

# Police Scotland criticised over 'lack of leadership training'

A report by HM Inspectorate of Constabulary in Scotland (HMICS) has criticised "a lack of consistent leadership in leadership, training and development" during the first five years of Police Scotland.

Phase one findings of the Thematic Inspection of Police Scotland Training and Development inspection were published on Tuesday.



The inspection found that officers and staff promoted since the force was established in 2013 "have received no leadership training or development since their attendance on a first line managers' course".

Gill Imery, chief inspector of constabulary in Scotland, said: "Since the formation of Police Scotland in 2013, there has been no programme of leadership training and development other than the first line managers' course.

"There have been various approaches to appraisal and promotion over the past seven years and Police Scotland is now progressing new ... approaches to deliver improvements.

"Police Scotland's People Strategy includes commitments to supporting and developing leaders, however, the resource devoted to leadership training, talent management and

continuous professional development is modest.”

“The evidence gathered during this inspection highlights the need for renewed focus and investment in the training and development of officers and staff.

“It highlights the need to allocate sufficient resources to the development and implementation of new approaches to appraisal and promotion, in support of the People Strategy.”

Deputy Chief Constable Fiona Taylor said: “Police Scotland is a learning organisation and we reflect on all observations made by partners to understand how we can better serve the communities of Scotland.

“What I see every day are highly able and skilled leaders who inspire and enable our officers and staff to help the vulnerable and keep people safe.

“Our chief superintendent candidates consistently perform strongly at the College of Policing’s Senior Police National Assessment Centre, the selection process for prospective chief officers across the United Kingdom.

“Senior PNAC assesses emotional awareness, collaboration and critical analysis, among other competencies, in order to test strategic ability.

“Within Police Scotland, a new process to support continuous development and promotion based on the behaviours, values, operational knowledge and leadership required of officers and staff has been established.

“The wellbeing of our officers and staff is and remains a priority and we have a wide range of support mechanisms in place.”