



Mr Craig Naylor

HM Chief Inspector of Constabulary

Jo Farrell
Chief Constable
Police Scotland
Tulliallan Castle
Kincardine
FK10 4BE

By email:

17 April 2026

Dear Jo

HMICS Assurance Review of Conduct and Discipline

I refer to our correspondence of 13 March 2026 regarding the above assurance review. I would like to place on record the steps you have taken to address your concern that the publication of our assurance review may have potential implications for ongoing investigations.

The manner in which Police Scotland and the Scottish Police Authority address conduct and disciplinary matters is of significant public interest, and this was highlighted to us during the consultation on our scrutiny plan. My inspection team has engaged with a wide range of stakeholders throughout this review, including Police Scotland staff and officers.

As five weeks have now passed since your request to pause publication, I would be grateful if you could advise what steps you have taken to mitigate any risk to ongoing matters.

I would be grateful for your response before the end of April 2026. It is my intention to publish the report in May 2026.

Yours sincerely

A handwritten signature in blue ink, appearing to read 'Craig Naylor', with a stylized flourish at the end.

Craig Naylor

HM Chief Inspector of Constabulary