

ANNEX

Section [30\(b\)](#) Prejudice to effective conduct of public affairs - would otherwise prejudice substantially, or be likely to prejudice substantially, the effective conduct of public affairs. would, or would be likely to, inhibit substantially the free and frank provision of advice.

Section [38\(1\)\(b\)](#) Personal information

Some information has been redacted from the Annex provided as it is personal data consisting of names and contact details of individuals which is exempt from disclosure under section 38(1)(b) (personal information). Section 38(1)(b) can be applied when disclosure of the information requested would contravene the data protection principles in Article 5(1) of the GDPR. This exemption is not subject to the 'public interest test', so we are not required to consider if the public interest in disclosing the information outweighs the public interest in applying the exemption.

EMAIL FROM THE SCOTTISH POLICE AUTHORITY (SPA) TO ADVISE ON THE CONTENT AND RELEASE OF SPA NEWS RELEASE ON THE APPOINTMENT

From: [redacted]
Sent: 14 June 2023 10:33
To: [redacted]; [redacted]
Cc: [redacted]
Subject: CC Announcement

Morning both,

Attached is the news release we will publish on the SPA website and tweet a link out to at 11.15am this morning. I am just awaiting a quote for inclusion from Jo Farrell.

Can you be poised to retweet and issue quote from CSJ?

[redacted]

[redacted]
Head of Strategic Business Management
Scottish Police Authority / Ùghdarras Poilis na h-Alba

Mob / F-làimhe: [redacted]
Email / Post-d: [redacted]
Website / Làrach-lìn: www.spa.police.uk
Twitter: @ScotPolAuth

DRAFT COMMUNICATION AND CHOREOGRAPHY
Announcement of new Chief Constable

NEW CHIEF CONSTABLE OF POLICE SCOTLAND APPOINTED

FOR IMMEDIATE RELEASE: Wednesday 14 June 2023

The Scottish Police Authority has today (Wednesday 14 June), announced the appointment of Jo Farrell as the next Chief Constable of Police Scotland.

Jo Farrell has been the Chief Constable of Durham Constabulary since 2019.

The announcement follows the news in March that the current Chief Constable, Sir Iain Livingstone QPM will retire in August 2023.

The appointment was made by the Authority and approved by Scottish Ministers in accordance with the Police and Fire Reform (Scotland) Act 2012 and follows a

robust assessment and selection process. The appointment will be for a fixed term of 4-years with the possibility of extension in line with legislation.

Martyn Evans, Chair of the Authority and the Selection Panel who interviewed candidates for the role, announced the appointment saying:

"I am delighted to have had such an excellent calibre of applicants to this important role and now announce the appointment of Jo Farrell as the next Chief Constable of Police Scotland.

"Jo is an outstanding and highly experienced senior police leader who has made an exceptional contribution to policing over her extensive career. With a proven history of innovative policing, Ms Farrell has led Durham Constabulary for the last 4-years where it was graded as 'outstanding' for its disruption of organised crime and how it achieves value for money. She also has UK wide experience heading the demanding Digital Data and Technology portfolio for the National Police Chiefs' Council.

"As Chief Constable of Police Scotland, Jo Farrell 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. I look forward to working with her."

Police Scotland's current Chief Constable, Sir Iain Livingstone QPM added:

"I congratulate Jo Farrell and look forward to working with her to ensure an effective handover that will maintain stability in Police Scotland.

"Leading our outstanding officers and staff as Scotland's Chief Constable is an enormous privilege. I have great confidence Jo will continue to develop our service to protect and serve our fellow citizens."

Craig Naylor, His Majesty's Chief Inspector of Constabulary for Scotland, has welcomed the appointment of Jo Farrell as the next Chief Constable of Scotland:

"I was invited to provide assurance that the process was fair, open and transparent and have written to the Chair of the Scottish Police Authority confirming this and recognising the significant investment the candidates brought to this process and the high standards that they demonstrated.

"I would like to extend my congratulations to the next Chief Constable and look forward to building on close and effective relationships between Police Scotland and HMICS while we all strive to improve policing across Scotland."

