

Scottish Police Authority (SPA) EXECUTIVE REVIEW: READ OUT FROM TELECONFERENCE WITH THE REVIEWERS ON 4 OCTOBER

Discussion Mr Matheson had with the Reviewers, Malcolm Burr and Nicola Marchant.

The main themes covered at meeting were broadly aligned with the key 4 areas of the terms of reference of the Review. Whilst there was an acknowledgement of the challenges going forward, the meeting had a very positive thrust. Key points were:

SPA Executive and Police Scotland working together

- A skills gap and mismatch of skill sets and experience is identified as one of the key challenges that has hampered effective working between the Police Scotland and SPA so far.
- It was acknowledged that the Review will be a key opportunity to “reset” the relationship between SPA and Police Scotland.
- It was noted that one of the emerging recommendations to address the challenges in this area could include a SLA/MoU to govern mutual expectations and operational / business processes.

Stakeholder engagement

- The Reviewers set out that stakeholder engagement and outward focus would be a key aspect of the new CO role , particularly engagement at senior level with key organisations such as COSLA, SOLACE and Scottish Police Federation.
- SPA programme of engagement should be formalised and open, also to include engagement with communities around 2026 policing agenda – but also value informal engagement.
- The issue of the level of commitment of Board Members was also raised with regards to building capacity to undertake engagement activities. However, it was noted that it was possible to maximise engagement opportunities through more effective and streamlined business processes which can create additional capacity for both SPA senior staff and Board Members. Any review of the number of Board Members’ days was not ruled out but subject to a business case and evidencing improved outcomes.

Operational structures and staff

- Initial findings in this area seem to point towards splitting the SPA CEO role into two equally important roles – AO and support to the Board / Stakeholder engagement.

Mr Matheson closed the discussion requesting another progress update meeting with the Reviewers in early November to preview the final review report and recommendations prior to publication. It was also agreed that the Reviewers should also have a meeting with relevant Police Scotland

and SPA staff to discuss the emerging findings and recommendations to allay any outstanding concerns and develop a wider consensus around the outcome of the Review and commitment to take forward the recommendations.