



LETTER SENT BY E-MAIL ONLY

8 December 2023

2023/24-058

Freedom of Information (Scotland) Act 2002

Request

Please find below our response to your correspondence dated 14 November, in which you made the following request under the Freedom of Information (Scotland) Act 2002:

I'm looking for information about the interview panel for the Police Scotland chief constable interview process.

I would like to know who was on the panel? How were they appointed to the panel and by whom?

Did the panel members receive any remuneration for this duty?

How many times did the panel meet? How many candidates were interviewed?

What was the split of gender of the candidates?

Response

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

I would like to know who was on the panel? How were they appointed to the panel and by whom?

The information requested can reasonably be obtained.¹ A news item was published on the Authority's website on 5 April 2023 announcing the [launch of the recruitment campaign to appointment of the next Chief Constable of Police Scotland](#). An [advert](#) and [Information Pack](#) were also published and the Information Pack provides details of those on the selection panel. To assist, the news item and associated advert / information pack is linked above as well as provided as **Appendix 1.1 to 1.3**.

A paper to the Authority's [People Committee on 29 August 2023, Item 7 – Senior Officer Recruitment Process](#), set out the process for convening an appointment panel at 2.6.

Did the panel members receive any remuneration for this duty?

No remuneration was received by the selection panel.²

How many times did the panel meet? How many candidates were interviewed?

The selection panel met once on the day of interviews, Monday 12 June. Two candidates were interviewed.

What was the split of gender of the candidates?

There was one male and one female candidate.

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 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 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 25 of the Freedom of Information (Scotland) Act 2002 - 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.

² This is a notice in terms of Section 17 of the Freedom of Information (Scotland) Act 2002 – Information not held.

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.



Published: 05 April 2023

Exceptional Chief Constable sought for Police Scotland

Topic: [Workforce](#)

The Scottish Police Authority has launched a recruitment campaign today, Friday 31 March 2023, seeking a new Chief Constable to lead the second largest police service in the UK.

Police Scotland's current Chief Constable, Sir Iain Livingstone QPM announced his intention to retire in the summer of 2023 at a meeting of the Authority on 23 February.

The Authority is now advertising for an exceptional police leader who can build on the effectiveness, operational competence and achievements of Scotland's police service while

ensuring that it adapts to meet growing and increasingly complex challenges.

Martyn Evans, Chair of the Scottish Police Authority, who will lead a panel to appoint a new Chief Constable said:

“The Chief Constable of Police Scotland is one of the most significant policing roles in the UK.

“Ten years on from police reform we can look back on the last decade with conviction, knowing that efforts and challenges have delivered a service that is better than anything that preceded it. A solid foundation exists for that reform and improvement to continue.

“Police Scotland has a dedicated workforce and commands strong public support. The next Chief Constable must build on that support as the service continues to adapt to meet the needs of Scotland's communities.”

The deadline for applications is Friday 28 April. The Authority expects to announce a successful candidate in June 2023.

For more information about this role please click on the links below:

[Advert - Chief Constable](#)

[Information Pack - Chief Constable](#)

[Previous Article](#) | [Next Article](#)

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Your feedback helps us improve the experience for you and other users.

Yes No

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Details of how to complain about the SPA or senior officers in Police Scotland can be found in the Complaints section:

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[Cookie Settings](#)
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Scottish Police Authority,
1 Pacific Quay,
Glasgow,
G51 1DZ.

Keep up to date on the latest events via our social channels.



SERVING A CHANGING SCOTLAND



CHIEF CONSTABLE OF POLICE SCOTLAND Salary: £232,452

The Scottish Police Authority is seeking a new Chief Constable to lead Police Scotland, the second largest police service in the UK with a workforce of circa 22,500 and a budget of more than £1.35 billion. Police Scotland serves a population of more than five million people, in urban centres, cities and towns and across rural and island communities. Its purpose is to improve the safety and wellbeing of people, places and communities across Scotland.

