| Police Scotland logo | Freedom of Information ResponseOur reference: FOI 25-0180Responded to: 28 February 2025 |
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Your recent request for information is replicated below, together with our response.

Your original correspondence has been split into several individual requests due to wide scope and variety of subject matter therein.  The remainder of your request will be answered separately.

## Policies and Procedures Addressing Corruption and Deficiencies

##  Anti-Corruption Policies

## Current anti-corruption policies (including whistleblower protections, investigative protocols) and any revisions made in the last three years.

As per your request for current anti-corruption policies please find information below which you may find to be of assistance.

* Policies relating to the Anti-Corruption Unit (ACU) and Professional Standards Department (PSD) can be found on the Police Scotland website - [Police Scotland Policies - Police Scotland](https://www.scotland.police.uk/access-to-information/policies-and-procedures/policies/)
* The Scottish Police Authority [Whistleblowing Policy](https://www.spa.police.uk/spa-media/14upa0gt/spa-whistleblowing-policy.pdf)
* Police Scotland’s [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 relating to officers and members of police staff.

Please note that the version control tables within each of the documents will identify any changes in the last three years.

## Procedural guidance for handling allegations against senior officers, elected officials, or high-profile public figures.

Police Scotland’s [Complaints About the Police Standard Operating Procedure (SOP)](https://www.scotland.police.uk/spa-media/lgyddvsi/complaints-about-the-police-sop.docx) outlines procedures involving allegations against senior officers.

PSD and ACU have no remit in the investigation of elected officials, public sector, or high-profile public figures – these will be assessed on a case by case basis to establish which department within Police Scotland are best suited to conduct any investigation.

## Deficiency-Reporting Mechanisms

## Official processes or channels available for officers, staff, or the public to report funding/resource shortfalls, operational weaknesses, or suspected corruption.

There are a range of reporting mechanisms in place for officers and staff, such as reporting to Line Managers, Department Heads, Professional Standards Department and via Police Scotland’s online confidential reporting system, via Crimestoppers or via the Police Anti-Corruption and Abuse Reporting Service.  The foregoing reports are directed to PSoS National Gateway Assessment Unit and Grievance matters are directed to PSoS People & Development.

## Records of when these mechanisms were used and the nature of reported concerns.

Due to Police Scotland’s use of various processes to enable concerns to be recorded, there is not a centralised recording system for this. As such the only way to collate this data would be to manually review each system to determine the data and nature of the concern.

I estimate that it would cost well 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.

## Training and Professional Standards

## Overview of professional standards training provided to officers, specifically relating to ethical conduct, complex fraud investigations, and corruption avoidance.

Probationers are provided inputs from PSD in week 1 and week 12 of their initial training.

The week 1 input covers the Standards of Professional Behaviour, set out within the Police Service of Scotland (Conduct) Regulations 2014, and describes each of the 10 standards and provides examples of breaches of each. This input also covers ethics and values and how this applies to Policing. The input highlights current issues and trends seen by PSD and the reporting mechanisms available.

The week 12 input is co-delivered along with the ACU. This input recaps the Standards of Professional Behaviour before covering ethical behaviour online.  ACU thereafter cover the vulnerabilities through social media and wider online platform whilst providing advice and guidance to reduce this, the Notifiable Association process and the vulnerabilities to corruption linked to drug misuse and debt whilst providing some case studies.

The input covers Abuse of Position for Sexual Purpose (APSP) and the indicators linked to this behaviour.

All staff are required to complete on-line training on corruption prevention and thereafter annual data protection training which links to corruption categories ‘misuse of force systems’ and ‘unauthorised disclosure of information’.

## Any updated or new training introduced following identified misconduct or operational shortcomings.

PSD hold a regular online forum attended by Sergeants and Inspectors from all divisions/departments across the organisation. The forum covers different topics within each session and aims to disseminates emerging trends and themes whilst providing guidance relating to these.

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 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 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.