| Police Scotland logo | Freedom of Information Response Our reference: FOI 23-0893  Responded to: 2nd May 2023 |
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Your recent request for information is replicated below, together with our response.

## Is your force delivering formal training to improve the internal culture regarding sexism and misogyny?

## If yes:

## What is this training/what does it look like?

Police Scotland has a blended learning programme that supports colleague’s at all different stages in their career and covers all forms of discrimination and prejudice.

For a training overview please see the attached document titled 23-0893 Applicant Data 01. This provides information relating to all Learning, Training and Development (LTD) products that have an Equality, Diversity and Inclusion (EDI) focus and are delivered by the LTD team.

## Who delivers it?

The training is delivered by the LTD team and when appropriate, by LTD partners.

## Is this delivered to all staff members (e.g., police officers and senior leaders)

The training is specifically targeted, for example the induction and probationer training programme is targeted to all new officers and staff. The EDI module is provided to all colleagues, both officers and staff as a mandatory refresher and relevant leadership programmes are targeted to colleagues when they are promoted into leadership roles.

## How long have you offered this particular form of training for?

Police Scotland have offered EDI related programmes since its conception in 2013. Over the past 3 years the EDI development team have worked to improve the EDI focus in provided training including Operation Safety Training, Tutor Constables, and Critical Incident Management.

Additionally, there has been focus on the improvement of the EDI content of leadership products for example within the Transforming Climate Senior Leadership Programme. Role specific Continued Professional Development (CPD) with EDI elements has been created most recently in 2022 the “Empower Hour” sessions were introduced.

## What is the duration of the training – e.g., an hour, a day?

Each training is unique and therefore the duration varies. Please see the above noted attachment for further details.

## Is the training in person, or online?

Both in person and online training is offered depending on the original nature of the training course. Self-directed learning resources are also provided and are available from our intranet and online learning resource How-To.

## Is it mandatory to complete it, or optional?

The induction training and EDI e-learning module is mandatory for all colleagues.

## How do you track who has completed it, and its impact?

Completion of learning is monitored and updated on Police Scotland’s HR system SCoPE.

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.