| Police Scotland logo | Freedom of Information Response Our reference: FOI 25-2658  Responded to: 05 September 2025 |
| --- | --- |

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

**Further to the same request, please provide a copy of the 2nd interim report produced by the Equality, Diversity, Inclusion and Human Rights Independent Review Group, which I understand is dated October 2023**

**The final IRG report states:**

**This is the final report of the Equality, Diversity, Inclusion and Human Rights Independent Review Group (IRG), established by Police Scotland in 2021. It follows two progress reports in September 2021 and September 2022 and two interim reports in May 2023 and October 2023.**

Please find attached separately the second interim report produced by the Equality, Diversity, Inclusion and Human Rights Independent Review Group.

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.