As Chief Constable, you will understand the unique nature of leading Scotland's national police service and appreciate the challenges that lie ahead. You will have a strong commitment to the values of integrity, fairness and respect and a commitment to upholding human rights. You will

have the ability to further strengthen and develop organisational culture. You will seek and drive collaboration with other agencies and criminal justice partners to ensure that trust and confidence in policing remains high, the public are kept and feel safe, crime is prevented, offenders are brought to justice and emerging threats to public safety are anticipated and effectively addressed.

As Chief Constable, you will build on the effectiveness, operational competence and achievements of Scotland's police service while ensuring that it adapts to meet growing and increasingly complex individual, community and financial challenges. An outstanding and accomplished police leader, you will have extensive experience of leading a significant policing organisation. You will have excellent skills in relationship building, influencing others and communication, and you will be able to inspire and motivate others. Fundamental to your success will be your ability to command high levels of confidence and trust within the service; with stakeholders and with the public.

As Chief Constable, you will lead and further develop an established, cohesive and effective senior leadership team focused on delivering the outcomes in our Strategic Police Plan.

This is one of the most significant, challenging and rewarding policing leadership roles in the UK and internationally. It is also one of the most important public leadership roles in Scotland. For the right candidate, this unique job offers an unparalleled opportunity to make a positive difference to people's lives and to help shape Scotland's future.

We are committed to developing a diverse workforce and to promoting an organisational culture where everyone is treated with integrity, fairness and respect. We particularly welcome applications from groups currently under-represented in Police Scotland in order to better serve our diverse communities.

For further information and an application pack please visit www.spa.police.uk





SCOTTISH POLICE
AUTHORITY
ÙGH DARRAS POILIS NA H-ALBA



POLICE
SCOTLAND
POILEAS ALBA

Chief Constable Information Pack 2023



EXCEPTIONAL LEADER SOUGHT FOR POLICE SCOTLAND

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A MESSAGE FROM THE CHAIR OF THE SCOTTISH POLICE AUTHORITY

Thank you for your interest in the position of Chief Constable of Police Scotland. The Scottish Police Authority is looking for an exceptional individual to step into one of the most significant leadership roles in UK policing. This role offers a unique and immensely rewarding opportunity to lead and further develop one of Scotland's largest, best performing and most important public services.

The present Chief Constable will retire this summer after 6 years in the role. In that period, under his leadership, Police Scotland has undergone significant and systemic transformation. This has resulted in a police service with a strong ethos of public service, and high levels of trust and confidence. It also has a clear understanding of its values and culture, a strong and transparent grip on finance and a dedicated and committed workforce.

We are looking for an individual able to build upon the strong tradition of policing in Scotland. The next Chief Constable must continue to champion change and innovation, influence and lead strategic partnerships and value and inspire officers and staff. Crucially, they

must have a clear vision on how policing should deliver for the diverse communities and society it serves in 21st century Scotland.

Police Scotland is at the heart of keeping people safe and ensuring that Scotland's communities are supported and protected. Public trust and confidence in policing in Scotland is high. 10 years on from establishing the single service in Scotland we have an immensely strong platform to build upon.

The benefit of a single service is recognised across all Scotland's communities. As we look towards the next decade, it will be imperative to build from strength, to continue to adapt and drive forward the ambitious programme of transformation and change demanded of us by a changing Scotland.

We need a values-driven, strong, ambitious, innovative and resilient leader who can deliver excellence in policing and work collaboratively and creatively with others to deliver better public services.

This position is demanding, high profile and subject to considerable public scrutiny and comment. For the right person, it will be the most rewarding, fulfilling and impactful policing leadership role you will ever undertake.

If you believe you have the experience, commitment and capability to lead Police Scotland, I hope you will consider applying.

