| Police Scotland logo | Freedom of Information ResponseOur reference: FOI 25-2090Responded to: 15 July 2025 |
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Your recent request for information is replicated below, together with our response.

**Please provide a list of the costs associated with onboarding a PCSO, to be broken down as follows: recruitment cost, training cost, laptop cost (if issued), cost to provide all other equipment & uniform.**

Our interpretation of this question is that you are seeking information regarding Police Community Support Officers (PCSOs). Police Scotland does not employ PCSOs. Therefore, the information sought is not held by Police Scotland and section 17 of the Act applies.

**Please also provide a figure, if known, of how many staff members your force employs that are neurodiverse. Please separate these into police staff, police officers and PCSOs.**

The information sought is not held by Police Scotland and section 17 of the Act therefore applies. By way of explanation, Police Scotland’s recruitment team does not request equality and diversity information from candidates. Candidates are asked throughout the recruitment or promotion process if they require reasonable adjustments. Candidates are not required to provide evidence of a diagnosis and are not obliged to declare neurodiversity during the recruitment process​.

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](https://www.foi.scot/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.