

Mr Craig Naylor

HM Chief Inspector of Constabulary

Jo Farrell, KPM
Chief Constable
Police Scotland
Tulliallan Castle
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By email: [REDACTED]

27 August 2026

Dear Jo

Assurance review of vetting policy and procedures within Police Scotland

In October 2023 HMICS published the report into vetting within Police Scotland. At this time, I made 15 recommendations and 4 areas for development. Since the publication of that report, a number of recommendations have been closed. Updates have been provided to us on other recommendations and scrutiny has been provided by the Scottish Police Authority on the work being done to improve the vetting response.

In July of this year, a BBC journalist ([REDACTED]), ran a story about the now deceased officer Alan Greer. In this story, ACC Lynn Ratcliff was interviewed and made statements that caused me some concern. I raised these concerns informally with DCC Speirs after the SPA board meeting. My concerns related to the following statements:

- "I am entirely satisfied that everything that could have been reasonably done at that time was done, and that there were no missed opportunities as a result of that information" ([Police officer was violent rapist who attacked women over 14 years - BBC News](#));
- In response to a question about 'missed red flags' - "At this stage, we've got no evidence to suggest is the case, but we absolutely keep that under review because one of the things that we have to do from inquiries of this nature is make sure that we capture and we take on board the lessons learned."

The article then goes on to state "The assistant chief constable insisted the vetting landscape in Police Scotland is "markedly different" to when Greer joined Strathclyde Police in 2009, and that Greer would not pass vetting checks today."

I have very recently been approached by [REDACTED] in relation to our vetting report and was interviewed this week. During this interview he stated he had information that Police Scotland knew in June 2026 that Greer had two historic criminal investigations that predated his appointment as a police officer in 2009. He advised that these matters were in relation to making communications with women in a manner that caused alarm to them and Greer received a police

warning from the Metropolitan Police and was reported to the Crown Office and Procurator Fiscal Service by Strathclyde Police.

I recall you mentioned briefly when we met on Monday that there had been an issue prior to his appointment to the police and that this would be examined by CC Chris Todd as part of the review that you are commissioning.

Significant reliance has been placed by Police Scotland on the historic data wash undertaken in 2024 of all staff and officers following the murder of Sarah Everard. Police Scotland has provided updates to the SPA that there were no significant issues that were not previously known about. This poses the following questions as to whether the issues with Greer were identified and flagged at that point:

- What steps, if any, were taken to understand the risk that he posed?
- If the issues were not identified by the data wash, then what comfort do you have that the whole exercise was sufficiently detailed and robust?

You advised that the re-vetting of staff who have not been vetted in over 10 years has now started and approximately 100 are being completed per month. Our understanding from information provided by Police Scotland is that 'Circa 8757 police officers, special constables and police staff have been identified that have not been vetted within the organisation between 1977 and 2014'. I would be grateful if you could provide an update on the progress being made on both those without a suitable record and the 10-year re-vetting work.

I am concerned that the response to vetting remains slow and that the impact of resource reductions appears to have adversely impacted on progress. I am also deeply concerned that the circumstances have not been adequately explained either in the press interview or indeed in the briefing to the SPA. There appears to have been an overly defensive posture adopted, and important information of public interest has been withheld.

I would be grateful for a formal briefing on these matters, and for the provision of a copy of the terms of reference for CC Chris Todd and sight of the correspondence from the service to both the SPA and Scottish Government.

Yours sincerely



Craig Naylor
HM Chief Inspector of Constabulary

