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**SCOTTISH POLICE  
AUTHORITY**

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

Mr John Finnie MSP  
Convener  
Justice Sub-Committee on Policing  
The Scottish Parliament  
Edinburgh  
EH99 1SP

10 February 2021

CO/104/2020

Dear Mr Finnie

**HMICS Thematic Inspection of Police Scotland Training & Development – Phase 1**

I refer to your correspondence of 22 December 2020 regarding the Scottish Police Authority's (SPA) review of Police Scotland's implementation of recommendations outlined in the above report.

**SPA response to report**

The SPA's review of this report and associated recommendations has been led by the Authority's Succession Planning & Appointments Committee. A presentation by HMICS on the findings and recommendations was provided to a committee meeting on 30 October 2020. Police Scotland's initial response to the report was also considered at the same meeting. All HMICS recommendations placed on Police Scotland have been accepted and members noted a constructive, committed response from the service to the report.

**Timescales for implementation**

A meeting of the Authority's Succession Planning and Appointments Committee on 29 January 2021 considered an implementation action plan developed by Police Scotland and an update on progress in delivering against each of the 17 recommendations. This meeting was also attended by HMICS. Authority members and HMICS acknowledged that associated target end dates reflected realistic timescales for completion of a full rollout of leadership development across the Police Scotland workforce. Police Scotland agreed to provide key milestones in order to demonstrate the pace and priority of the implementation.

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It was reported to members that a number of actions had already been fully progressed and marked as complete, subject to HMICS validation of evidence. Police Scotland advised that some target dates had been reviewed as a result of the COVID pandemic due to operational demands, and inability to deliver safely routine training. These revised dates have since been shared with, and accepted by, HMICS and SPA officials.

The Authority is satisfied that appropriate action is taken or being planned, within reasonable timescales, to address the 17 recommendations contained within the report. The Authority's new People Committee will review the implementation of the action plan.

I trust this information will be of assistance to the committee's consideration of this matter.

Yours sincerely,

A handwritten signature in black ink that reads "Martyn Evans". The signature is written in a cursive, slightly slanted style.

**Martyn Evans**  
Chair

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