the main entrance to the building (when you enter the grounds drive to the top of the hill and then turn right then left).

Should you have any further question between now and Monday 12 June please contact:

[REDACTED]  
[REDACTED]

[\[REDACTED\]@spa.police.uk](mailto:[REDACTED]@spa.police.uk)

Kind regards

**Lynn Brown OBE (Hybrid Working)**

**Chief Executive**

**Scottish Police Authority / Ùghdarras Poilis na h-Alba**

**1 Pacific Quay**

**Glasgow**

**G51 1DZ**

**Tel / Fòn:** [REDACTED]

**Mob / F-làimhe:** [REDACTED]

**Email / Post-d:** [REDACTED] [\[REDACTED\]@spa.police.uk](mailto:[REDACTED]@spa.police.uk)

**Website / Làrach-lìn:** [www.spa.police.uk](http://www.spa.police.uk)

**Twitter:** @ScotPolAuth



**LETTER SENT BY EMAIL ONLY**

Mr Don McGillivray  
Director of Safer Communities  
Scottish Government  
St Andrews House  
EDINBURGH

13 June 2023

CE-053-2023

Dear Don

**CHIEF CONSTABLE OF POLICE SCOTLAND**

On behalf of the Board, I write to recommend and seek ministerial approval for the appointment of Jo Farrell as Chief Constable of Police Scotland.

This recommendation follows a rigorous appointment and selection process conducted by a selection panel appointed by the Board. The recommendation of the Panel was as follows:-

Following conclusion of the Chief Constable's recruitment process, the panel was of the view that Ms Farrell be appointed to the role of Chief Constable. The panel's summary is as follows:

Ms Farrell performed and scored consistently strongly across all elements of the assessment process, including the final interview, and against all the core Competencies and Values Framework for a senior officer in Scotland. It was the unanimous view of the panel that she should be appointed to the role.

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]



[REDACTED]

[REDACTED]

Overall the panel's view is that Ms Farrell is the best candidate to meet the challenge of stability of operational excellence and the requirement for rapid cultural change against a back drop of financial constraints.

The Board met on the afternoon of Monday 12 June 2023 and agreed unanimously to approve the panels recommendation.

The Board approved that a 4-year contract (legislation allows for a contract of between 2 and 5 years) should be offered, although at this point this remains to be discussed and agreed with the recommended candidate. In addition, an appropriate start date will need to be agreed with the candidate.

The Authority will contact all the candidates and move to announce this appointment as soon as practicable if Ministers approve this appointment.

Should you have any queries, please do not hesitate to get in touch.

Yours sincerely



LYNN BROWN OBE  
Chief Executive

**From:** [REDACTED]@gov.scot  
**To:** [REDACTED]  
**Subject:** Private / fao of SPA comms only  
**Date:** 14 June 2023 10:32:38  
**Importance:** High

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[REDACTED]

As discussed.

### **New Chief Constable**

Justice Secretary Angela Constance comments as first woman appointed to role.

Justice Secretary Angela Constance has welcomed the appointment of Jo Farrell as Police Scotland's first female Chief Constable.

The current Chief Constable of Durham Constabulary, Ms Farrell was appointed by the Scottish Police Authority (SPA) following a robust six-week assessment process and will take up the post later this year, replacing Sir Iain Livingstone QPM, who is retiring in August.

Ms Constance, who approved the SPA's appointment, said:

"I am delighted that Jo Farrell has been appointed as Police Scotland's new Chief Constable following the Scottish Police Authority's rigorous selection process.

"Jo is the first women to be appointed to this role. As the force marks its 10<sup>th</sup> anniversary year, she has shown she has the skills needed to lead the service into the next decade and meet the challenges ahead.

"Thanks to the dedication and work of the police, recorded crime rates overall are at record low levels and we have a service that is unique in the UK with an embedded human rights focus.

"Policing will continue to be an absolute priority for this government, as evidenced by the £1.45 billion we have allocated to support it in 2023-24. I look forward to working with the new Chief Constable as the service continues to build on its significant strengths.

"I also want to pay tribute to Sir Iain for his bold leadership and wider service to keeping communities safe during a lengthy, distinguished career in policing. He leaves Police Scotland in great shape after leading it through unprecedented times."

### **Background**

The Scottish Police Authority appointment was approved by the Cabinet Secretary for Justice on behalf of Scottish Ministers, as set out in the Police and Fire Reform (Scotland) Act 2012. [ADD LINK TO SPA RELEASE]

### **Social media**

Justice Secretary @AConstance23 has welcomed the appointment of Jo Farrell as the first woman Chief Constable of @PoliceScotland.

More – link to release above

Image of Ms Constance with quote: “The Scottish Police Authority has a rigorous selection procedure to find the right candidate and I am confident Jo has the ideal qualities to excel as Scotland’s new Chief Constable.”

Thanks [REDACTED]

[REDACTED] | Senior Media Manager | Justice and Home Affairs  
Mobile: [REDACTED] @ScotGovJustice

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**LETTER SENT BY E-MAIL ONLY**

Joe Griffin  
Director General  
Education and Justice  
Scottish Government

[dgej@gov.scot](mailto:dgej@gov.scot)

3 July 2023

CO/082/2023

*Dear Joe,*

**RECRUITMENT – CHIEF CONSTABLE**

I wanted to write and thank you very much for your input to the selection panel for the recruitment of the Chief Constable.

Jo Farrell is an outstanding and highly experienced senior police leader who has made an exceptional contribution to policing over her extensive career. Her appointment will bring exceptional professionalism, building on the high level of policing operational stability and effectiveness achieved in recent years and further accelerate the culture change programmes in Police Scotland.

I appreciated you taking the time to be part of the process.

*Best wishes*

*Martyn*

MARTYN EVANS  
SPA Chair