

request-565804-16437e8c@whatdotheyknow.com

05 June 2019

SPA 32R-2019

Dear Ms Fox

FREEDOM OF INFORMATION (SCOTLAND) ACT 2002

In response to your correspondence dated 29 April 2019, in which you made the following request for review under the Freedom of Information (Scotland) Act 2002:

Initial Request and Response

Request 03 April 2019:

"Can you please supply me with a copy of the job description for the Chair of the Board.

When the Chair of the Board was appointed there was much talk about improvements they were going to drive. How are those improvements being measured? Especially staff morale and cost savings.

Has there been a staff survey undertaken to see if the new leadership has improved staff morale?"

Response 24 April 2019:

1. Can you please supply me with a copy of the job description for the Chair of the Board?

The job description for the role as Chair of the Scottish Police Authority is publicly available at the following link: https://applications.appointed-for-scotland.org/pages/job_search_view.aspx?jobId=1303&cf=rss This includes a link to the Application Information Pack which contains detailed information about the role.

2. When the Chair of the Board was appointed there was much talk about improvements they were going to drive. How are those improvements being measured? Especially staff morale and cost savings.

The Chair and Chief Executive provide regular updates to SPA Board meetings held in public on the work being undertaken to drive improvement within the SPA. The latest updates, can be accessed from the Chair's Report (Item 2) and the Chief

Executive's Report (Item 11) at the following link:

<http://www.spa.police.uk/meetings-events/509386/510224/>

Previous reports are available from the Board meeting pages on the SPA website:

<http://www.spa.police.uk/meetings-events/509386/>

3. Has there been a staff survey undertaken to see if the new leadership has improved staff morale?

The last all-staff survey carried out, including SPA corporate staff, was in July of 2016.

Information can be found at the following link:

<https://www.scotland.police.uk/about-us/decision-making/staff-survey-results>

Request for Review

Review Request 29 April 2019:

"I would like to request a review of your answer to my second question as it's just gobbledygook:

When the Chair of the Chair and Chief Executive provide regular Board was appointed updates to SPA Board meetings held in public on there was much talk the work being undertaken to drive improvement about improvements within the SPA. The latest updates, can be they were going to accessed from the Chair's Report (Item 2) and drive.

How are those the Chief Executive's Report (Item 11) at the improvements following link measured:

Especially <http://www.spa.police.uk/meetings-staff> morale and cost events/509386/510224/ savings.

Previous reports are available from the Board meeting pages on the SPA website:

<http://www.spa.police.uk/meetings-events/509386/>

I think you are trying to give me a web link to all the Board minutes, however, my question was specific and as such I expect the response to be equally specific in pointing to the information requested and not just a random set of minutes that may or may not contain information that answers my question. Please highlight the minutes where my question is answered.

I also think you need to consider the format of your response and how that views, it's certainly not user friendly."

Review Response:

Your request for review has been considered and we are able to provide the following:

It appears that the formatting of the answer did corrupt the original response. We apologise for this.

The Chair and Chief Executive provide regular updates to SPA Board meetings held in public on the work being undertaken to drive improvement within the SPA. The latest updates, can be accessed from the Chair's Report (Item 2) at the following link:

<http://www.spa.police.uk/meetings-events/509386/529340/>

A health and wellbeing report was submitted at the May Board meeting and is available via the SPA website (Item 14):

<http://www.spa.police.uk/meetings-events/509386/529340/>

If you remain dissatisfied following the outcome of this review, you are entitled to apply to the Scottish Information Commissioner within six months for a decision. Contact details are; Office of the Scottish Information Commissioner, Kinburn Castle, Doubledykes Road, St Andrews, Fife, KY16 9DS - www.itspublicknowledge.info/Appeal.

Should you wish to appeal against the Scottish Information Commissioner's decision, there is an appeal to the Court of Session on a point of law only.

Yours sincerely

Carol-Anne Hilley
SPA Information Management