| Police Scotland logo | Freedom of Information Response Our reference: FOI 25-1419  Responded to: 04 June 2025 |
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Your recent request for information is replicated below, together with our response.

**Please can you detail the number of officers by rank who are off each of the months Jan, Feb, March and April 2025 for maternity and adoption leave.  Can you split them by full pay, stat pay and no pay?**

Tables 1 and 2 at the end of this letter provide the number of officers by rank who were on adoption and maternity leave each month between Jan – Apr 2025.

It should be noted that it is not as straightforward as full pay/ stat pay/ nil pay, as the individual can have a mix of these categories throughout the calendar month.

It should also be noted that some individuals will be included in more than one month, meaning the overall total should not be used as a reflection of the total number of officers on adoption/ maternity leave during this period.

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](https://www.foi.scot/appeal), by [email](mailto:enquiries@foi.scot) 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.

Table 1: Officers on adoption leave – Jan-April 2025

|  | **January** | | | **February** | | | **March** | | | **April** | | |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Rate** | **Constables** | **Sergeants** | **Inspectors** | **Constables** | **Sergeants** | **Inspectors** | **Constables** | **Sergeants** | **Inspectors** | **Constables** | **Sergeants** | **Inspectors** |
| Full Pay | 0 | 1 | 0 | 0 | 1 | 0 | 0 | 1 | 0 | 0 | 1 | 0 |
| Full Pay/ Statutory Pay only | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Nil Pay | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| **Total** | **2** | **1** | **0** | **1** | **1** | **0** | **0** | **1** | **0** | **0** | **1** | **0** |

Table 2: Officers on maternity leave – Jan-April 2025

|  | **January** | | | **February** | | | **March** | | | **April** | | |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Rate** | **Constables** | **Sergeants** | **Inspectors** | **Constables** | **Sergeants** | **Inspectors** | **Constables** | **Sergeants** | **Inspectors** | **Constables** | **Sergeants** | **Inspectors** |
| Full Pay | 80 | 7 | 1 | 77 | 6 | 1 | 72 | 6 | 1 | 66 | 8 | 0 |
| Full Pay / Half Pay | 16 | 0 | 0 | 8 | 1 | 0 | 8 | 0 | 0 | 11 | 0 | 1 |
| Full Pay/ Statutory Pay only | 9 | 0 | 0 | 11 | 1 | 0 | 12 | 3 | 0 | 10 | 1 | 0 |
| Half Pay | 7 | 0 | 0 | 18 | 0 | 0 | 11 | 1 | 0 | 12 | 0 | 0 |
| Half Pay / Statutory Pay only | 13 | 1 | 0 | 5 | 0 | 0 | 16 | 0 | 0 | 8 | 1 | 0 |
| Nil Pay | 24 | 2 | 0 | 32 | 5 | 0 | 31 | 5 | 0 | 28 | 4 | 0 |
| Statutory Pay only | 60 | 7 | 0 | 64 | 5 | 0 | 60 | 6 | 0 | 68 | 8 | 0 |
| Statutory Pay only / Nil Pay | 20 | 3 | 0 | 10 | 2 | 0 | 10 | 0 | 0 | 13 | 0 | 0 |
| **Total** | **229** | **20** | **1** | **225** | **20** | **1** | **220** | **21** | **1** | **216** | **22** | **1** |