Biography of Jo Farrell

After graduating with a degree in Business at Sheffield Polytechnic, in 1991, Jo Farrell achieved her childhood ambition by joining the police as a constable in Cambridge. In 2002, she joined Northumbria Police, initially as a Chief Inspector, before being promoted to Assistant Chief Constable, with responsibility for

response and neighbourhood policing as well as the communications department.

Jo joined Durham Constabulary in November 2016 as Deputy Chief Constable. She was appointed Chief Constable in 2019, the first woman to hold the post in the force's 180-year history.

Throughout her time at the helm, Durham Constabulary has placed a renewed focus on tackling high harm offences such as violent crime, sexual offences, domestic abuse and launched a radical new approach to the investigation of rape and serious sexual offences. The force was rated outstanding for efficiency in its most recent HMICFRS inspection.

On a national level, she works on behalf of the National Police Chiefs Council in the areas of information management, criminal justice file quality and supports the Crimestoppers charity.

BACKGROUND NOTES

The Chief Constable of Police Scotland is accountable to the SPA and is responsible for the direction and control of more than 22,500 officers and staff delivering community and specialist policing services to more than 5 million people in cities and towns and across rural and island communities. The Chief Constable is also responsible for managing annual resources of more than £1.35 billion.

The post of Chief Constable of Police Scotland was advertised across the UK and was open to all applicants who met the statutory eligibility criteria.

The assessment process for shortlisted candidates included:

1. A policing professional peer review;
2. Psychometric testing;
3. Facilitated discussions with internal and external stakeholder panels which included staff associations and trade unions and those representing the public, private and third sectors about the impact of policing on different communities.
4. A media exercise;
5. A final interview with the selection panel. The appointment panel was chaired by Martyn Evans, Chair of the SPA and included:
 - 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 observed discussions with candidates.

The Authority is responsible for appointing the Chief Constable and the appointment must be approved by Scottish Ministers as required by the Police and Fire Reform (Scotland) Act 2012.

As Chief Constable of Police Scotland, Jo Farrell will earn a salary of £232,452. The appointment will be for a fixed term of 4-years with the possibility of extension in accordance with legislation.

ENDS

CORRESPONDENCE WITH THE CABINET SECRETARY RE APPROVAL OF THE APPOINTMENT

From: [redacted] On Behalf Of Cabinet Secretary for Justice & Home Affairs
Sent: 13 June 2023 15:45
To: spachiefexecutive@spa.police.uk
Cc: Cabinet Secretary for Justice & Home Affairs <CabSecJHA@gov.scot>
Subject: CORRESPONDENCE FROM ANGELA CONSTANCE MSP, CABINET SECRETARY FOR JUSTICE HOME AFFAIRS
Importance: High

Dear Lynn

Please find attached a response from Angela Constance MSP, Cabinet Secretary for Justice and Home Affairs to your letter this morning.

Many thanks.

[redacted]

Private Secretary to Cabinet Secretary for Justice and Home Affairs : Angela Constance MSP
T: [redacted] | E: cabsecJHA@gov.scot
The Scottish Government | St Andrew's House, Regent Road, EDINBURGH EH1 3DG

All e-mails and attachments sent by a Ministerial Private Office to any other official on behalf of a Minister relating to a decision, request or comment made by a Minister, or a note of a Ministerial meeting, must be filed appropriately by the recipient. Private Offices do not keep official records of such e-mails or attachments.

Scottish Ministers, Special advisers and the Permanent Secretary are covered by the terms of the Lobbying (Scotland) Act 2016. See www.lobbying.scot

Cabinet Secretary for Justice and Home Affairs
Angela Constance MSP
F/T: 0300 244 4000
E: scottish.ministers@gov.scot
Ms Lynn Brown OBE
Chief Executive
Scottish Police Association
1 Pacific Quay
Glasgow
G51 1DZ
SPAchiefexecutive@spa.police.uk



13 June 2023

Dear Lynn,

Thank you for your letter dated earlier today (13 June) advising that Jo Farrell has been successful in the process to choose a new Chief Constable.

