



Improving
Policing
Across
Scotland

HM Inspectorate of Constabulary in Scotland

Annual statement of compliance 2024-2025



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(a) Expenditure incurred during the year



Public relations
£53,801



Overseas travel
£0



**Hospitality and
entertainment**
£456.64



**External
consultancy**
£732

(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'

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

HMICS exists to examine the 'state, effectiveness and efficiency' of both Police Scotland and the Scottish Police Authority and conducts inspections which identify opportunities to improve efficiency, effectiveness and the use of resources. HMICS also has the duty to provide assurance that the Chief Constable and SPA are meeting their obligations in terms of best value and continuous improvement.

HMICS aims to add value and strengthen public confidence in Scottish policing. HMICS identifies good practice that can be shared across Scotland and ensures that its scrutiny activity is proportionate, with inspections conducted only where necessary to achieve its statutory purpose. HMICS seeks to minimise the burden on inspected bodies and focuses its activity through informed risk assessment to ensure that scrutiny is effective and efficient.

HMICS aligns its scrutiny activity to the needs of service users and co-operates with other scrutiny bodies where appropriate. HMICS makes recommendations aimed at improving outcomes and experiences for service users and in support of the public sector equality duties.

HMICS seeks to maintain effective processes across its key areas of activity. These include scrutiny risk assessments, scrutiny framework and the introduction of an inspection framework. Through a range of continuous improvement activities, HMICS seeks to enhance its effectiveness, efficiency and economy. HMICS also undertakes detailed debriefing of inspection activity and seeks feedback from inspected bodies, partners and other stakeholders in order to inform and improve its processes and approach. This has resulted in a refreshed complaints handling process and a revitalised communications and engagement plan.

HMICS has complied with its duty to report on actions taken during the 2024-25 period to protect and enhance biodiversity, mainstream biodiversity, and monitor and research biodiversity in the 2021-23 period. HMICS is also working with academic stakeholders to explore funding opportunities for research into the impact of climate change on policing. HMICS has reduced paper usage through digital evidence gathering and electronic reporting processes.

HMICS is funded entirely by the Scottish Government in respect of staff, accommodation, equipment and other operational costs and operates a de facto shared services approach with the Scottish Government. HMICS also receives additional funding from other public bodies to support joint inspection activity. HMICS follow sustainable procurement practices aligned with Scottish Government guidance.

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