| Police Scotland logo | Freedom of Information Response Our reference: FOI 25-1933  Responded to: 29th July 2025 |
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Your recent request for information is replicated below, together with our response.

**How many training sessions were delivered to Police Scotland officers and staff in 2023, 2024 and 2025 to date on the characteristic of 'age' as referenced in the Hate Crime & Public Order (Scotland) Act 2021?**

**How many training sessions were delivered to Police Scotland officers and staff in 2023, 2024 and 2025 to date on the characteristic of 'disability' as referenced in the Hate Crime & Public Order (Scotland) Act 2021?**

**How many training sessions were delivered to Police Scotland officers and staff in 2023, 2024 and 2025 to date on the characteristic of 'religion / perceived religious affiliation' as referenced in the Hate Crime & Public Order (Scotland) Act 2021?**

**How many training sessions were delivered to Police Scotland officers and staff in 2023, 2024 and 2025 to date on the characteristic of 'sexual orientation' as referenced in the Hate Crime & Public Order (Scotland) Act 2021?**

**How many training sessions were delivered to Police Scotland officers and staff in 2023, 2024 and 2025 to date on the characteristic of 'transgender identity' as referenced in the Hate Crime & Public Order (Scotland) Act 2021?**

**How many training sessions were delivered to Police Scotland officers and staff in 2023, 2024 and 2025 to date on the characteristic of 'variations in sex characteristics' as referenced in the Hate Crime & Public Order (Scotland) Act 2021?**

The information sought is not held by Police Scotland and section 17 of the Act therefore applies. To explain, specific individual training sessions solely regarding each characteristic above were not conducted.

To assist, we have provided the tables below providing information in connection with two E-learning modules and one face-to-face course which touch on the characteristics.

**Table 1: Equality Diversity & Inclusion - E-learning Completions**

|  |  |  |  |
| --- | --- | --- | --- |
| **Year** | **Officers** | **Staff** | **Total** |
| 2023 Jan-Dec | 11196 | 3858 | 15054 |
| 2024 Jan-Dec | 1536 | 670 | 2206 |
| 2025 Jan-Jun | 689 | 442 | 1131 |
| Total | 13421 | 4970 | 18391 |

**Table 2: Upholding Our Values** **- E-learning Completions**

|  |  |  |  |
| --- | --- | --- | --- |
| **Year** | **Officers** | **Staff** | **Total** |
| 2024 Mar-Dec | 9227 | 3350 | 12577 |
| 2025 Jan-Jun | 4320 | 1781 | 6101 |
| Total | 13547 | 5131 | 18678 |

**Table 3: Unity Through Learning** – a face-to-face course introduced in November 2024 with its main aim to address the subject of Racism.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Year** | **No. of sessions** | **Officer** | **Staff** | **Total** |
| 2024 Nov-Dec | 15 | 149 | 16 | 165 |
| 2025 Jan-Jun | 65 | 859 | 266 | 1125 |
| Total | 80 | 1008 | 282 | 1290 |

Further to the above, each of the characteristics referred to within your request have also been covered within the below training carried out within Police Scotland’s Policing Together Division:

2023 – Hate Crime Champions/ Advisor Course – 9 (this does not include any reference to Age and variations in Sex Characteristics as this was not contained within the Legislation at the time).

2024 – Hate Crime workshops – 32 sessions to officers and staff

2024 – CPD input for Hate Crime Advisors – 6 sessions

2024 – Hate Crime and Public Order Module course completed by 15,297 Officers/ Staff

2025 – Hate Crime Champions/ Advisor courses – 4 sessions

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.