| Police Scotland logo | Freedom of Information Response Our reference: FOI 25-0117  Responded to: 07 February 2025 |
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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.

Your recent request for information is replicated below, together with our response.

**Recruitment and retention**

**For each of the years 2019, 2020, 2021, 2022, 2023**

1. **Total number of police officers recruited as student officers each year**

The data for recruits includes anyone who was recruited at rank of PC and can include new officers, transferees and rejoiners. For each of these entry types, it is possible that an officer will have to undertake a period of probationer training as a student.  If first entry to the force, probationer training is currently 16 weeks followed by a probationary period.  If the recruit is a transferee, a 3-week training course is required and no probationary period.  A rejoiner will be evaluated on case-by-case basis to assess training needs and are also not subject to a probationary period.

**Table 1: Officers – recruited as student officers.**

Period: Calendar year

| **Calendar Year** | **Headcount of Recruits** |
| --- | --- |
| 2019 | 958 |
| 2020 | 611 |
| 2021 | 623 |
| 2022 | 910 |
| 2023 | 598 |

1. **Total number of resignations/dismissals from those recruited in the first 24 months of service**

The recruit data has been cross referenced with leavers data to provide a headcount figure for the number of recruits at ‘i’ who left due to resignation or dismissal within 24 months or less from their start date.  Data at ‘ii’ is presented based on the year of start date, eg. 49 out of 958 left within 24 months or less.

**Table 1: Officers – resigned/dismissed within the 24 months since start date.**

Period: Calendar year

| **Calendar Year** | **Headcount of Leavers** |
| --- | --- |
| 2019 | 49 |
| 2020 | 27 |
| 2021 | 56 |
| 2022 | 61 |
| 2023 | 31 |

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.