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Martyn Evans
Chair,
Scottish Police Authority



Closing date: Friday 28 April 2023



ABOUT THE SCOTTISH POLICE AUTHORITY

The Police and Fire Reform (Scotland) Act 2012 created the Scottish Police Authority (SPA/Authority) and set out its five core functions:

- to maintain the Police Service;
- to promote the policing principles set out in the 2012 Act;
- to promote and support continuous improvement in the policing of Scotland;
- to keep under review the policing of Scotland;
- to hold the Chief Constable to account for the policing of Scotland.

The Authority consists of a Board of up to 15 non-executive public appointees, selected by Scottish Ministers with a range of professional backgrounds and experiences. The Board is supported by a corporate team of circa 50 staff. The Authority's Chief Executive is the principal adviser to the Board and also the Accountable Officer to the Scottish Parliament for the combined £1.4 billion policing budget.

These five functions demonstrate the dual, integrated responsibilities of the Authority: its oversight role in scrutinising policing in Scotland and holding the Chief Constable to account; and its supportive role in maintaining and improving the police service.

The Authority is also responsible for Scotland's 550-strong crime scene-to-court forensic service, and for maintaining a network of volunteer independent custody visitors who monitor the welfare of people detained in police custody throughout Scotland.

The Authority aims to increase public trust and confidence in the policing of Scotland in the way it carries out its functions and through the quality of its governance arrangements. As a public body, the Authority is committed to the highest standards of openness and transparency in the way it conducts business and takes decisions.

The Authority also appoints Police Scotland's senior officers (Assistant Chief Constable and above) and assesses complaint and conduct issues related to senior officers.

ABOUT POLICE SCOTLAND

Police Scotland was formally established on 1 April 2013 and is responsible for policing across the length and breadth of Scotland.

The creation of Police Scotland was one of the biggest public service reforms since the Scottish Parliament was established in 1999. Police Scotland's statutory purpose is to improve the safety and wellbeing of people, places and communities across Scotland. The policing principles outlined in the Police and Fire Reform (Scotland) Act 2012 state that the service must work in collaboration with others where appropriate and seek to fulfil its purpose in a way that is accessible to, and engaged with local communities and also promotes measures to prevent crime, harm and disorder.

As the second largest police service in the United Kingdom, Police Scotland has a strong commitment to working collaboratively with other police services and law enforcement agencies across the world. Police Scotland is organised into four portfolios: Local Policing, Crime and Operational Support, Professionalism, Strategy and Engagement and Corporate Support. Each is headed by a Deputy Chief Constable or Deputy Chief Officer.

Within Local Policing, there are 13 divisions, each headed by a Chief Superintendent tasked with ensuring that local policing is responsive, accountable and tailored to meet local needs. Calls for service from the public are handled by the Contact Command and Control Division at four locations across the country. Criminal Justice Services and Partnership, Prevention and Community Wellbeing activity are also delivered from Local Policing. Local policing divisions are supported by national specialist divisions within Crime and Operational Support. Specialist Crime Division provides investigative and intelligence functions such as Major Crime investigation, Public Protection and Counter Terrorism.

Operational Support Division provides specialist support functions such as Road Policing and Firearms, as well as Emergency and Events Planning. These national divisions ensure every community in Scotland has equity of access to specialist policing services. The Professionalism, Strategy and Engagement Portfolio is responsible for force governance and assurance, professional standards, training, the delivery of strategy and

analysis and the Policing Together initiative. Corporate Support provides people and development services along with force finance and digital and transformation activity.

Police Scotland has established a reputation for successfully and safely policing major national and international events, including the Glasgow Commonwealth Games in 2014, throughout the Covid-19 pandemic, the United Nations 26th Conference of the Parties (COP26) in 2021 and Operation Unicorn in 2022.

The challenge now is to build on the achievements of the last decade by maintaining the pace of organisational change to ensure that Police Scotland can continue to meet the needs of a changing Scotland. The financial challenges facing the public sector make this challenge more acute. Learning from experiences across the UK and internationally continues to be critical. The Authority and Police Scotland set out a direction for policing in our Strategic Police Plan which is among the most ambitious of any public service in the UK.

