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Mr Craig Naylor
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By email: CabSecforJustice@gov.scot
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19 November 2026

Dear Cabinet Secretary

Assurance of (1) *Police Service of Scotland (Conduct) Amendment Regulations 2026*; (2) *Police Service of Scotland (Senior Officers) (Conduct) Amendment Regulations 2026*; and (3) *Police Service of Scotland (Vetting) Regulations 2026*

I refer to your letter of 18 November 2026 and yesterday's evidence session of the Criminal Justice Committee. The implementation of the new regulations and their impact is a matter on which I am content to provide assurance at an appropriate point, once their impact can be meaningfully assessed. It is my understanding that the conduct regulations will be enacted this month and take effect in 2027 and it will take some time to for there to be a body of evidence that can be scrutinised.

In the interim period we will work with Police Scotland to understand the training, awareness and upskilling of officers and staff across Police Scotland, the Scottish Police Authority and the Police Investigations & Review Commissioner. In due course we will consider in detail the use of the new regulations, the assessment of gross misconduct, the process of investigation, the impact on victims, complainers and subject officers as well as the outcomes being delivered by both sets of regulations. In terms of timing this will be dependent on the number of times the new regulations are used and the time taken to complete cases. In terms of the fast-track process, I would expect to be able to look at this more quickly and to understand the views of those who have been party to the process.

In relation to the vetting regulations, I am also able to commit to undertake assurance work on the new vetting regulations and the activity that is now taking place. It would be my intent to

commence this early in financial year 2027/28 which allows for a full year of vetting decisions and activity under the new regulations.

Yours sincerely

Craig Naylor
HM Chief Inspector of Constabulary