| Police Scotland logo | Freedom of Information Response Our reference: FOI 25-1903  Responded to: 15 July 2025 |
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Your recent request for information is replicated below, together with our response.

1. **As of 19 June 2025, or the most recent estimate, how many staff members were given permission to work outside Scotland, or who were working outside Scotland with this body’s knowledge?**
2. **In relation to Q1, in what country were they working in? Please provide as much data as possible for each employee.**

As you may be aware, Police Scotland does not have any office premises outside of Scotland, and so your request has been interpreted as relating to individuals working from home as part of a flexible/ hybrid working arrangement.

In accordance with our Hybrid Working National Guidance, hybrid working outside Scotland but within the UK in exceptional situations may be possible.

Long term arrangements or requests for permanent relocations outside Scotland are not permitted. Hybrid workers must be able to attend a suitable work location for business continuity reasons.

To check if any areas were allowing staff to work at locations outside of Scotland 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.

By way of explanation, it is not a mandatory requirement to record on SCOPE - Police Scotland’s personnel recording system - whether an individual is/ was working from home.

To provide an accurate response to your request would involve effectively contacting all managers within the Force to identify staff where home working is available and to check on their working locations. An exercise which would clearly exceed the cost limit set out in the Fees Regulations.

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.