This strategy is currently being reviewed. You can find out more about Police Scotland at www.police.scotland.uk

ROLE PROFILE

JOB TITLE: Chief Constable, Police Scotland
The Chief Constable of Police Scotland is one of the most important and influential policing roles in the United Kingdom. The Chief Constable is the principal policing professional in Scotland leading a police service with more than 22,500 police officers and staff and a budget of over £1.35 billion.

Accountable to the Scottish Police Authority, the Chief Constable is responsible for the policing of Scotland in accordance with the policing principles:

"That the main purpose of policing is to improve the safety and wellbeing of persons, localities and communities in Scotland, and that the Police Service, working in collaboration with others where appropriate, should seek to achieve that main purpose by policing in a way which is accessible to, and engaged with, local communities and promotes measures to prevent crime, harm and disorder."

The full range of statutory duties for the post of Chief Constable are set out in the Police and Fire Reform (Scotland) Act 2012.

KEY RESPONSIBILITIES

The Chief Constable will be a visible and inspirational leader who will:

- provide the best possible police service to the people of Scotland in accordance with the policing principles;
- lead the delivery of the organisational strategy and change to address effectively new threats and challenges, and to achieve enhanced productivity, ongoing improvement in the use of resources, and deliver value for money;
- promote a shared vision, values and purpose across Police Scotland to create an environment in which police officers and staff are encouraged to give their best and to embrace new and innovative ways of working;
- actively promote an inclusive organisational culture which values and respects diversity, listens to the views of others and supports effective collaborative working;
- be a visible and accessible role model for the values of the organisation, promoting a public service ethos with the highest levels of professional conduct and integrity;
- be a strong and trusted advocate, ambassador and figurehead for Police Scotland, representing the service across Scotland, the UK and internationally.

provide the best possible police service to the people of Scotland in accordance with the policing principles;

lead the delivery of the objectives set out in the [Joint Strategic Police Plan](#), currently out for engagement with the public, to ensure that policing in Scotland adapts to meet the changing needs of Scotland's diverse communities;

work with the Scottish Police Authority to develop effective strategies, plans and partnerships which develop the workforce, further improve performance and enhance accountability;

build high levels of confidence and trust within the service, with partners and stakeholders and with the public through open communication, effective engagement and demonstrable accountability;

ensure sustainable and responsive policing is delivered across the country, recognising and reflecting the differing needs of local communities of place, interest and identity;

foster strong partnerships and work collaboratively with a range of agencies and justice partners to deliver better shared outcomes which will keep Scotland's people and communities safe;

PERSON SPECIFICATION

QUALIFICATIONS, TRAINING AND EXPERIENCE

The applicant must:

- hold or have held the rank of Assistant Chief Constable or above in a relevant police force or policing organisation, as defined in the regulations, for at least two years;
- have successfully passed the Strategic Command Course, organised by the College of Policing, or equivalent; and
- have successfully passed the Senior Police National Assessment Centre.

ESSENTIAL CRITERIA

The successful candidate will be an accomplished and outstanding police leader and will be able to demonstrate:

- extensive operational experience of leading a significant policing organisation to deliver services for, and with, the public;
- leadership of a highly effective senior executive team and a diverse workforce;
- a track record of successfully delivering policing outcomes
- a track record of successfully leading large scale complex change in the context of challenging financial circumstances;
- a personal commitment to working collaboratively to achieve outcomes which cannot be met by any one organisation or sector alone and to building creative partnerships to prevent crime and reduce harm;

- evidence of delivering culture change that is inclusive of police officers, police staff and the extended police family;
- a leadership style which combines strategic thinking and sound judgement with a high level of emotional intelligence;
- a vision which engages the workforce, builds teams, promotes professional development, and increases wellbeing and pride in the service;
- excellent relationship building, influencing and communication skills;
- the ability to work under high levels of public scrutiny and accountability and to engage effectively with policymakers, the media and the public in a range of settings;
- a passion, commitment and ability to inspire and motivate others and to model values, ethics and behaviours that officers and staff will look up to and follow;
- experience of working successfully with national and local government and with organisations across the private, public and third sectors;
- an understanding of the unique opportunities and challenges facing policing in Scotland and of the wider political, social and economic context within which Police Scotland operates;
- sound ethical judgement, high standards of personal conduct and integrity and a strong commitment to public service ethos and values.

