| Police Scotland logo | Freedom of Information Response Our reference: FOI 24-3148  Responded to: 04 March 2024 |
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Your recent request for information is replicated below, together with our response.

## The current number of staff employed in a role with any of the words “Equality”, “Diversity” or “Inclusion” in their job title.

I can advise that Police Scotland have 9 individuals with the words “Equality” and “Diversity” within their job title. There are no role titles containing the word “Inclusion”.

## The total annual cost to SCTS of employing the staff in 1).

In terms of Section 17 of the Act, I can confirm that the information you have requested is not held by Police Scotland.

By way of explanation, I have interpreted your meaning of SCTS as Scottish Courts and Tribunal Service. I can advise that SCTS have not funded any role within Police Scotland.

## I would further like you to release:

## Any online calendar relating to the staff in 1) such as may be recorded on Outlook (or similar application) for the six-month period to 31 December 2023, including details or notes recorded of the appointments, meetings and online calls that may have been scheduled.

Unfortunately, I estimate that it would cost in excess of the current FOI cost threshold of £600 to process your request and I am therefore refusing to provide the information sought in terms of section 12(1) - Excessive Cost of Compliance.

By way of explanation, to provide calendar details, along with detailed notes of appointments, meetings and calls for 9 individuals over a 6-month period would identify hundreds of records which would each require a manual search to identify and redact any necessary data, this is an exercise that would greatly exceed the cost threshold set out within the Act.

## All emails sent by the staff in 1) in the week beginning 06 November 2023, and all emails received by those staff.

Similarly to the question 3, unfortunately, I estimate that it would cost in excess of the current FOI cost threshold of £600 to process your request. I am therefore refusing to provide the information sought in terms of section 12(1) of the Act - Excessive Cost of Compliance.

By way of explanation, to provide the information requested, there is no method to specifically identify any sent and received emails within a time period. A capture of each mailbox within a period, can be accessed however each mailbox would then need to be manually assessed for relevant emails, and any necessary redactions applied. I can advise that hundreds of emails have been identified, to manually assess each one would greatly exceed the cost threshold set out within the Act.

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.