I am grateful for the work of the Scottish Police Authority and the interview panel throughout this process and am content to approve the appointment.

I look forward to working with the new Chief Constable once they take office later in the year.

Yours sincerely,



ANGELA CONSTANCE

Scottish Ministers, special advisers and the Permanent Secretary are covered by the terms of the Lobbying (Scotland) Act 2016. See www.lobbying.scot St Andrew's House, Regent Road, Edinburgh EH1 3DG

WWW.GOV.SCOT **INVESTORS IN PEOPLE™** We invest in people Silver 

From: [redacted] On Behalf Of Cabinet Secretary for Justice & Home Affairs

Sent: 13 June 2023 15:46

To: Cabinet Secretary for Justice & Home Affairs <CabSecJHA@gov.scot>; [redacted]

Cc: DG Education & Justice <dgej@gov.scot>; Director of Safer Communities

<DirectorofSaferCommunities@gov.scot>; Somers J (John) <John.Somers@gov.scot>

Subject: RE: Submission - CSHA - Chief Constable appointment - 13 June 2023

[Letter now issued](#)

[redacted]

Private Secretary to Cabinet Secretary for Justice and Home Affairs : Angela Constance MSP

T: [redacted] | E: cabsecJHA@gov.scot

The Scottish Government | St Andrew's House, Regent Road, EDINBURGH EH1 3DG

All e-mails and attachments sent by a Ministerial Private Office to any other official on behalf of a Minister relating to a decision, request or comment made by a Minister, or a note of a Ministerial meeting, must be filed appropriately by the recipient. Private Offices do not keep official records of such e-mails or attachments.

Scottish Ministers, Special advisers and the Permanent Secretary are covered by the terms of the Lobbying (Scotland) Act 2016. See www.lobbying.scot

From: [redacted] On Behalf Of Cabinet Secretary for Justice & Home Affairs

Sent: Tuesday, June 13, 2023 3:31 PM

To: [redacted]; Cabinet Secretary for Justice & Home Affairs <CabSecJHA@gov.scot>

Cc: DG Education & Justice <dgej@gov.scot>; Director of Safer Communities

<DirectorofSaferCommunities@gov.scot>; John Somers <John.Somers@gov.scot>

Subject: RE: Submission - CSHA - Chief Constable appointment - 13 June 2023

This email is for the official record and confirms a Ministerial Decision. This email must be placed in the official record (eRDM) by your team [in line with SG records management policy.](#)

Hi [redacted]

Many thanks, Ms Constance is content to approve.

[redacted]

Private Secretary to Cabinet Secretary for Justice and Home Affairs : Angela Constance MSP

T: [redacted] | E: cabsecJHA@gov.scot

The Scottish Government | St Andrew's House, Regent Road, EDINBURGH EH1 3DG

All e-mails and attachments sent by a Ministerial Private Office to any other official on behalf of a Minister relating to a decision, request or comment made by a Minister, or a note of a Ministerial meeting, must be filed appropriately by the recipient. Private Offices do not keep official records of such e-mails or attachments.

Scottish Ministers, Special advisers and the Permanent Secretary are covered by the terms of the Lobbying (Scotland) Act 2016. See www.lobbying.scot

From: [redacted]

Sent: 13 June 2023 08:56

To: Cabinet Secretary for Justice & Home Affairs <CabSecJHA@gov.scot>

Cc: DG Education & Justice <dgej@gov.scot>; Director of Safer Communities

<DirectorofSaferCommunities@gov.scot>; Somers J (John) <John.Somers@gov.scot>

Subject: Submission - CSHA - Chief Constable appointment - 13 June 2023

Importance: High

PS/CSHA,

Please see attached re the appointment of a new Chief Constable.