KEY COMPETENCIES

The successful candidate will be expected to demonstrate and evidence a high level of competence and effectiveness against the six competencies detailed within the [Police Scotland Competency and Values Framework](#) (further details of which are set out in the accompanying application guidance note):

1. We are emotionally aware
2. We take ownership
3. We are collaborative
4. We deliver, support and inspire
5. We analyse critically
6. We are innovative and open-minded

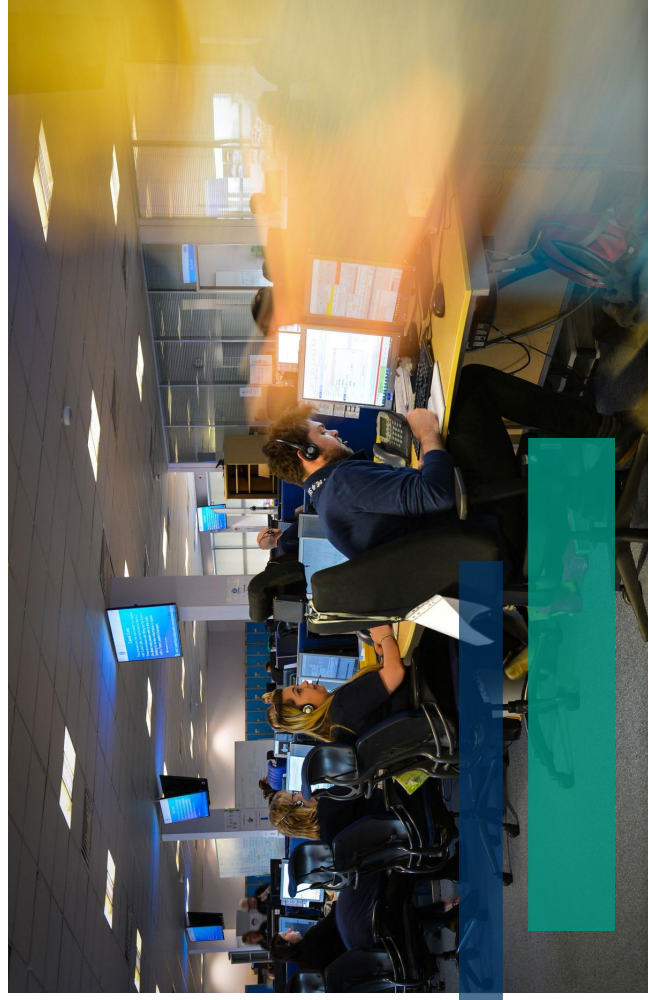
STARTING SALARY
The salary for this office will be £232,452 and there will be no bonus payable. Salary is paid on a monthly basis.

TERMS OF APPOINTMENT

The appointment will be in accordance with the [Police Service of Scotland Regulations 2013](#), made under the [Police and Fire Reform \(Scotland\) Act 2012](#). The appointment is subject to approval by Scottish Ministers.

This is a fixed term appointment for a minimum of two years and a maximum of five years.

SALARY AND CONDITIONS OF APPOINTMENT





RECRUITMENT PROCESS

WORKING LOCATION

The majority of the work will be carried out from Police Scotland Headquarters, Tulliallan Castle, Kincardine, Fife FK10 4BE. However, the role will also require travel across Scotland and the wider UK to discharge the duties of the post.

