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Our Ref: IM-FOI-2022-2368
Date: 29th November 2022



FREEDOM OF INFORMATION (SCOTLAND) ACT 2002

I refer to your recent request for information which has been handled in accordance with the Freedom of Information (Scotland) Act 2002.

Police officer conduct is assessed against our [Standards of Professional Behaviour](#) and should an officer's behaviour be assessed to breach those standards, a preliminary assessment will be carried out under Regulation 10 of the Police [Service of Scotland \(Conduct\) Regulations 2014](#) and the related [Guidance Document](#).

Should the assessment provide that an investigation is required, the officer concerned will be served with a Notice of Misconduct Investigation form. The purpose of the investigation is to gather evidence to establish the facts and circumstances of the alleged misconduct and ascertain if there is a case to answer.

Our misconduct procedures aim to provide a fair, open and proportionate method of dealing with alleged misconduct and intend to encourage a culture of learning and development for individuals and the organisation.

Notwithstanding, disciplinary action undoubtedly has a part to play, should circumstances dictate that this is required.

Importantly, it should be noted that the Police Service of Scotland (Conduct) Regulations 2014 and related processes apply only to serving police officers. Once a police officer retires or resigns proceedings will automatically cease.

For ease of reference, your request is replicated below together with the response.

1) - Please disclose misconduct dismissal figures for your force covering 2021 to 2022 until the previous month or quarter, dependent on when you complete your figures.

Further clarified as: **Can you go from January 2021, or the earliest start date you have available on your reporting, and end date being the most recent month your reporting goes to in 2022.**

Table: Police Officers dismissed, by Calendar Year ^{1 2}

Category	2021	2022
Number of Police Officers dismissed	0	6

1. Data is based on the hearing date.

2. Data for 2022 covers the period of 01/01/2021 – 07/10/2022 inclusive.

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2) - The total cost of running the misconduct hearings during the period you disclose.

Further clarified as: **In regards to the costings, all the costs involved by the Force directly and a breakdown of the costs if that's available.**

In terms of section 17 of the Act, I can confirm that the information sought is *not held* by Police Scotland. To explain, costs associated with the process are not recorded.

Should you require any further assistance please contact Information Management quoting the reference number given.

If you are dissatisfied with the way in which Police Scotland has dealt with your request, you are entitled, in the first instance, to request a review of our actions and decisions.

Your request must specify the matter which gives rise to your dissatisfaction and it must be submitted within 40 working days of receiving this response - either by email to foi@scotland.police.uk or by post to Information Management (Disclosure), Police Scotland, Clyde Gateway, 2 French Street, Dalmarnock, G40 4EH.

If you remain dissatisfied following the outcome of that review, you are thereafter entitled to apply to the Office of the Scottish Information Commissioner within six months for a decision. You can apply [online](#), by email to enquiries@itspublicknowledge.info or by post to Office of the Scottish Information Commissioner, Kinburn Castle, Doubledykes Road, St Andrews, Fife, KY16 9DS.

Should you wish to appeal against the Office of the Scottish Information Commissioner's decision, there is an appeal to the Court of Session on a point of law only.

As part of our commitment to demonstrate openness and transparency in respect of the information we hold, an anonymised version of this response will be posted to the Police Scotland Freedom of Information [Disclosure Log](#) in seven days' time.