Best regards,

[redacted]

[redacted]

**Head of Strategy and Collaboration
Police Powers, Strategy & Sponsorship team
Police Division | Scottish Government**

He/him. Available by MS Teams or mobile [redacted]

**PLEASE NOTE THE INFORMATION IN THIS SUBMISSION IS CONFIDENTIAL
UNTIL A PUBLIC ANNOUNCEMENT CAN BE MADE**

From: [redacted]
Police Division
12 June 2023

Cabinet Secretary for Justice and Home Affairs

CHIEF CONSTABLE APPOINTMENT

Priority and Purpose

1. To seek your approval for the appointment of the next Chief Constable of the Police Service of Scotland, following a recruitment process carried out by the Scottish Police Authority (SPA). **Urgent priority** to ensure an announcement can be made once the SPA are ready to do so.

Recommendation

2. That you approve the recommendation of the SPA board to appoint Jo Farrell as the next Chief Constable and issue a short letter to the SPA (**Annex C**) to confirm this.

Context and Issues

3. Under section 7 of the Police and Fire Reform (Scotland) Act 2012 the SPA must appoint a Chief Constable but this has effect only if approved by the Scottish Ministers.
4. Interviews for the post took place on Monday 12 June with an appointment panel including SPA chair Martyn Evans, SPA board member Fiona McQueen CBE, Chief Executive Aberdeen City Council Angela Scott (independent member), Scottish Government Director-General Joe Griffin and Martin Hewitt QPM who is a former chair of the National Police Chiefs Council. Craig Naylor, HM Chief Inspector of Constabulary in Scotland and Lynn Brown Chief Executive of the SPA were advisors to the panel and observed its discussions with candidates.
5. The formal interviews were the end point of a process that has also included a peer-peer Policing Professional Interview, an Internal Stakeholder Panel with staff associations and trade unions, an External Stakeholder Panel with stakeholders from a range of public, private and third sector backgrounds and a media exercise.
6. The SPA has now written to the Scottish Government seeking your approval to appoint Jo Farrell as the Chief Constable of the Police Service of Scotland.

A copy of the letter is embedded at **Annex A** and a short biography of the candidate is at **Annex B**.

7. There is nothing in the Act which sets out the factors that you must consider when approving (or not) the SPA candidate. However, SPA have provided information in the email to ensure that you have the information to allow you to take a reasoned, evidence-based approach. In summary:
 - The selection was made in a fair and open process.
 - [redacted – 38(1)(b)]
 - [redacted – 38(1)(b)]
8. [redacted – 38(1)(b)].

Options Considered and Advice

9. The panel and SPA board are best placed to make a recommendation for the appointment. Officials therefore concur with their decision.

Bute House Agreement Implications

10. Nil

Financial and Legal Considerations

11. Nil

Quality Assurance

12. This Submission has been approved by Director for Safer Communities Don McGillivray.

Conclusions and next steps

13. [redacted – 30(b)(i)]
14. Should approval be given, the successful candidate will then be informed. As noted above, the need for the candidate to undergo a medical and further vetting means that the SPA believe that internal and external communication will not now issue until Wednesday (14 June). Communications will include an SPA news release quoting the Chair and successful candidate. A draft SG news release quoting the Cabinet Secretary will follow this submission for clearance from Communications Justice.
15. The SPA chair will also write to the Convener of the Criminal Justice Committee to inform members of the appointment.

[redacted]
Police Division / Safer Communities

[redacted]

Officials Copy List
DG Education and Justice Don McGillivray John Somers

Annex A

Recommendation letter from the SPA

[redacted - 38(1)(b)]

Annex B

Biography of Jo Farrell

Jo Farrell is currently Chief Constable of Durham Constabulary. In 2002, she joined Northumbria Police, initially as a Chief Inspector, and was promoted to Assistant Chief Constable, with responsibility for response and neighbourhood policing as well as the communications department.

Jo joined Durham Constabulary in November 2016 as Deputy Chief Constable and has contributed to the force's continued outstanding performance. She was appointed Chief Constable of Durham in June 2019, becoming the first woman to hold the post in the force's 180-year history.

On a national level, she works on behalf of the National Police Chiefs Council in the areas of information management, criminal justice file quality and supports the Crimestoppers charity.

