

Our Ref: IM-FOI-2022-1872
Date: 27 September 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. Please would you reveal how many employees (clarified as both police staff and police officers) have been dismissed for misconduct by Police Scotland in the Lanarkshire division between Jan 1 2017 and Sept 1 2022?

2. Please would you reveal the reason for their dismissal (i.e. the nature of the misconduct)?

3. Can you state whether the names of those who have been dismissed from the Lanarkshire division in that period and the reason for their sacking is made public?

I can confirm that no police officers nor members of police staff were dismissed in the Lanarkshire Division within the time period requested. In terms of Section 17 of the Act, this letter represents a formal notice that information is not held.

4. Have any dismissals in the Lanarkshire division during that period led to a review of behaviours or culture within Police Scotland?

Although no officers have been dismissed within Lanarkshire Division, work has been ongoing to influence behaviours and culture with the Division.

This work is part of Police Scotland's People Plan which has four strands including Culture and Positive Environment.

During 2021/2022 officers received a presentation around the Standards of Professional Behaviour with a focus on Equality, Diversity and Inclusion. These standards are displayed in every police station throughout Lanarkshire Division. A governance structure was established around Equality, Diversity and Inclusion, with meetings held quarterly.

Engagement sessions were held with staff from the protected characteristic groups, with their experiences and views captured. Through the assistance of Diversity staff associations and senior management team, the Division have devised an action plan focussing on the eight equality outcomes which cover equality in employment and service delivery. These outcomes were developed following an online survey open to the public and internal engagement.

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Lanarkshire Division continues to support and be an integral part of the West People Plan. Several officers and staff attended a one day workshop called Valuing Difference and Inclusion along with colleagues from the West Command area. The learning event, run by an external speaker, explored the relationship between people's characteristics and their needs and experiences. Staff also considered the role our underlying beliefs take in influencing our perceptions, decisions and behaviour and took part in smaller discussion groups to reflect on the benefits of diversity and how to manage some of the challenges associated with it.

If you require further assistance or 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.

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.