| Police Scotland logo | Freedom of Information Response Our reference: FOI 25-1618  Responded to: 18 June 2025 |
| --- | --- |

Your recent request for information is replicated below, together with our response.

## How many police officers do you have in your organisation that are neurodivergent, can this data be broken down per condition and or rank (i.e. autism, ADHD, dyslexia etc)?

## Do you have data on neurodivergent people who have applied/ been successful or failed the sgt promotion process?

Police Scotland’s recruitment and promotion teams do not request equality and diversity information from candidates. Candidates are asked throughout the recruitment or promotion process if they require reasonable adjustments. Candidates are not required to provide evidence of a diagnosis and are not obliged to declare neurodiversity during the recruitment process.  As such the information sought is not held by Police Scotland and section 17 of the Act therefore applies.

## What is the process in your force for the PC-Sgt promotion.

The information sought is held by Police Scotland, but I am refusing to provide it in terms of section 16(1) of the Act on the basis that the section 25(1) exemption applies:

“Information which the applicant can reasonably obtain other than by requesting it is exempt information”.

The information sought is publicly available: [Standard Operating Procedures P-S - Police Scotland](https://www.scotland.police.uk/access-to-information/policies-and-procedures/standard-operating-procedures/standard-operating-procedures-p-s/)

## What support is offered to autistic/ neurodivergent candidates as part of the PC-Sgt promotion process?

Police Scotland offer a candidate led approach to reasonable adjustments and support by ensuring that candidate requests are handled on a case by case, individualised basis, acknowledging that all candidates have unique requirements and challenges. Prospective candidates are encouraged to speak directly with their line manager or Divisional Promotions Single Point of Contact if they require any reasonable adjustment in order to complete the application form. Candidates are then provided with the guidance document on requesting reasonable adjustment and/or accommodations. The promotions team will thereafter liaise directly with the candidate to discuss their personal circumstances and will consider implementation of all reasonable adjustments to ensure a fair assessment for all. Candidates who require further support in terms of what measures may assist, are directed to our Disability Co-ordinator and to Police Scotland’s Neurodiversity Support intranet area, if appropriate.

## Does your force have a neurodiversity strategy or policy? Of so could you provide a copy of summary?

Police Scotland does not have a standalone Neurodiversity Procedure, as such the information sought is not held by Police Scotland and section 17 of the Act therefore applies.

However, to be of assistance, appendices A, D and F within the Disability in Employment Procedure contain information regarding support and management of these types of conditions.  This is available at [Police Scotland Standard Operating Procedures](https://www.scotland.police.uk/access-to-information/policies-and-procedures/standard-operating-procedures/standard-operating-procedures-d-f/)

## Has the force conducted any reviews or evaluations on how inclusive the pc-sgt promotion process if for autistic/ neurodivergent officers? If yes can you provide a summary/ report?

At the conclusion of each promotion process, candidates are asked to complete an online feedback survey where they are encouraged to provide their views and experiences of the promotion process. The results of the survey are subject to review by the Promotions Manager and Police Scotland’s Business Psychologists to ensure continuous improvement and identification and review of any unintended barriers to promotion.  All applicant details are forwarded to the Equality, Diversity and Inclusion Team to independently create an insight report from all EDI information held. Similarly, a detailed analysis of the results is carried out and action taken on any areas identified for improvement.  The Promotions Team have recently welcomed a review of all Promotion Processes by Police Scotland’s Fair Play Advisor and will continue to ensure a fair and transparent promotion process for all.

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.