Annex C

Dear Lynn,

Thank you for your letter dated earlier today (13 June) advising that Jo Farrell has been successful in the process to choose a new Chief Constable.

I am grateful for the work of the Scottish Police Authority and the interview panel throughout this process and am content to approve the appointment.

I look forward to working with the new Chief Constable once they take office later in the year.

Yours sincerely,

Letter from the SPA re the appointment of Jo Farrell

From: SPA Chief Executive <SPAChiefExecutive@spa.police.uk>
Sent: 13 Jun 2023 08:17
To: DirectorofSaferCommunities@gov.scot
Cc: John.Somers@gov.scot; [redacted]
Subject: CORRESPONDENCE - URGENT [OFFICIAL: NAMED RECIPIENTS ONLY]

NAMED RECIPIENTS ONLY

Good morning

Please see attached correspondence for Don McGillivray from Lynn Brown, SPA Chief Executive regarding the Chief Constable recruitment process.

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]
Website / Làrach-lìn: www.spa.police.uk
Twitter: @ScotPolAuth

Working pattern: Monday to Thursday/ Patran-obrach: Diluain gu Diardaoin

LETTER SENT BY EMAIL ONLY

Mr Don McGillivray
Director of Safer Communities
Scottish Government
St Andrews House
EDINBURGH
13 June 2023
CE-053-2023

Dear Don

CHIEF CONSTABLE OF POLICE SCOTLAND

On behalf of the Board, I write to recommend and seek ministerial approval for the appointment of Jo Farrell as Chief Constable of Police Scotland. This recommendation follows a rigorous appointment and selection process conducted by a selection panel appointed by the Board. The recommendation of the Panel was as follows:-

[redacted - 38(1)(b)]

Should you have any queries, please do not hesitate to get in touch.

Yours sincerely

LYNN BROWN OBE

Chief Executive

Email trail between Scottish Government communications and Cabinet Secretary for Justice and Home Affairs regarding SG news release

From: [redacted] On Behalf Of Cabinet Secretary for Justice & Home Affairs
Sent: 13 June 2023 17:55
To: [redacted]; Cabinet Secretary for Justice & Home Affairs <CabSecJHA@gov.scot>
Cc: [redacted]; Communications Justice and Home Affairs <CommunicationsJusticeAndHomeAffairs@gov.scot>; McGillivray D (Donald) <Donald.McGillivray@gov.scot>; Somers J (John) <John.Somers@gov.scot>; [redacted]; [redacted]; [redacted]
Subject: RE: CAB SEC CLEARANCE PLEASE: New Chief Constable

Hi [redacted]

Cab Sec has cleared, many thanks.

[redacted]

Private Secretary to Cabinet Secretary for Justice and Home Affairs : Angela Constance MSP
T: [redacted] | **E:** cabsecJHA@gov.scot
The Scottish Government | St Andrew's House, Regent Road, EDINBURGH EH1 3DG

All e-mails and attachments sent by a Ministerial Private Office to any other official on behalf of a Minister relating to a decision, request or comment made by a Minister, or a note of a Ministerial meeting, must be filed appropriately by the recipient. Private Offices do not keep official records of such e-mails or attachments.

Scottish Ministers, Special advisers and the Permanent Secretary are covered by the terms of the Lobbying (Scotland) Act 2016. See www.lobbying.scot

From: [redacted]
Sent: Tuesday, June 13, 2023 5:35 PM
To: Cabinet Secretary for Justice & Home Affairs <CabSecJHA@gov.scot>
Cc: [redacted]; Communications Justice and Home Affairs <CommunicationsJusticeAndHomeAffairs@gov.scot>; Donald McGillivray <Donald.McGillivray@gov.scot>; John Somers <John.Somers@gov.scot>; [redacted]; [redacted]; [redacted]
Subject: CAB SEC CLEARANCE PLEASE: New Chief Constable

Private Office

I would be extremely grateful of Cab Sec's consideration of the following news release and social media which has been agreed with SPADS, officials and comms. SPA will make the announcement tomorrow (June 14th) morning - and SG comms will then issue the following. Grateful also to PO for assisting with clearance.

