| Police Scotland logo | Freedom of Information Response Our reference: FOI 23-2578  Responded to: 26th October 2023 |
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Your recent request for information is replicated below, together with our response.

**Today HMICS published the following:**

[**'HMICS Assurance review of vetting policy and procedures within Police Scotland'**](https://gbr01.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwww.hmics.scot%2Fsites%2Fdefault%2Ffiles%2Fpublications%2FEMBARGOED%2520HMICS%2520Assurance%2520review%2520of%2520vetting%2520policy%2520and%2520procedures%2520within%2520Police%2520Scotland%2520-%25202023.09.30%2520-%2520IK.pdf&data=05%7C01%7Cfoi%40scotland.police.uk%7C4a776793b3414c8f810b08dbc451cf67%7C6795c5d3c94b497a865c4c343e4cf141%7C0%7C0%7C638319627985941054%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C3000%7C%7C%7C&sdata=LCKa7eSN91VLqdRS5E6LR2c3BsrJQcsj%2B2RelFHq1kg%3D&reserved=0)

**Page 7 includes: 'Not all serving police officers and police staff have a vetting record held on Core-Vet (the Police Scotland vetting system).'**

1. **Please provide the number of (i) officers and (ii) staff who do not have records held on Core-Vet.**

Unfortunately, I estimate that it would cost well in excess of the current FOI cost threshold of £600 to process this part of your request.

I am therefore refusing to provide the information sought in terms of section 16(4) of the Act, as section 12(1) - Excessive Cost of Compliance - applies.

To explain, researching your request would require us to check in excess of 23,000 personnel records to ascertain whether or not the individual has a file on the vetting system.

We would have to check each record manually as there is no capability within the vetting system to search for this data.

It is estimated that this would take around 5 minutes per staff member/ officer and so it would significantly exceed the cost limit of £600.

I can however advise you that all staff and officers are vetted.

Historically, recording of vetting files varied between legacy forces prior to the inception of Police Scotland and therefore not all legacy records are contained on the current vetting system.

However, vetting was carried out.

Everyone who was vetted after 1 January 2015 holds a record on the vetting system, Core-Vet.

**Page 8 includes: 'Police Scotland has no easily identifiable requirement or process requiring officers or staff to notify the organisation of any off-duty criminal conviction, offence or charge.'**

1. **Please provide details of the current requirements and processes you have in place to obtain details of staff and officers' off-duty criminal convictions, offences and charges.**

[The Police Service of Scotland (Conduct) Regulations 2014](https://www.legislation.gov.uk/ssi/2014/68/contents/made) states at Schedule 1 - Standards of Professional Behaviour - Discreditable Conduct:

*Police officers behave in a manner which does not discredit the police service or undermine public confidence in it, whether on or off duty. Police officers report any action taken against them for a criminal offence, any conditions imposed on them by a court or the receipt of any penalty notice.*

The Police staff Code of Conduct states at section 8:

*You must notify the organisation immediately if you become aware that you are the subject of any criminal investigation by the police or any other law enforcement/ reporting agency. If you find yourself subject to such an investigation you must advise the police or law enforcement/reporting agency that you are employed by the Scottish Police Authority/ Police Scotland. Similarly, if you are charged, reported or convicted of a criminal offence you must immediately notify the organisation of this through your line manager.*

In addition, staff and officers who are granted Management Vetting clearance are instructed at the time of approval that they must report any material changes to their personal circumstances, which does include any investigation of a criminal offence, whether convicted or not, to the Force Vetting Unit.

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](http://www.itspublicknowledge.info/Appeal), by [email](mailto:enquiries@itspublicknowledge.info) 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.