

Our Ref: IM-FOI-2022-0587  
Date: 04 May 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.

- 1. Does your force have a budget for providing well-being programmes for employees of your force? If so, please say what the spend was in (a) 2019/20, (b) 2020/21 and what is the budget for spending on this in (c) 2021/22?**
- 2. In relation to the spend in 2020/21 please break down the total as much as possible giving the spend on each individual unit.**
- 3. In relation to the spend up to the date of this email in 2021/22 please break down the total as much as possible giving the spend on each individual unit.**

In response to questions 1, 2 and 3, I regret to inform you that I am unable to provide you with the information you have requested, as it would prove too costly to do so within the context of the fee regulations.

As you may be aware the current cost threshold is £600 and I estimate that it would cost well in excess of this amount to process your request.

As such, and in terms of Section 16(4) of the Freedom of Information (Scotland) Act 2002 where Section 12(1) of the Act (Excessive Cost of Compliance) has been applied, this represents a refusal notice for the information sought.

By way of explanation, in order to determine the annual spend on wellbeing initiatives, all Police Scotland invoices would need to be manually examined to determine cost and relevance to wellbeing. Police Scotland receive hundreds of invoices on a monthly basis, to provide a response for a single year would greatly exceed the time threshold set out within the Act.

Police Scotland have assessed that the £600 cost limit within the Act equates to 40 hours of work and so this part of your request would breach the cost threshold.

By way of assistance I can advise that Police Scotland use the services of Optima Health which provides Occupational Health (OH) Services as well as the Employee Assistance Scheme (EAP). The EAP offers professional support and guidance via a team of wellbeing and counselling practitioners who offer unbiased support and guidance. This is delivered in a range of ways, face to face, via the telephone or online. They provide support and guidance on a wide range of issues including psychological, physical, financial

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and social concerns. Including family care, consumer advice, financial advice, education issues, legal advice, health advice and housing issues.

Year ended 31 March	EAP	OH	Grand Total
2020	£193,588.00	£1,887,920.00	£2,081,508.00
2021	£140,850.00	£1,559,347.00	£1,700,197.00
2022	£136,506.00	£1,898,705.00	£2,035,211.00
<b>Grand Total</b>	<b>£470,944.00</b>	<b>£5,345,972.00</b>	<b>£5,816,916.00</b>

**4. If not already included in your answer to question 3 please answer the following questions. For the current financial year up to the date of this e-mail what has been your force's well-being spend on: (i) yoga, (ii) meditation, (iii) winter sports such as skiing (please details the individual sports), (iv) water sports such as canoeing (please detail the individual sports) and (v) cultural activities such as theatre/gallery trips (please detail the individual trips).**

In response to question 4 please be advised that Police Scotland has no budget for the types of activities suggested as such, in terms of Section 17 of the Act, I can confirm that the information you seek is not held by Police Scotland.

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](mailto: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](mailto: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.