| Police Scotland logo | Freedom of Information Response Our reference: FOI 25-3188  Responded to: 15 October 2025 |
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Your recent request for information is replicated below, together with our response.

## Under the Freedom of Information (Scotland) Act 2002, I request the following information for the past five calendar years:

## The number of officers who have completed each of the following mandatory or recommended training courses:

## De-escalation

## Diversity / equality awareness

## Any other relevant professional development training related to conduct or use of force

## For each course, please provide:

## Total number of officers enrolled

## Total number who completed the course

All officers who enrolled on the courses went on to successfully complete them.

Table 1 below details officers who have attended and completed De-escalation / Conduct / Use of Force courses, broken down per year.

Please note that the course ‘Op Skills - Cares Awareness’ was not available prior to 2025.

Table 1

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Course** | **2021** | **2022** | **2023** | **2024** | **2025** |
| Operational Safety Training Initial | 656 | 820 | 542 | 950 | 470 |
| Operational Safety Training - Operational Safety and First Aid Training Recertification | 6618 | 8197 | 12754 | 12619 | 10819 |
| Op Skills - Cares Awareness | N/A | N/A | N/A | N/A | 111 |

Table 2 below details officers who have attended and completed Diversity / Equality Awareness / Conduct courses, broken down per year.

Please note that the following courses were not available during the earlier years covered by your request.

* Equality, Diversity and Inclusion
* EDI-upholding our values
* Being an Ally
* Inclusion starts with an I
* Unconscious Bias & You
* Deconstructing Institutional Discrimination (DID

Table 2

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Course** | **2021** | **2022** | **2023** | **2024** | **2025** |
| HR - Staff Induction and Equality and Diversity | 250 | 297 | 588 | 342 | 483 |
| Equality, Diversity and Inclusion | N/A | 2461 | 14810 | 2158 | 1412 |
| EDI-upholding our values | N/A | N/A | N/A | 12385 | 6327 |
| Being an Ally | N/A | N/A | 15 | 73 | 23 |
| Inclusion starts with an I | N/A | N/A | 50 | 68 | 47 |
| Unconscious Bias & You | N/A | N/A | 88 | 63 | 106 |
| Deconstructing Institutional Discrimination (DID) | N/A | N/A | N/A | N/A | 1613 |

## 3. Where possible, please provide a summary of any link between completed training and recorded misconduct complaints (e.g., officers with/without training and number/type of complaints).

Police Scotland have no records relating to any link between training and complaints against the police. The information sought is therefore not held by Police Scotland and section 17 of the Act applies.

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.