| Police Scotland logo | Freedom of Information Response Our reference: FOI 23-1008  Responded to: 14 April 2023 |
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Your recent request for information is replicated below, together with our response.

**The total number of police officers given/referred to '**[**reflective practice**](https://gbr01.safelinks.protection.outlook.com/?url=https%3A%2F%2Fassets.college.police.uk%2Fs3fs-public%2F2020-11%2FResources_for_reflective_practice_v1_0.pdf&data=05%7C01%7Cfoi%40scotland.police.uk%7C808cbd33adc5462f656608db3c3c281a%7C6795c5d3c94b497a865c4c343e4cf141%7C0%7C0%7C638170001434346211%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C3000%7C%7C%7C&sdata=%2F20sgVSOIT3wNLJlDO1jR3NUKO2SCVpS6%2Fp87GQ%2B6dI%3D&reserved=0)**' after being reported for or accused of misconduct (including, for example, any level of harassment, sexual harassment, sexual violence, sexual assault or rape).**

**Please provide subtotals for the calendar years 2019, 2020, 2021, 2022, 2023 (to date).**

**Please provide a breakdown by type of allegation (i.e. sexual harassment, sexual assault or assault).**

In terms of section 17 of the Act, I can confirm that the information sought is *not held* by police.

The formal disciplinary process for Police Officers in Scotland is governed by [The Police Service of Scotland (Conduct) Regulations 2014](https://www.legislation.gov.uk/ssi/2014/68/contents/made).

The Police Service of Scotland (Conduct) Regulations 2014 [Scottish Government Guidance Document](https://www.gov.scot/binaries/content/documents/govscot/publications/factsheet/2018/04/conduct-and-performance-procedures-police-guidance/documents/police-guidance-conduct-procedures/police-guidance-conduct-procedures/govscot%3Adocument/Police%2BService%2Bof%2BScotland%2B%2528conduct%2529%2Bregulations%2B2014.pdf) provides further information on the Conduct process and conduct cases are categorised in line with our [Standards of Professional Behaviour](https://www.scotland.police.uk/about-us/who-we-are/our-standards-of-professional-behaviour/).

Referral to ‘reflective practices’ as per the College of Policing guidance to which you refer is not a recognised misconduct outcome in Scotland.

The [College of Policing](https://www.college.police.uk/) was established in 2012 as the professional body for everyone who works for the police service *in England and Wales*.

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.