| Police Scotland logo | Freedom of Information ResponseOur reference: FOI 23-2119Responded to: 15 September 2023 |
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Your recent request for information is replicated below, together with our response.

## How many Constables has Police Scotland refused mobilisation of military reservist in the past 5 years?

Police Scotland has refused three voluntary mobilisations.

## Of them, how many were done officially through appropriate paperwork?

All three were officially administered in accordance with our Volunteer Reserve Forces Standard Operating Procedures (SOP) and the relevant Ministry of Defence (MOD) processes.

## How many of them were do un-officially, through verbal commands?

None – Police Scotland’s VRF SOP is clear about the discussion that takes place at early stages between individuals and management chain.

Accordingly, I can advise you that Police Scotland does not hold the above requested information. In terms of Section 17 of the Act, this letter represents a formal notice that information is not held.

## How many Constables are members of the VRF?

Police Scotland has 141 Constables whom are logged on our systems as Reservists.

## How many Constables have been mobilised by the reserves in the past 5 years?

Police Scotland has allowed for the voluntary mobilisation of 5 Constables over the past 5 years.

## How many Constables have left each quarter in respective Divisions in the past 5 years?

## The requested information is provided at the end of this letter.

## What is the reason why Constables left PSOS?

The leaving reasons recorded on SCOPE (System to Coordinate Personnel and Establishment), were Death in Service, Dismissal - Attendance, Dismissal - Discipline, Dismissal – Performance, Regulation 9 – Dismissal, Regulation 9 – Resignation, Resignation – Education, Resignation – Other Employment, Resignation – Personal, Retirement – 25-30 Years, Retirement – Medical, Retirement – Pension and Transfer to Another Force.

## What percentage of Constables completed their probation in the last 5 years, broken down by division?

| Division | % |
| --- | --- |
| A | 89.77 |
| D | 90.81 |
| N | 79.27 |
| C | 91.1 |
| E | 89.06 |
| J | 90.11 |
| P | 90364 |
| G | 93.89 |
| K | 94.54 |
| L | 85.16 |
| Q | 94.47 |
| U | 96.46 |
| V | 87.00 |

## What measure have Police Scotland implemented in the last 5 years to address the intuitional misogyny, racism and discrimination?

Police Scotland has implemented a range of measures over the last 5 years under the Equality, Diversity and Inclusion strategy, progressed under our Equality Outcomes and set action plans in place specifically under the Policing Together Strategy, including specific workstream of Sex Equality and Tackling Misogyny. Details of this work have been published regularly through updates to the [Scottish Police Authority Board](https://www.spa.police.uk/meetings/) and Committees [Meetings - Scottish Police Authority (spa.police.uk)](https://www.spa.police.uk/meetings/) and on the Police Scotland internet page [Police Scotland - Police Scotland](https://www.scotland.police.uk/).

## How many employment tribunals is Police Scotland of Service subject of in the past 5 years? (Including now)

I can provide the following information in relation to the number of Employment Tribunal claims raised against Police Scotland in the past 5 years (including the current year). The numbers are provided per year and show the number of ET claims raised in each year.

| Year | Number of ET claims |
| --- | --- |
| 2019  | 24 |
| 2020  | 23 |
| 2021  | 19 |
| 2022  | 13 |
| 2023  | 20 |

## How many Constables are currently awaiting transfer within PSOS? (Internally within PSOS)?

The number of constables awaiting transfer out of current division to a local policing division are 76. There is also 232 who have been successfully interviewed for an advertised post within a National division who have been added to the Suitable No Vacancies (SNV) list.

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](http://www.itspublicknowledge.info/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.

**How many Constables have left each quarter in respective Divisions in the past 5 years?**

The quarters are Q1 – April to June, Q2 – July to September, Q3 – October to December and Q4 – January to March

