



<b>Meeting</b>	<b>People Committee</b>
<b>Date</b>	<b>29 August 2024</b>
<b>Location</b>	<b>MS Teams</b>
<b>Title of Paper</b>	<b>Forensic Services People Committee Reporting</b>
<b>Presented By</b>	<b>Dr Vicki Morton, Chief Operating Officer, Forensic Services</b>
<b>Recommendation to Members</b>	<b>For discussion</b>
<b>Appendix Attached</b>	<b>No</b>

**PURPOSE**

To provide an update to Members on the proposed reporting to SPA People Committee from Forensic Services, as referenced in Action PC – 20240228-002.

## 1. BACKGROUND INFORMATION

- 1.1. The Forensic Services Strategy *Delivering excellence in forensic science for a safe and resilient Scotland* was published - after the approval of the Scottish Police Authority - in September 2021 with one of the four key strategic outcomes with an emphasis on our people:



- 1.2. Forensic Services recognise that our circa. 600 highly-trained and qualified people are our most important asset, and we are committed to ensuring that they have readily accessible support to empower them in their roles.
- 1.3. The health, safety and wellbeing of our people is a priority, and we will ensure that the appropriate resources are available to offer support and guidance.
- 1.4. We recognise that leadership skills and development opportunities are important to our people. We will ensure we have fair and clear career pathways to support mobility throughout the organisation and create enhanced professional support resources to invest in the development of our people.

- 1.5. As well as the internal governance arrangement, the Forensic Services Change Programme has been key in driving this work forward since the publication of the Forensic Strategy in 2021.

## 2. FURTHER DETAIL ON THE REPORT TOPIC

- 2.1. The Forensic Services 2-year Business Plan for the period 2024 to 2026 was presented to the Forensic Services Committee on 7th May 2024. Key activities within [the plan](#) relate to our people.
- 2.2. Services back arrangements are in place, with People and Development and Health and Safety support provided to Forensic Services by Police Scotland. This includes the provision of data dashboards and reports.
- 2.3. In order to ensure proportionate reporting while also providing assurance to the SPA People Committee on Forensic Services people related matters, the following is proposed:
  - **Workforce monitoring data** working together with colleagues in Police Scotland, Forensic Services will ensure strategic insights related to Forensic Services can be included in regular reporting by Police Scotland.
  - **Health and Safety reporting** to be incorporated into the Police Scotland report, and as above, Forensic Services insights highlighted as appropriate.
  - **Exception reporting approach**, where specific papers will be submitted to the People Committee where relevant, as per the SPA People Committee terms of reference. This will include new developments or activities unique to Forensic Services.
- 2.4. In addition, to the above, it is proposed that the SPA People Committee Workplan considers the following additional Forensic Services reports- which are of strategic relevance and defined in our Forensic Services Business Plan for 2024 to 2026:
  - **Forensic Services Inclusivity Programme** – a programme of work within Forensic Services and SPA which differs from the Police Scotland Policing Together programme- timescale for reporting Q4 2024/25
  - **Forensic Services Strategic Workforce Plan**- timescale for reporting Q1 2025/26
  - **Annual Forensic Services People Report**- this will include an overview of the previous year, on matters such as wellbeing; ill-health retinals; people metrics; learning and development; health

and safety; progress and impact of strategic people related activity within the Forensic Services Business Plan and People Plan- timescale for reporting Autumn 2025

- 2.5. All updates will include consideration of output measures of success and will link to our strategic people-related outcome and objectives.
- 2.6. The above proposal aims to allow openness and transparency on Forensic Services people related matters, while also being proportionate, streamlining reporting and recognising where Forensic Services may be different / have unique considerations from Police Scotland/ SPA.
- 2.7. The above proposal has been developed through engagement with SPA Corporate and Police Scotland. It is recognised that there is work ongoing to further develop the reporting of people related management information across Police Scotland and SPA. Forensic Services are keen to support this work and thereby allow the right level of assurance and scrutiny at the SPA People Committee members on our people related matters.

### **3. FINANCIAL IMPLICATIONS**

- 3.1 There are no financial implications in this report.

### **4. PERSONNEL IMPLICATIONS**

- 4.1 The implications on personnel are as detailed in the above report.

### **5. LEGAL IMPLICATIONS**

- 5.1 There are no 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 requested to discuss the information contained within this report.