



LETTER SENT BY E-MAIL ONLY

8 December 2023

2023/24-055

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 the Scottish Police Authority and with any other organisation - 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 – template letter, dated 31 March 2023, issued to all Chief Constables announcing launch of recruitment campaign to appoint a Chief Constable of Police Scotland.

Appendix 2 – distribution list for letter at Appendix 1.

Appendix 3 – template letter, dated 31 March, issued to key stakeholders announcing launch of recruitment campaign to appoint a Chief Constable of Police Scotland.

Appendix 4 – distribution list for letter at Appendix 3.

Appendix 5 – letter issued, dated 4 April 2023, to HM Chief Inspector of Constabulary and Fire and Rescue Services (England and Wales).

Appendix 6 – Emails, dated 7 and 8 June, from the Authority to HM Chief Inspector of Constabulary in Scotland.

Appendix 7 – letter of assurance, dated 13 June 2023, from HM Chief Inspector of Constabulary in Scotland to the Authority.

Appendix 8 – letter of thanks, dated 3 July 2023, from the Authority to HM Chief Inspector of Constabulary in Scotland.

Whilst we aim to provide information wherever possible, some information is exempt in terms of the Act. Some names and contact details contained in Appendix 6 and 7 have been redacted, as this is third party data, considered to be exempt.¹

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 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 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.





LETTER SENT BY E-MAIL ONLY

31 March 2023

Dear Chief Constable

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](#).

If you are interested in this position, or know someone in your leadership team who has the experience and capability for this key leadership position, we would be pleased to discuss this opportunity further. Please contact our Chief Executive, Lynn Brown OBE, on SPACHiefExecutive@spa.police.uk in the first instance.

Yours sincerely

A handwritten signature in black ink that reads "Martyn Evans".

MARTYN EVANS
SPA Chair

Appendix 2 – distribution list for letter at Appendix 1

Name	Force
Sarah Crew	Avon and Somerset Constabulary
Trevor Rodenhurst	Bedfordshire Police
Lucy D'Orsi QPM	British Transport Police
Nick Dean	Cambridgeshire Constabulary
Mark Roberts	Cheshire Constabulary
Simon Chesterman	Civil Nuclear Constabulary
Angela McLaren	City of London Police Commissioner
Mark Webster	Cleveland Police
Michelle Skeer QPM	Cumbria Police
Rachel Swann QPM	Derbyshire Constabulary
Will Kerr OBE KPM	Devon and Cornwall Constabulary
Amanda Pearson	Dorset Police
Jo Farrell	Durham Constabulary
Dr Richard Lewis	Dyfed Powys Police
Ben-Julian Harrington	Essex Police
Rod Hansen	Gloucestershire Constabulary
Stephen Watson QPM	Greater Manchester Police
Ruari Hardy	Guernsey Police (Head of Law Enforcement)
Pam Kelly	Gwent Police
Scott Chilton	Hampshire Constabulary
Charlie Hall QPM	Hertfordshire Constabulary
Lee Freeman	Humberside Police
Gary Roberts QPM	Isle of Man Constabulary
Tim Smith	Kent Police
Chris Rowley	Lancashire Police
Rob Nixon QPM	Leicestershire Police
Chris Haward	Lincolnshire Police
Serena Kennedy	Merseyside Police
Mark Rowley	Metropolitan Police (Commissioner)
Andy Adams	Ministry of Defence Police
Paul Sanford	Norfolk Constabulary
Paul Gibson	Northamptonshire Police
Vanessa Jardine / Winton Keenen QPM	Northumbria Police
Amanda Blakeman	North Wales Police
Lisa Winward	North Yorkshire Police
Kate Meynell	Nottinghamshire Police
Simon Byrne QPM	Police Service Northern Ireland (PSNI)
Richard Ullger	Royal Gibraltar Police (Chief of Police)
Andy Williams	Royal Navy Police (Commander)
Jeremy Vaughan	South Wales Police
Lauren Poultney	South Yorkshire Police

Chris Noble	Staffordshire Police
Rachel Kearton	Suffolk Constabulary
Tim De Meyer	Surrey Police
Jo Shiner	Sussex Police
John Campbell	Thames Valley
Debbie Tedds	Warwickshire Police
Pippa Mills	West Mercia Police
Craig Guildford	West Midlands Police
John Robins	West Yorkshire Police
Catherine Roper	Wiltshire Police
Martin Hewitt / Gavin Stephens	National Police Chiefs Council (NPCC Chair)
Andy Marsh	College of Policing CEO
Graeme Biggar	National Crime Agency



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31 March 2023

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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 black ink that reads "Lynn Brown".

LYNN BROWN OBE
Chief Executive

Appendix 4 – distribution list for letter at Appendix 3.

