| Police Scotland logo | Freedom of Information Response Our reference: FOI 25-0406  Responded to: 27 February 2025 |
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Your recent request for information is replicated below, together with our response.

I am writing to request access to specific records related to the disciplinary files and logs of Paul Anderson, the former chief constable of Humberside police who used to work in your force. I understand that he moved to Police Scotland in 2014 where he undertook a strategic role before being appointed as Commander for the Tayside Division.

Please confirm the roles Anderson worked at during his time at your force and the dates over which he worked in these roles.

I can confirm that Paul Anderson worked for Police Scotland between 1 September 2014 and 1 September 2019.

The roles he undertook during that time are as follows:

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| --- | --- | --- |
| **Posting Date** | **Rank** | **Location** |
| 01/09/2014 to 07/09/2014 | Superintendent | HR West |
| 08/09/2014 to 26/01/2015 | Chief Superintendent | P&D Transition Project |
| 27/01/2015 to 12/04/2015 | Chief Superintendent | P&D Transition Project |
| 13/04/2015 to 20/09/2015 | Chief Superintendent | Futures Projects |
| 21/09/2015 to 01/05/2016 | Chief Superintendent | Supt. Rank Strategic Review |
| 02/05/2016 to 07/01/2018 | Local Commander | Management - D Division |
| 08/01/2018 to 29/04/2018 | Chief Superintendent | Detached/ Strategic Command |
| 30/04/2018 to 02/09/2018 | Local Commander | Management - D Division |
| 03/09/2018 to 23/06/2019 | Temporary ACC | Executive |
| 24/06/2019 to 01/09/2019 | Chief Superintendent | Management - Stirling |

Please also send me:

All records related to disciplinary actions taken against Paul Anderson during his time working within your police force, including disciplinary files and logs.

Any and all records related to changes, edits, and copies of the responsive documents identified in item 1 above.

A list of all individuals who had access to the records identified in items 1 and 2 above during Paul Anderson's tenure with your police force.

I am refusing to confirm or deny whether the information sought exists or is held by Police Scotland in terms of section 18 of the Act.

Section 18 applies where the following two conditions are met:

* It would be contrary to the public interest to reveal whether the information is held
* If the information was held, it would be exempt from disclosure in terms of one or more of the exemptions set out in sections 28 to 35, 38, 39(1) or 41 of the Act.

In this instance, if the information was held, 38(1)(b) of the Act would apply insofar as you have requested personal datawhich is exempt from disclosure where it is assessed that disclosure would contravene the data protection principles as defined in the Act.

The exemption outlined at section 35(1)(g) in conjunction with 2(a) would also apply if such information was held.

By way of further background, a public authority can refuse to confirm or deny whether it holds information, provided it is satisfied that revealing whether the information exists or is held would be contrary to the public interest. In such instances, it is recognised that harm exists even in confirming or denying in the public domain that the information is held.

In this instance, I believe it would be contrary to the public interest to reveal whether or not the information sought exists or is held.

**This explanation should not be taken as indicative or conclusive evidence that the information you have requested does or does not exist.**

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.