



Improving
Policing
Across
Scotland

HM Inspectorate of Constabulary in Scotland

Annual statement of compliance 2025-2026



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[@hmics](#)

(a) Expenditure incurred during the year



Public relations
£68,075



Overseas travel
£0



**Hospitality and
entertainment**
£766



**External
consultancy**
£3,795

(b) Payments with a value in excess of £25,000



Amount
£0



Date
N/A



Payee
N/A



**Subject matter
of payment**
N/A

(c) The number of individuals who received remuneration in excess of £150,000



Steps taken during the year

(a) to promote and increase sustainable growth through the exercise of the functions.

(b) to improve efficiency, effectiveness and economy in the exercise of the functions.

This statement applies to His Majesty's Inspectorate of Constabulary in Scotland (HMICS) with regard to the duty to:

(a) 'promote and increase sustainable growth through the exercise of the functions'

- Published the HMICS Annual Report 2024-25, providing transparent reporting on organisational performance and the delivery of statutory functions.
- Delivered an independent programme of inspections and reviews that supports continuous improvement across policing in Scotland, contributing to effective and accountable public services.
- Published a range of inspection reports and reviews to promote good practice, identify opportunities for improvement and support evidence-based decision making.
- Published the Joint Best Value audit of policing in Scotland, providing independent assurance on the efficiency and effectiveness of policing and identifying opportunities for continuous improvement.

(b) 'improve efficiency, effectiveness and economy in the exercise of the functions'

- Continued to utilise shared corporate services provided by the Scottish Government, helping to maximise efficiency and achieve value for money.
- Worked collaboratively with other scrutiny bodies on joint inspections where appropriate, reducing duplication and making best use of public services.
- Continue to monitor progress against inspection recommendations and publish the status of recommendations on our website to encourage improvement, accountability and transparency.
- Maintained effective governance, risk management and business planning to support the efficient delivery of HMICS' statutory functions.
- Following reports where the same or similar issues were found to be evident in custody centres across Scotland, commenced review of progress made on recommendations from published custody reports. This aims to highlight strategic and operational issues, persistent challenges and systemic barriers.

Appendix Guidance

Public relations includes all external communications

- the cost of in-house and contracted staff and consultants.
- marketing
- PR campaigns
- media relations
- marketing research and evaluation
- branding and design
- promotional events
- external events
- conferences and exhibitions
- corporate communications
- sponsorship
- publications and printing
- digital communications
- advertising
- media planning.
- expenditure on external communications relating to the services which the public body provides.

Does not include internal communications, or recruitment advertising

Overseas travel includes

- travel to and from the United Kingdom
- the cost of hotels, conference fees, travel and subsistence during the overseas visit and any other related expenditure.

Hospitality and Entertainment should be interpreted widely and includes

- gifts (over £25)
- meals
- parties
- receptions
- tickets for or invitations to public, sporting, cultural or other events or other similar benefits to employees or third parties.

Does not include travel and subsistence costs and the reimbursement of expenses incurred in relation to service as an employee.

External consultancy includes professional services such as

- management consultancy
- IT consultancy
- financial consultancy
- construction or infrastructure related consultancy
- research and evaluation and policy development (including feasibility studies)

Does not include outsourcing or buying in technical or specialist services such as legal advice and representation or recruitment service