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Our Ref: IM-FOI-2022-2128
Date: 03 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.

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

Under the Freedom of Information (Scotland) Act 2002, please provide the following information:

The number of internal racism complaints made against police/staff of Police Scotland during the years 2020, 2021 and 2022, with data broken down by:

- (A) Specific date**
- (B) Nature of allegation**
- (C) Type/rank type of employee who made complaint**
- (D) Type/rank of employee who complaint was against.**
- (E) Outcome of each specific complaint**

Your request has been considered in terms of complaints (or grievances) of racism made to our People and Development (Human Resources) team and also, formal complaints against the police which involve 'discriminatory behaviour' allegations with a 'race' sub type where the complainer is a Police officer or member of Police staff.

On that basis there is one matter which meets the terms of your request.

In April 2020 an allegation of bullying, racist and homophobic comments was made to People and Development by a Police Constable against a Police Inspector. The allegations were progressed as a criminal matter.

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.

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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.