

Our Ref: IM-FOI-2022-1182
Date: 23 June 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. Number of current Family Liaison Officers (FLO) working in your Force?

In response to this question I can advise that as of 01 June 2022, there were 356 trained Family Liaison Officers within Police Scotland.

2. Number of FLO's who are sworn officers or police staff?

All Police Scotland FLOs are police officers.

3. Number of male and female FLO's in your Force?

There are 149 male FLOs and 207 female FLOs.

4. Number of years' experience in policing for each FLO? (i.e. 0-5 years, 6-10 years, 11-15 years, 16 years plus)

In response this question, please see the table below.

Experience in Policing	Number of FLO's
0-5 years	1
6-10 years	33
11-15 years	116
16 + years	206

5. Years of experience as an FLO for each FLO? (i.e., 0-5 years, 6-10 years, 11-15 years, 16 years plus)

In response to this question please see the table below.

Experience as a FLO	Number of FLO's
0-5 years	197
6-10 years	92
11-15 years	48
16 + years	19

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6. What number of FLO's are in each department or section of your Force? (e.g., MIT, HMET, DA).

In response to this question please see the table below.

Divisional Department	Number of FLOs
Divisional Uniform Departments	77
Divisional Criminal Investigation Department	74
Divisional Public Protection Unit	54
Specialist Crime Department - Major Crime – Major Investigation Team	60
Specialist Crime Department - Major Crime – Other	8
Specialist Crime Department - Intel	3
Specialist Crime Department - Public Protection Unit	17
Specialist Crime Department - Organised Crime and Counter Terrorism Unit	10
Specialist Crime Department - Specialist Crime Support	3
Operational Support Division	30
Corporate Services	12
Criminal Justice Services Division	5
Partnerships Prevention and Community Wellbeing	2
C3 – Contact Command and Control	3

7. Number of FLO's in your Force that were absent from work due to mental health problems from between April 2020 to March 2022?

27 Officers with the Specialism 'Family Liaison Officer' were absent with the absence category 'Psychological Disorders' and with a portion (if not all) of their absence falling between 1 April 2020 – 31 March 2022.

8. Details of how FLO's are recruited in your Force.

Recruitment of Family Liaison Officers within Police Scotland is carried out at a divisional level. The role will be advertised when required by division. Officers who meet the criteria to train as a Family Liaison Officer are invited to complete an application which is then sifted by senior management and the divisional Family Liaison Coordinator. Suitable candidates are then invited for interview. If successful following interview, candidates are then placed on a Priority 1 list for the Family Liaison Officer's course.

To apply for the role of Family Liaison Officer, officers must meet the following criteria:

- Proven investigative skills – completion of National Investigators Exam and IIISC (or be in an investigatory role for which IIISC will be undertaken).
- Capable of producing high quality evidential statements;
- Excellent interpersonal and communication skills;
- The ability to work with minimal supervision

9. Details of any training courses for FLO's provided by your Force.

Prior to being deployed as a FLO, officers must successfully complete a 5 day training course which is delivered at either SPC Tulliallan or FTRC Jackton. This training includes classroom inputs and practical assessments. FLOs also have the opportunity to attend the

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National FLO conference and any CPD events arranged by their divisions. Annual refresher training will be introduced this year which all FLOs will have to attend.

10. Details of any support currently available to FLO's in your Force.

Both the National Family Liaison Coordinator (FLC) and Divisional FLCs are available to provide support to FLOs as and when required. During deployments, both the SIO and FLC have responsibility for the welfare of their FLOs as well as the FLO themselves. If applicable, TRIM referrals will be made. There are no mandatory welfare provisions for FLOs however due to their role, they have access to the Resilience Wellbeing Assessments whereby they can voluntarily engage one-to-one with a counsellor to discuss their psychological wellbeing and how (if at all) their role impacts upon their wellbeing. FLOs, like all Police Scotland employees, also have access to the Employee Assistance Programme and Your Wellbeing Assessments.

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.pnn.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.