| Police Scotland logo | Freedom of Information Response Our reference: FOI 23-2036  Responded to: 22 August 2023 |
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Your recent request for information is replicated below, together with our response.

## I am getting in touch in relation to an FOI request relating to the retention rates of police officers who have joined during the Uplift recruitment programme. I therefore would like to ask the following two questions.

## During the Uplift Recruitment Programme (Between November 1st 2019 and March 31st 2023), how many people who joined your force have resigned during their probation period?

## If possible, could you also provide the breakdown of those who have resigned according to their entry route (IPLDP, PCDA, DHEP, Profession Policing Degree Pre-Join Pathway, other)?

Please be advised that the uplift recruitment programme is not applicable to Scotland.

As such, in terms of Section 17 of the Freedom of Information (Scotland) Act 2002 I can confirm that the information you seek is not held by Police Scotland.

However, I can advise you of the following:

| **Year** | **No. of officers who resigned with less than 2 years’ service** |
| --- | --- |
| 2019 | 7 |
| 2020 | 26 |
| 2021 | 51 |
| 2022 | 46 |
| 2023 | 2 |

Data is provided for officers with a start date between 1st November 2019 and 31st March 2023.

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.