



Agenda Item 4.1

Meeting	Audit, Risk and Assurance Committee
Date	20 November 2024
Location	Video Conference
Title of Paper	Best Value Update
Presented By	Alasdair Corfield, Head of Best Value
Recommendation to Members	For Discussion
Appendix Attached	No

PURPOSE

To provide Members with an update on Best Value progress in Police Scotland.

This paper is for discussion.

1. RECRUITMENT

- 1.1 The Best Value team have been in the process of recruiting four roles through open competition.
- 1.2 We have completed all interviews, made offers and had offers accepted for each role.
- 1.3 The external applicants are now all progressing to vetting. DCC Alan Speirs has requested that the vetting process is expedited as high priority in each case.
- 1.4 If vetting proceeds as expected, we look forward to confirming start dates early in the new year.

2. PSIF SELF-ASSESSMENT & STEERING COMMITTEE

- 2.1 We now have the results and initial analysis from the Public Service Improvement Framework (PSIF) Executive-level self-assessment. We have also extended the survey to other senior leaders in the organisation at the request of the Chief Constable and we are in the process of analysing these results.
- 2.2 The next steps will be to present and discuss the findings at SLB on 22 November and use that session to develop a strategic action plan.
- 2.3 An update on outcomes from SLB, including the action plan, will be provided to the next ARAC, on 6 February.
- 2.4 We are in the process of tailoring a tactical survey to share more broadly within the organisation in order to gain a breadth of understanding on viewpoints regarding the Best Value 7 themes. We plan to launch this in the new year.
- 2.5 The Best Value Steering Committee held its first meeting on 31 October 2024, this committee will be Chaired by DCC Alan Speirs and will comprise a membership, drawn from the Force Executive and the Senior Leadership Forum. The purpose of the committee is to oversee progression of the (above referenced) action plan resulting from the PSIF self-assessment and the plenary session at SLB.

3. FINANCIAL IMPLICATIONS

- 3.1 There are no direct financial implications in this report.

4. PERSONNEL IMPLICATIONS

4.1 There are no direct personnel implications in this report.

5. LEGAL IMPLICATIONS

5.1 There are no direct legal implications in this report.

6. REPUTATIONAL IMPLICATIONS

6.1 There are no reputational implications in this report.

7. SOCIAL IMPLICATIONS

7.1 There are no social implications in this report.

8. COMMUNITY IMPACT

8.1 There are no community implications in this report.

9. EQUALITIES IMPLICATIONS

9.1 There are no equality implications in this report.

10. ENVIRONMENT IMPLICATIONS

10.1 There are no environmental implications in this report.

RECOMMENDATIONS

Members are invited to discuss the contents of this paper.