| Division | 2018/19 Q1 | 2018/19 Q2 | 2018/19 Q3 | 2018/19 Q4 | 2019/20 Q1 | 2019/20 Q2 | 2019/20 Q3 | 2019/20 Q4 | 2020/21 Q1 | 2020/21 Q2 | 2020/21 Q3 | 2020/21 Q4 |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| A | 13 | 12 | 7 | 13 | 10 | 11 | 12 | 9 | 10 | 11 | 10 | 6 |
| D | 4 | 6 | 9 | 6 | 5 | 10 | 3 | 6 | 4 | 3 | 7 | 5 |
| N | 6 | 3 | 4 | 1 | 6 | 5 | 2 | 5 | 4 | 7 | 2 | 2 |
| C | 5 | 6 | 4 | 3 | 5 | 1 | 3 | 2 | 0 | 1 | 2 | 2 |
| E | 7 | 12 | 16 | 8 | 6 | 16 | 8 | 3 | 3 | 3 | 5 | 3 |
| J | 6 | 12 | 8 | 8 | 4 | 5 | 7 | 9 | 6 | 8 | 7 | 10 |
| P | 4 | 4 | 4 | 5 | 7 | 5 | 7 | 5 | 3 | 4 | 5 | 5 |
| G | 13 | 15 | 12 | 15 | 15 | 17 | 15 | 16 | 8 | 6 | 4 | 5 |
| K | 2 | 3 | 1 | 2 | 2 | 8 | 4 | 3 | 0 | 2 | 6 | 1 |
| L | 5 | 3 | 7 | 4 | 2 | 6 | 5 | 4 | 0 | 3 | 2 | 7 |
| Q | 10 | 11 | 5 | 9 | 6 | 12 | 5 | 6 | 6 | 6 | 0 | 3 |
| U | 7 | 5 | 3 | 4 | 6 | 3 | 1 | 6 | 5 | 7 | 6 | 1 |
| V | 3 | 1 | 4 | 1 | 2 | 3 | 2 | 3 | 1 | 3 | 2 | 1 |
| C3 | 1 | 3 | 4 | 4 | 6 | 3 | 6 | 4 | 4 | 3 | 7 | 6 |
| CSD | 5 | 9 | 8 | 1 | 4 | 4 | 0 | 9 | 2 | 5 | 5 | 5 |
| CJSD | 3 | 4 | 1 | 3 | 3 | 4 | 2 | 1 | 2 | 3 | 1 | 2 |
| OSD | 16 | 16 | 12 | 10 | 11 | 19 | 19 | 14 | 15 | 8 | 10 | 9 |
| PPCW | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| SCD | 6 | 1 | 3 | 6 | 5 | 3 | 1 | 1 | 4 | 1 | 0 | 3 |
| Total | 116 | 126 | 112 | 103 | 105 | 135 | 102 | 106 | 77 | 84 | 81 | 76 |

| Division | **2021/22 Q1** | **2021/22 Q2** | **2021/22 Q3** | **2021/22 Q4** | **2022/23 Q1** | **2022/23 Q2** | **2022/23 Q3** | **2022/23 Q4** | **2023/24 Q1** |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| A | **7** | **4** | **6** | **8** | **8** | **6** | **12** | **8** | **11** |
| D | **7** | **3** | **7** | **8** | **12** | **10** | **5** | **4** | **8** |
| N | **4** | **4** | **5** | **8** | **4** | **10** | **5** | **4** | **9** |
| C | **6** | **5** | **2** | **8** | **10** | **4** | **7** | **4** | **4** |
| E | **10** | **4** | **10** | **8** | **10** | **8** | **2** | **6** | **10** |
| J | **3** | **5** | **8** | **15** | **5** | **6** | **5** | **5** | **5** |
| P | **6** | **4** | **8** | **10** | **5** | **4** | **8** | **5** | **10** |
| G | **6** | **12** | **6** | **13** | **23** | **18** | **15** | **15** | **14** |
| K | **6** | **1** | **5** | **7** | **2** | **6** | **5** | **4** | **2** |
| L | **3** | **4** | **3** | **2** | **11** | **4** | **1** | **2** | **3** |
| Q | **2** | **5** | **8** | **16** | **17** | **8** | **11** | **6** | **11** |
| U | **2** | **2** | **7** | **7** | **9** | **11** | **3** | **4** | **4** |
| V | **3** | **4** | **2** | **6** | **2** | **2** | **5** | **2** | **1** |
| C3 | **7** | **18** | **7** | **10** | **24** | **9** | **6** | **11** | **8** |
| CSD | **2** | **5** | **7** | **9** | **4** | **5** | **5** | **6** | **3** |
| CJSD | **3** | **7** | **2** | **8** | **8** | **11** | **3** | **5** | **4** |
| OSD | **14** | **19** | **17** | **20** | **38** | **28** | **22** | **18** | **19** |
| PPCW | **2** | **0** | **2** | **1** | **1** | **0** | **1** | **2** | **2** |
| SCD | **0** | **5** | **2** | **1** | **4** | **4** | **5** | **3** | **2** |
| Total | **93** | **111** | **115** | **165** | **197** | **154** | **126** | **114** | **130** |