| Police Scotland logo | Freedom of Information Response Our reference: FOI 25-2832  Responded to: 01 October 2025 |
| --- | --- |

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

1. **Revetting following integrity reviews:**

**How many police officers have undergone revetting following an annual integrity review in cases where they have notified a change in their personal circumstances?**

**For the time periods 30th April 2023 to April 29th 2024, April 30th 2024 to April 29th 2025, April 30th 2025 to Sept 1st 2025**

The information sought is not held by Police Scotland and section 17 of the Act therefore applies.

To explain, Annual Integrity Reviews – intended to be known as ‘Annual Vetting Discussions’ are due to commence within Police Scotland around Spring 2026 and so, no police officers have undergone such reviews to date.

The ‘Annual Vetting Discussions’ will be for Police Officers and Police Staff and will involve line managers having a one-on-one conversation with individuals to check the following:

* Driving licence penalty points (for all police officers and all police staff authorised to drive police vehicles)
* Vetting change of circumstances (name, address, new partners, new co-residents, changes in financial circumstances, adverse dealings with the police)
* Any other vetting related matters – including requirement for Notifiable Association Forms / Business Interest & Secondary Employment (BISE) matters

The purpose being to allow for advice and guidance to be provided to the individuals and for them to be signposted to inform the Force Vetting Unit / PSD Gateway via the Vetting Change in Circumstances process regarding any Notifiable Associations or Business Interest matters. The conversation is planned to be annual and aligned to the individuals start date with the organisation.

1. **Revetting outside of integrity reviews:**

**How many police officers have been revetted in circumstances not connected to a notification following an annual integrity review?**

**For the time periods 30th April 2023 to April 29th 2024, April 30th 2024 to April 29th 2025, April 30th 2025 to Sept 1st 2025**

Current Police Scotland policy ensures re-vetting for all vetting levels, other than Recruitment Vetting.

The Police (Ethics, Conduct & Scrutiny) (Scotland) Act 2025 provides a legislative framework which will allow all levels of vetting clearances to be refused, suspended or withdrawn, including Recruitment Vetting.

A policy in respect of a 10-year programme for Recruitment Vetting renewals is currently under construction.

1. **Employment outcomes following vetting failures:**

**How many police officers have had their employment terminated or otherwise left the service because of issues arising from revetting failures?**

**For the time periods 30th April 2023 to April 29th 2024, April 30th 2024 to April 29th 2025, April 30th 2025 to Sept 1st 2025**

Police officers cannot have their employment terminated because of issues arising from vetting failures. As per version 2.0 of the Police Scotland [Vetting Manual of Guidance](https://www.scotland.police.uk/spa-media/fs5pyedn/vetting-manual-of-guidance-version-2-0.docx);

***6.5 Withdrawal of Recruitment Vetting – Police Officers and SPA/Police Staff*** *– Recruitment Vetting for substantive Police Officers and SPA/Police Scotland staff cannot be withdrawn or suspended as there is no legislative framework for this. Any adverse information shall be dealt with by other processes such as the imposition of restrictions or suspension and, if appropriate, formal misconduct, discipline, efficiency or capability sanctions. Where Recruitment Vetting clearance has been granted but new adverse information is revealed prior to a Police Officer being sworn in or a member of staff having their contract confirmed, that clearance can be withdrawn. The risk assessment for this should follow the normal procedure.*

The only individuals who can fail recruitment vetting currently are those new recruit applicants to Police Scotland. Currently, once Recruitment Vetting has been granted to serving officers it cannot be removed.

The introduction of the Police (Ethics, Conduct and Scrutiny) (Scotland) Act 2025 provides for the removal of Recruitment Vetting as well as dismissal of those who cannot obtain and maintain a minimum standard of vetting, Recruitment Vetting, for the duration of their service. Vetting Regulations are awaited to underpin this new legislation which is anticipated to be in place Spring 2026.

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.