| Police Scotland logo | Freedom of Information Response Our reference: FOI 25-3330  Responded to: 13 October 2025 |
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Your recent request for information is replicated below, together with our response.

## ****Policies/SOPs (no names):**** All policies, procedures, guidance or templates (2013–2023) governing how Police Scotland ****receives, assesses, investigates and records****: complaints/misconduct against serving officers or SPF officeholders; referrals to PIRC; and disclosure of ****anonymised outcomes****.

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:document/Police%2BService%2Bof%2BScotland%2B%2528conduct%2529%2Bregulations%2B2014.pdf) provides further information on the process and allegations 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/).  
The Police Scotland  [Complaints About the Police Standard Operating Procedure (SOP)](https://www.scotland.police.uk/spa-media/lgyddvsi/complaints-about-the-police-sop.docx) outlines how we deal with complaints. Allegations are recorded in accordance with the categories listed at appendices C and D.

## ****B) Aggregated/anonymised statistics (2013–2023):**** Annual ****counts**** of recorded complaints/misconduct allegations relating to the ****post-holder serving as Chair of the Scottish Police Federation****, with broad outcome categories (e.g., no action / management action / misconduct not proven / misconduct proven / referred to PIRC / withdrawn). ****No names or identifiers sought.****

## ****C) PIRC referrals (de-identified):**** Annual ****counts**** (2013–2023) of matters concerning the ****SPF Chair**** referred to PIRC, with ****dates only**** and ****no personal identifiers****.

## ****D) Governance records (redaction welcome):**** Minutes/briefings/correspondence ****between Police Scotland and the SPF**** or ****Police Scotland and Scottish Government**** evidencing ****governance/oversight of the SPF Chair’s official role**** (2013–2023). I accept ****redaction of names, emails and personal data****; the aim is to understand ****process****, not private details.

For questions b, c and d, I am refusing to confirm or deny whether the personal information sought exists or is held by Police Scotland in terms of section 18 of the Act. Section 18 applies where the following two conditions are met:

* It would be contrary to the public interest to reveal whether the information is held.  
  Whilst we accept that you may have a particular personal interest in being informed as to whether the information sought is held, the overwhelming public interest lies in protecting individuals’ right to privacy and their expectation of confidence as regards their information.
* If the information was held, it would be exempt from disclosure. In this instance, sections 38(1)(b) and 38(1)(2A) of the Act apply insofar as you have requested *third party* personal data, the disclosure of which would contravene the data protection principles set out in 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](https://www.foi.scot/appeal), by [email](mailto:enquiries@foi.scot) 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.