| Police Scotland logo | Freedom of Information Response Our reference: FOI 23-2846  Responded to: 16 November 2023 |
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Your recent request for information is replicated below, together with our response.

**1. Does your force currently require candidates to undergo an in-person, face-to-face interview as part of the recruitment process for new police officers, including PCSOs, and if so, when did your force return to this requirement (if it was ever suspended during the pandemic)?**

**2. If relevant for your force, approximately how many new officers and PCSOs were recruited by your force during the period when the requirement for an in-person, face-to-face interview was suspended, or alternatively – if that requirement has not been restored – how many new officers and PCSOs have been recruited by your force since it was first suspended.**

In response to your request, Police Scotland require candidates to undergo a face to face interview.

During the COVID pandemic appropriate safety measures were implemented to ensure continuation of police officer recruitment.

If you require any further assistance please contact us quoting the reference above.

You can request a review of this response within the next 40 working days by [email](mailto:foi@scotland.police.uk) or by letter (Information Management - FOI, Police Scotland, Clyde Gateway, 2 French Street, Dalmarnock, G40 4EH). Requests must include the reason for your dissatisfaction.

If you remain dissatisfied following our review response, you can appeal to the Office of the Scottish Information Commissioner (OSIC) within 6 months - [online](http://www.itspublicknowledge.info/Appeal), by [email](mailto:enquiries@itspublicknowledge.info) or by letter (OSIC, Kinburn Castle, Doubledykes Road, St Andrews, KY16 9DS).

Following an OSIC appeal, you can appeal to the Court of Session on a point of law only.

This response will be added to our [Disclosure Log](http://www.scotland.police.uk/access-to-information/freedom-of-information/disclosure-log) in seven days' time.

Every effort has been taken to ensure our response is as accessible as possible. If you require this response to be provided in an alternative format, please let us know.