WORKING HOURS

Working hours will be no fewer than 40 hours per week and such as are needed to fulfil the requirements of the post. However, the post holder will have responsibility for representing the service and meeting statutory and operational requirements, often at short notice, which may require working additional hours from time to time. There is a requirement to be contactable 24 hours per day when not on leave. This role will require evening and weekend working including attending meetings and events during these times.

HOLIDAY

The post holder is entitled to leave in accordance with [Police Regulations](#).

WORKING DUTY

The post holder must devote the whole of their time to the duties of the office of the Chief Constable and will not hold any other appointment or engage in other work except with the prior written consent of the Scottish Police Authority.

TERMINATION

Termination is subject to three calendar months' notice in writing by either side.

PENSION

The office holder will be eligible for membership of the Police Pension Scheme.

NATIONALITY

Applicants must be a British citizen, a member of the EU or other states in the EEA, a Commonwealth citizen or a foreign national free of restrictions. You should also have been resident in the UK for a minimum of three years immediately prior to application.

FURTHER INFORMATION

For an informal and confidential discussion about this role, please contact Lynn Brown, Chief Executive, Scottish Police Authority at ExecRecruitment@spa.police.uk.

APPLICATION

Please submit a completed application form along with a short covering letter (no more than 1,000 words). This should demonstrate how your personal skills, qualities and experience provide evidence of your suitability for the role of Chief Constable and why you have chosen to apply for the role. The accompanying guidance note should be reviewed before completing your application. Both documents should be e-mailed to ExecRecruitment@spa.police.uk.

The deadline for receipt of completed applications is Friday 28 April 2023.

EQUALITY AND DIVERSITY

The Scottish Police Authority is committed to an appointment process which promotes, demonstrates and upholds equality of opportunity and treatment to all applicants. We are committed to appointment on merit and to diversity and equality in appointments. To assist us to monitor the effectiveness of our equality and diversity practices we would encourage you to complete the accompanying monitoring form. This form will be separated from your application form prior to the selection process.

SELECTION PANEL

The Selection Panel will be chaired by Martyn Evans, Chair of the Scottish Police Authority and will 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.

SHORTLISTING

Shortlisting is scheduled for early May and outcome decisions will be available shortly after. All applicants will be kept updated as soon as details are available. Nominated referees for shortlisted candidates will be contacted after applicants have been notified that they are proceeding to interview.

FAMILIARISATION EVENT

A familiarisation visit will be available for interested candidates before shortlisting in early May. If you are interested in this please contact Lynn Brown, Chief Executive, Scottish Police Authority at ExecRecruitment@spa.police.uk.



LINKS TO KEY INFORMATION

ASSESSMENT AND INTERVIEW

Shortlisted candidates will be invited to participate in a psychometric and personality profile exercise, an Assessment Centre, and an interview with the Selection Panel. The first element of the Assessment Centre, a virtual peer-to-peer policing professional interview, will take place on 9 May 2023. Final interviews are expected to take place on 12 and 13 June 2023. Accommodation can be provided on site at Police Scotland's Training and Recruitment Centre, Eaglesham Road, Jackton, East Kilbride, G75 8RG, please advise on application if this is required.

MEDICAL

The successful candidate will be required to complete a medical assessment. An appointment cannot be confirmed until the successful candidate is certified medically fit by the medical advisor.

SECURITY CLEARANCE

The successful candidate will be required to obtain security clearance at DV (Developed Vetting) level in order to be appointed to the role.

In addition the successful candidate will undergo the process to achieve enhanced Developed Vetting as part of the appointment process.

RELOCATION

A relocation package may be available to the successful candidate should relocation be required as a result of this appointment.

- [Strategic Police Priorities for Scotland](#)
- [Strategic Police Plan](#) (public engagement)
- [Scottish Police Authority 2023/2024 Budget](#)
- [SPA Annual Report and Accounts 2021/2022](#)
- [Police Scotland Code of Ethics](#)
- [Police and Fire Reform \(Scotland\) Act 2012](#)
- [Police Service of Scotland Regulations 2013](#)
- [Police Scotland Competency and Values Framework](#)

