| Police Scotland logo | Freedom of Information Response Our reference: FOI 25-3117  Responded to: 25 September 2025 |
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Your recent request for information is replicated below, together with our response.

**The below article mentions a survey that had been conducted by HMICS that showed involvement of bullying, harassment misogyny and racism.**

**I request all data, reports and follow up recommendations from this survey.**

**Raw data can be provided as anonymous with all personal data removed**

[**https://policinginsight.com/feature/analysis/police-scotland-the-uks-second-largest-force-is-also-grappling-with-misogyny-and-racism/**](https://gbr01.safelinks.protection.outlook.com/?url=https%3A%2F%2Fpolicinginsight.com%2Ffeature%2Fanalysis%2Fpolice-scotland-the-uks-second-largest-force-is-also-grappling-with-misogyny-and-racism%2F&data=05%7C02%7Cfoi%40scotland.police.uk%7C237087cc16cf42e1c3b808ddf549e8d0%7C6795c5d3c94b497a865c4c343e4cf141%7C0%7C0%7C638936420097723651%7CUnknown%7CTWFpbGZsb3d8eyJFbXB0eU1hcGkiOnRydWUsIlYiOiIwLjAuMDAwMCIsIlAiOiJXaW4zMiIsIkFOIjoiTWFpbCIsIldUIjoyfQ%3D%3D%7C0%7C%7C%7C&sdata=ovNyx80O3DsYxvJz7o7eHcbQb5Tz9HJYFPFp%2Fj2tnG8%3D&reserved=0)

The information sought is held by Police Scotland, but I am refusing to provide it in terms of section 16(1) of the Act on the basis that the section 25(1) exemption applies:

“Information which the applicant can reasonably obtain other than by requesting it […] is exempt information”.

The information sought is publicly available:

[Thematic Inspection of Police Scotland Training and Development - Phase 2](https://www.hmics.scot/publications/thematic-inspection-of-police-scotland-training-and-development-phase-2/)

To be of assistance, I can advise that the survey data is provided at Appendix 1 page 56 of the HMICS report.

If you require more detail on the survey, we recommend you direct your request to HMICS: [Contact | HM Inspectorate of Constabulary in Scotland](https://www.hmics.scot/contact/)

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.