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Convener  
Criminal Justice Committee  
The Scottish Parliament  
Edinburgh  
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14 December 2023

Dear Convener

I am writing to you to let you know about progress on implementation of the recommendations made by Dame Elish Angiolini following her Independent Review of Complaints, Investigations and Misconduct in Policing.

In my letter to you earlier this year announcing the publication of the Scottish Government's [5<sup>th</sup> Thematic Progress Report](#), I advised of a transition in focus from the non-legislative work to those recommendations requiring legislation and, as you know, the [Police \(Ethics, Conduct and Scrutiny\) Bill](#) was introduced to Parliament on 6 June 2023. However, there are still a small number of non-legislative recommendations being progressed by policing partners. These are taking longer to deliver to due to their more complex nature and collaboration required beyond policing in order to fully realise the improvements.

The Ministerial Group, which I chair jointly with the Lord Advocate, held its sixth meeting on 7 December and approved sign off of one further recommendation as completed. At that meeting, each of the members (Police Scotland, SPA, PIRC, COPFS and HMICS) also took the opportunity to reflect on what has been achieved so far and consider whether those recommendations signed off as completed have delivered the intended improvements. Members were confident about the transformational change and improvements that have been made through implementation of the recommendations. They also recognised the need for, and are committed to, continuous review and improvement through their own assurance frameworks to ensure that systems and processes adapt to changing circumstances and remain fit for purpose into the future.

The attached Annex provides an overview of those recommendations still being progressed by policing partners with an estimate of when they are likely to be submitted for sign off to the Ministerial Group as completed. However, as noted above, sign off of a recommendation does not signal the end of the improvement cycle.

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The summary Minute from the Ministerial Group meeting will be published on the Scottish Government's website once it has been agreed by members which I expect to be early in the New Year.

In the meantime, I hope you find [this](#) update helpful.

Yours sincerely



**ANGELA CONSTANCE**

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## Recommendations Still in Progress

Partner	Recommendation	Status
<b>Rights and Ethics</b>		
SPA	<b>R32</b> - Ethical Issues – roles of Committees.	The evidence required for submitting this recommendation for sign off is now available. However, it needs to be agreed via the SPA's Performance Committee and owing to scheduling it will come forward to SG's governance framework in the next cycle.
<b>Governance and Accountability</b>		
SPA	<p><b>R29</b> - SPA to hold Police Scotland to account for any delays and raise any concerns over PIRC delays with the Commissioner.</p> <p><b>R79</b> - SPA Complaints and Conduct Committee to scrutinise Police Scotland's performance in dealing with complaints and hold to account.</p>	There is some dependency between these recommendations and the upgrades to the Centurion database noted below. However, a minimum criteria has been established and, subject to further report development continuing following Centurion system change, R29 and R79 can be submitted to the SPA's Complaints and Conduct Committee for discharge and then to SG's governance framework in the next cycle.
<b>Equality, Diversity and Inclusion co</b>		
Police Scotland	<p><b>R5</b> - Police Scotland and SPA to consider expanding collection and publication of diversity data.</p> <p><b>R19</b> -Police Scotland should develop its diversity data collection and analysis to inform a proper understanding of issues related to discrimination.</p> <p><b>R60</b> - Police Scotland to analyse complaints data to gain a better understanding of different groups and communities' experience of the Police.</p> <p><b>R18</b> - Independent review of equality matters within Police Scotland.</p>	<p>It is anticipated, subject to successful testing of the new functionality, that the first stage of this upgrade will be introduced by end December 2023. Further work will continue to incrementally introduce additional capability to enable the future capture of relevant data.</p> <p>This progress should hopefully allow these recommendations (R5, R19, R60) to be proposed for sign off as completed in the next cycle of governance.</p> <p>There are dependencies with reports from the Independent Review Group and HMICS which are not yet published.</p>

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## Annex cont

Partner(s)	Recommendation	Status
Training and HR		
Police Scotland	<b>R11</b> - Police Scotland to consider front line sergeant workload and supervisory ratio of sergeants to constables.	Work is still progressing on this recommendation with a milestone date of April 2024. This may be followed by another period for an evaluation before roll out can begin force-wide making it unlikely that R11 will be submitted for sign-off in the next cycle of governance.
Audit and Review		
PIRC	<b>R7</b> - Next follow-up audit of six-stage complaint handling process or audit of frontline resolution to be carried out by PIRC.	Submitted for sign-off as completed at MG meeting 7.12.23.
HMICS	<b>R71</b> - HMICS, and health inspection or audit body, to conduct a Review of efficiency and effectiveness of the whole-system approach to mental health.	<p>In order to support whole systems consideration, a multi-agency advisory group was established to provide advice and assurance throughout the planning and development phases of the thematic review of <a href="#">Policing Mental Health in Scotland</a> published on 18.10.23.</p> <p>The report makes reference to R71 (HMICS led) and R72 (SG led), with a recommendation that Scottish Government should commission a strategic review of the whole system relating to mental health, involving a range of scrutiny bodies because HMICS does not have the power to do this.</p> <p>It is anticipated that the findings and associated recommendations of this thematic review will contribute significantly towards the discharge of R71 which is expected to be submitted for sign off in the next governance cycle.</p>

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