

**CV - Fiona [REDACTED] Taylor QPM**

DOB [REDACTED] 1966

Educational Qualifications; BSc Horticulture (2.1), Strathclyde University 1984-1988

Horticultural Consultant, Ministry of Agriculture, 1988 – 30 April 1993

**Police Career**

**Lincolnshire Police 01 May 1993 – 01 September 2003**

Rank(s); Police Constable to Chief Inspector, Accelerated Promotion Scheme for Graduates.

- Awarded Chief Constable's Commendation for Command of Fatal Firearms Incident in Lincoln, July 2003.

**Lothian and Borders Police 02 September 2003 – 29 March 2009**

Rank(s); Superintendent to Temporary Assistant Chief Constable (Local Policing)

**Superintendent, Central Edinburgh**

Responsible for providing policing services in Central Edinburgh as a member of Edinburgh Division's Senior Management Team.

- Silver Commander - Opening of New Scottish Parliament by Her Majesty Queen Elizabeth, October 2004.
- Silver Commander – Sporting and Cultural Events across Edinburgh, including Royal Garden Party, Edinburgh Military Tattoo, New Year's Eve Celebration.

**Superintendent, Corporate Development**

Responsible for providing performance management and strategic development support to the Force.

**Chief Superintendent, Operational Support**

Responsible for provision of Marine, Firearms, Public Order, Contact Command and Control, Roads Policing and Dog Handling specialist support to the Force.

**Temporary Assistant Chief Constable, Local Policing**

Responsible for overseeing Local Policing provision across the Lothian and Borders Force area.

Successfully completed UK Senior Police National Assessment Centre and National Strategic Command Course 2008 -2009

**Strathclyde Police 30 March 2009 – 31 March 2013**

**Assistant Chief Constable, Operational Support.**

Responsible for provision of Marine, Firearms, Public Order, Contact Command and Control, Roads Policing, Air and Dog Handling specialist support to the Force.

Qualified Gold (or Strategic) Commander – Firearms, CBRN, Public Order, Counter Terrorism.

Association of Chief Police Officers, Scotland lead for Firearms Policing and Public Order Policing.

- Gold Commander – visit of Pope Benedict XVI to Glasgow, Bellahouston Park 16 September 2010
- Gold Commander – Olympic Torch Relay in Scotland 07 – 15 June 2012
- Gold Commander – Olympic Football Events, Hampden Park 25 June – 3 July 2012

### **Seconded to Metropolitan Police Service - October 2012- April 2013**

#### **Commander, MPS Safer Transport Command**

Responsible for working with Transport for London (TfL) to deliver safe public transport provision across London's surface transport network.

### **Metropolitan Police Service (MPS) 08 April 2013 – 20 December 2017**

Rank(s); Deputy Assistant Commissioner (DAC), Temporary Assistant Commissioner (T/AC)

#### **DAC, Directorate of Professional Standards**

Responsible for provision of Anti-Corruption, Specialist Investigation, Intelligence, Misconduct Hearings, Complaints and Conduct support to the MPS

- Implemented legislative requirement to hold Gross Misconduct Hearings in Public
- Worked with the Mayor's Office for Policing and Crime (MOPAC) to introduce legally Qualified Chairs for Gross Misconduct Hearings
- Set up multi-disciplinary team to support MPS response to Public Inquiry into Undercover Policing
- Worked closely with Directorate of Legal Services and MPS Human Resources.

#### **T/AC, Professionalism**

Responsible for the Directorate of Professional Standards, Met Training, Serious Crime Review Group, Operational Support Services

Resigned from MPS in December 2017

### **Police Service of Scotland 2<sup>nd</sup> July 2018 – 09 February 2024**

Rank(s); Deputy Chief Constable (DCC), Interim Chief Constable (as Deputy Chief Constable, Designate)

#### **Deputy Chief Constable**

Responsible, initially for **Local Policing** provision across Scotland.

Created new **People and Professionalism Portfolio**, responsible for Professional Standards, Governance and Assurance, Data, Strategy and Policy, People and Development, Legal Services and Corporate Communications.

(This portfolio was quite flexible, working closely with the Deputy Chief Officer's Portfolio, and as a result also had responsibility for Digital and Change for a period)

Appointed Designated Deputy Chief Constable.

- Chair, Police Scotland National Health and Safety Board
- Co-Chair, Change Board, Finance and People Board
- Chair, Risk and Assurance Board
- Force Lead for Performance Management

- Co-director, UK National Police Assessment Centres
- Assessor at UK Senior Police National Assessment Centre

Lead Chief Officer with responsibility for Equality, Diversity and Inclusion (EDI), and Officer and Staff Safety

- Created and chaired Equality, Diversity and Inclusion Oversight Board (later renamed the Policing Together Strategic Board)
- Led the creation and development of the 'Policing Together' Programme
- Led the creation and delivery of the Policing Together strategy and implementation plan
- Advocated successfully for the creation of a new portfolio and a new Assistant Chief Constable post to focus on Policing Together.
- Oversaw the creation and delivery of 'Your Leadership Matters', a training programme designed to be delivered to every police officer and police staff leader (around 5,500 people) in Police Scotland, focussing on inclusive, collaborative and courageous leadership.
- Oversaw the response to (and discharge of) relevant recommendations within the (then) Dame Elish Angiolini Independent Review of Complaints Handling, including setting up an Independent Review Group to oversee and support Police Scotland's EDI development.
- Created and chaired 'Your Safety Matters' an organisation-wide drive to reduce the number and impact of assaults on officers and staff.

Lead Chief Officer with responsibility for Police Scotland's response to the Public Inquiry into the death of Mr Sheku Bayoh in 2015.

- Established Public Inquiry team structure, capturing learning from the MPS and elsewhere
- Established the Professional Reference Group (PRG) to test, challenge and support Police Scotland's response to the Public Inquiry

Awarded the Queen's Police Service Medal in the Queen's Birthday Honours June 2021.

### **Deputy Chief Constable (Designate)**

Led Police Scotland following the retirement of Chief Constable (CC) Sir Iain Livingstone in August 2023 until the appointment of CC Jo Farrell in October 2023.

Remained in DCC (Designate) role, supporting CC Farrell until retirement in February 2024.