Audrey Nicoll – Convener, Criminal Justice Committee

Craig Naylor – HM Chief Inspector of Constabulary in Scotland

Fiona Douglas – Director of Forensic Services, Scottish Police Authority

Joanne Brown – Partner, Grant Thornton

John Somers – Deputy Director, Police Division, Scottish Government

Michelle Macleod – Commissioner, Police Investigations and Review
Commissioner

Sally Loudon – Chief Executive, COSLA

Stephen Boyle – Auditor General, Audit Scotland

Brian Plastow – Scottish Biometrics Commissioner

Appendix 3



SCOTTISH POLICE
AUTHORITY
ÙGH DARRAS POILIS NA H-ALBA

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

LETTER SENT BY E-MAIL ONLY

Andy Cooke QPM
HM Chief Inspector of Constabulary & Fire & Rescue Services

contacthmicfrs@hmicfrs.gov.uk

4 April 2023

Dear Andy,

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.

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Best wishes

Martyn.

MARTYN EVANS
SPA Chair

PS It was very good to meet you in London last week. I hope we can find some time for a large conversation sometime soon.

From: [SPA Chair Office](#)
To: "Craig.Naylor [REDACTED]"; Miller, Katy
Cc: [REDACTED] [SPA Chair Office](#)
Subject: CHIEF CONSTABLE INTERVIEW PROCESS - MONDAY 12 JUNE 2023 [OFFICIAL]
Date: 08 June 2023 11:37:57

OFFICIAL

Good morning Craig and Katy

You will receive shortly an email from [REDACTED] [@spa.police.uk](mailto:[REDACTED]@spa.police.uk) which will allow you access to the secure document folder where the CC Recruitment Pack is stored. This will allow you, for assurance purposes to review the pack prior to the interview process on Monday.

You will receive your indexed hard copy pack when you arrive on Monday at Jackton.

Any issues please get in touch.

Many thanks

[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
Twitter: @ScotPolAuth
Working pattern: Monday to Thursday/ Patran-obrach: Diluain gu Diardaoin**

From: [REDACTED] On Behalf Of Brown, Lynn [REDACTED]
Sent: 07 June 2023 10:25
To: 'Craig.Naylor [REDACTED]'; Miller, Katy
Cc: [REDACTED]; SPA Chair Office
Subject: CHIEF CONSTABLE INTERVIEW PROCESS - MONDAY 12 JUNE 2023 [OFFICIAL]

OFFICIAL

Good Morning

Just an update on progress for Chief Constable interview process on Monday 12 June 2023.

Later this morning Interview Panel Members will receive access to the secure document management system which stores the Recruitment Pack which will only be accessible to the email address holder. However, when panel members and observers arrive at Jackton on Monday 12 June 2023 they will be passed a fully indexed hard copy pack to assist throughout the interview process.

Can I please ask that you 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:

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

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

Website / Làrach-lìn: www.spa.police.uk

Twitter: @ScotPolAuth

Mr Craig Naylor
HM Chief Inspector of Constabulary

Mr Martyn Evans,
Chair
Scottish Police Authority
By email.
Cc Lynne brown, CEO, Scottish Police Authority

13 June 2023

Dear Martyn

RECRUITMENT PROCESS FOR THE CHIEF CONSTABLE

Thank you for the invitation to observe the selection process for Chief Constable in Police Scotland. I understand that the panels recommendation has been accepted by the Scottish Police Authority board.

I was unable to attend the shortlisting process but was made aware of the names and backgrounds of both candidates. The decision to take both candidates through the selection process was sound as both clearly met the criteria for the role.

I was provided with full access to the recruitment exercise data and the information from the psychometric assessments. Again this showed that both candidates were suitable to be interviewed for the role.

The interviews provided a platform for both candidates to show the relevant evidence and experience of their competency to fill the post. Both candidates were provided a fair opportunity and the panel were consistent in their approach to questions and supplementary checks. I am content that this process was conducted in a manner to ensure fairness in the selection of the new Chief Constable.

Yours sincerely



Craig Naylor
HM Chief Inspector of Constabulary





SCOTTISH POLICE
AUTHORITY
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1 Pacific Quay
Glasgow
G51 1DZ
SPACHairOffice@spa.police.uk

LETTER SENT BY E-MAIL ONLY

Craig Naylor
HM Inspector of Constabulary
HMICS

craig.naylor@spa.police.uk

3 July 2023

CO/070/2023

Dear Craig,

RECRUITMENT – CHIEF CONSTABLE

I wanted to write and thank you very much for agreeing to be an observer of the Scottish Police Authority interview process for the recruitment of the Police Scotland Chief Constable. I found your concluding assurance letter on the process and decision making very clear and comprehensive. Very many thanks also for the very quick turnaround of this letter.

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 observe the interview process and your insights given to the panel.

Best wishes

Martyn Evans

MARTYN EVANS
SPA Chair