New Chief Constable

Justice Secretary Angela Constance comments as first woman appointed to role.

Justice Secretary Angela Constance has welcomed the appointment of Jo Farrell as Police Scotland's first female Chief Constable.

The current Chief Constable of Durham Constabulary, Ms Farrell was appointed by the Scottish Police Authority (SPA) following a robust six-week assessment process and will take up the post later this year, replacing Sir Iain Livingstone QPM, who is retiring in August.

Ms Constance, who approved the SPA's appointment, said:

"I am delighted that Jo Farrell has been appointed as Police Scotland's new Chief Constable following the Scottish Police Authority's rigorous selection process.

"Jo is the first women to be appointed to this role. As the force marks its 10th anniversary year, she has shown she has the skills needed to lead the service into the next decade and meet the challenges ahead.

"Thanks to the dedication and work of the police, recorded crime rates overall are at record low levels and we have a service that is unique in the UK with an embedded human rights focus.

"Policing will continue to be an absolute priority for this government, as evidenced by the £1.45 billion we have allocated to support it in 2023-24. I look forward to working with the new Chief Constable as the service continues to build on its significant strengths.

"I also want to pay tribute to Sir Iain for his bold leadership and wider service to keeping communities safe during a lengthy, distinguished career in policing. He leaves Police Scotland in great shape after leading it through unprecedented times."

Background

The Scottish Police Authority appointment was approved by the Cabinet Secretary for Justice on behalf of Scottish Ministers, as set out in the Police and Fire Reform (Scotland) Act 2012. [ADD LINK TO SPA RELEASE]

Social media

Justice Secretary @AConstance23 has welcomed the appointment of Jo Farrell as the first woman Chief Constable of @PoliceScotland.

More – link to release above

Image of Ms Constance with quote: "The Scottish Police Authority has a rigorous selection procedure to find the right candidate and I am confident Jo has the ideal qualities to excel as Scotland's new Chief Constable."

[redacted]

[redacted] | Senior Media Manager | Justice and Home Affairs

Mobile: [redacted] @ScotGovJustice

BRIEFING PROVIDED FOR THE FIRST MINISTER ON 15 JUNE 2023

[redacted - s.30(b)(i)(ii)]

14 June: Jo Farrell appointed to succeed Sir Iain Livingstone as Chief Constable.

[redacted - s.30(b)(i)(ii)]

[redacted - s.30(b)(i)(ii)]

NEW CHIEF CONSTABLE

I am very pleased to welcome the appointment of Jo Farrell as Scotland's new Chief Constable

- Jo is the current Chief Constable of Durham Constabulary, will be Police Scotland's first female Chief Constable and has been appointed by the Scottish Police Authority (SPA) following a robust assessment process
- As the Police Scotland marks its 10th anniversary year, Jo has shown she has the skills needed to lead the service into the next decade and meet the challenges ahead.
- The assessment process for shortlisted candidates included a policing professional peer review, psychometric testing, stakeholder panels, a media exercise and a final interview with the selection panel led by SPA chair Martyn Evans
- As Chief Constable of Police Scotland, Jo Farrell will earn a salary of £232,452. The appointment will be for a fixed term of 4-years with the possibility of extension in accordance with legislation.

I'd also like to take this opportunity to acknowledge the role of the outgoing Chief Constable Sir Iain Livingstone.

- Sir Iain has been a serving officer for more than 30 years and as Chief Constable since 2018 led the service through a number of challenging events, not least the pandemic but also COP26 and the death of Her Majesty Queen Elizabeth II last year.
- On behalf of the Scottish Parliament, I'd like to record my thanks to Sir Iain for his leadership and many years' service to Scottish policing.

[redacted - s.30(b)(i)(ii)]

TEXTS BETWEEN SCOTTISH GOVERNMENT AND SCOTTISH POLICE AUTHORITY 12-14 JUNE 2023

[redacted - s.30(b)(i)(ii)]