| Police Scotland logo | Freedom of Information Response Our reference: FOI 23-0916  Responded to: 05 May 2023 |
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Your recent request for information is replicated below, together with our response.

## From Jan 2017 to the end of 2022, could you give a breakdown of the officers/ staff who have been dismissed for gross misconduct from your force?

## Could you provide a line of explanation as to what charges they were dismissed on?

Due to separate recording processes, explained further below, it has been necessary to answer your request in two parts.

Police Staff Members

A total of 12 Police staff were dismissed between 01/01/2017 - 31/12/2022 inclusive.

The allegations are summarised below and it should be noted that some staff members were subject to several allegations:

7 x breach of/ breakdown in trust/ confidence

7 x breach of SPA/ Police Scotland SOPs, policy statements, strategy or values

6 x Breach of SPA/ Police Scotland Code of Conduct

6 x Damage to reputation of SPA/ Police Scotland

4 x Allegations of criminality

3 x violent/ abusive behaviour or threats of violence

2 x abuse of position

2 x inappropriate access to systems/ misappropriation of property

1 x Falsification of claims

1 x undertaking paid employment

Police Officers

The formal disciplinary process for Police Officers is governed by [The Police Service of Scotland (Conduct) Regulations 2014](https://www.legislation.gov.uk/ssi/2014/68/contents/made).

The associated [Scottish Government Guidance Document](https://www.gov.scot/binaries/content/documents/govscot/publications/factsheet/2018/04/conduct-and-performance-procedures-police-guidance/documents/police-guidance-conduct-procedures/police-guidance-conduct-procedures/govscot%3Adocument/Police%2BService%2Bof%2BScotland%2B%2528conduct%2529%2Bregulations%2B2014.pdf) provides further information on the conduct process and conduct cases are categorised in line with our [Standards of Professional Behaviour](https://www.scotland.police.uk/about-us/who-we-are/our-standards-of-professional-behaviour/). Please also note that the Police Service of Scotland (Conduct) Regulations 2014 cease to have effect when an officer retires or resigns as they only apply to serving officers.

A total of 20 Police officers were dismissed between 01/01/2017 - 31/12/2022 inclusive.

Please note that an officer may appear at a Hearing to answer one or more allegations as part of a case. The Professional Standards database records allegations and their associated individual disposal. Therefore, the number of allegations may vary from the number of subject officers mentioned in question 1.

*Table: Allegations subject to a dismissal disposal, by Breach Type (01/01/2017 – 31/12/2022) 1 2*

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| --- | --- |
| **Breach Type** | **Number** |
| Honesty and Integrity | 34 |
| Authority, Respect and Courtesy | 19 |
| Orders and Instructions | 16 |
| Duties and Responsibilities | 11 |
| Fitness for Duty | 1 |
| Discreditable Conduct | 27 |
| Challenging and Reporting Improper Conduct | 1 |
| **Grand Total** | **109** |

1. Data is based on the hearing date.   
2. Each officer may be linked to multiple allegations, therefore the number of allegations may vary from the number of officers.

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.