| Police Scotland logo | Freedom of Information ResponseOur reference: FOI 24-0459Responded to: 08 March 2024 |
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Your recent request for information is replicated below, together with our response.

## The total number of sick days taken by police officers for the period 01/1/2022 – 31/12/2022.

## There were 249,389 working days lost for police officers for the period 01/01/2022 - 31/12/2022.

## The total number of sick days taken by the police officers for the period 01/1/2022 – 31/12/2022 where mental health was a contributing factor to said absence.

There were 58,823 working days lost for police officers within the Psychological Disorders absence category for the period 01/01/2022 - 31/12/2022.

## A list of mental health / psychological conditions that were cited as reasons for absence if possible.

‘Psychological Disorders’ includes - Alcohol problems, anxiety, bereavement reaction, bipolar, debility, depression, insomnia, other mental disorders, other psychological disorders, other stress, post-natal depression, post-traumatic stress and stress.

##  A breakdown of Q1 + Q2 by gender; age; rank.

The table below details all 2022 working days lost by absence reason and age group.

| **Age Group** | **All Absences** | **Psychological Absences** |
| --- | --- | --- |
| 16-24 | 4732 | 475 |
| 25-34 | 65203 | 13224 |
| 35-44 | 86329 | 20118 |
| 45-54 | 86285 | 23538 |
| 55-64 | 6840 | 1468 |
| Total | 249389 | 58823 |

The table below details all 2022 working days lost by absence reason and gender.

|  |  |  |
| --- | --- | --- |
| **Gender** | **All Absences** | **Psychological Absences** |
| Female | 96578 | 23709 |
| Male | 152811 | 35114 |
| Total | 249389 | 58823 |

The table below details all 2022 working days lost by absence reason and rank.

|  |  |  |
| --- | --- | --- |
| **Rank** | **All Absences** | **Psychological Absences** |
| Constable | 208087 | 49315 |
| Sergeant | 28641 | 6040 |
| Inspector | 9231 | 2131 |
| Chief Inspector | 2579 | 1085 |
| Superintendent | 510 | 37 |
| Chief Superintendent & Executive ranks | 341 | 215 |
| Total | 249389 | 58823 |

You will note that the ranks of Chief Superintendent, Assistant Chief Constable, Deputy Chief Constable and Chief Constable have been grouped together.

Were details included, the pool of individuals to whom the data could relate is considered sufficiently low that there exists the potential for individuals to be easily identified.

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 exemption set out at section 38(1)(b) of the Act applies - personal information.

Personal data is defined in Article 4 of the General Data Protection Regulation (GDPR) as:

*‘Information relating to an identified or identifiable natural person (“data subject”); an identifiable natural person is one who can be identified, directly or indirectly, in particular by reference to an identifier such as a name, an identification number, location data, an online identifier or to one or more factors specific to the physical, physiological, genetic, mental, economic, cultural or social identity of that natural person’*

Section 38(2A) of the Act provides that personal data is exempt from disclosure where disclosure would contravene any of the data protection principles set out at Article 5(1) of the GDPR which states that:

*‘Personal data shall be processed lawfully, fairly and in a transparent manner in relation to the data subject’*

Article 6 of the GDPR goes on to state that processing shall be lawful only if certain conditions are met. The only potentially applicable condition is Article 6(1)(f) which states:

*‘Processing is necessary for the purposes of the legitimate interests pursued by the controller or by a third party, except where such interests are overridden by the interests or fundamental rights and freedoms of the data subject which require protection of personal data, in particular where the data subject is a child’*

Whilst I accept that you may have a legitimate interest with regards the disclosure of this information, I do not agree that disclosure could be considered necessary in the circumstances.

Notwithstanding, I am further of the view that your interests are overridden by the interests or fundamental rights and freedoms of the data subjects.

On that basis, it is my view that disclosure of the information sought would be unlawful.

## A list of mental health support services available to policer officers

Officers and staff have access to the *Employee Assistance Programme* (EAP) which is available 24/7, 365 days a year for advice.

Additionally, ‘*The Lifelines Scotland project’* is aimed at helping officers and staff to stay well, beat stress and boost resilience. Delivered across the tri-service in Scotland, it has been in place since summer 2021.

The project has adopted a targeted approach in terms of the training delivery within Police Scotland and Scottish Police Authority.  The sessions have also been offered out to Wellbeing Champions and the Scottish Police Federation due to their crucial roles supporting and assisting our people.

Officers and staff have participated in the Lifelines training courses delivered, with all sessions being virtual to this point.  The Lifelines project consists of 3 modules, each of which should be done in order;

* Staying well, Understanding resilience and self-care - Learn more about what keeps us well.  Discussion occurs on the things that threaten our wellbeing in our roles and what protects us, and how to stock our Psychological 1st Aid kits.  Understand the impact of trauma and stress so we can recognise when we might need some help and where we can find this.
* Supporting your colleagues - This workshop looks at what we can do to strengthen supportive relationships.  Participants learn how to have helpful conversations with colleagues, how to recognise signs that someone may be struggling and what to do when you are worried about someone.
* Post Trauma Support providing Psychological First Aid - This workshop helps participants to understand trauma and traumatic stress so they can recognise when themselves or colleagues may be at risk of psychological injury.  It will equip them to give Psychological First Aid, the international best practice model for supporting people following trauma exposure.

To ensure a legacy of the project we have been working with Lifelines Scotland to develop a Facilitator programme which will enable officers and staff to facilitate crucial Lifelines resilience, self-care and post trauma support training through a Police Scotland/ SPA and peer support lens.

We are now moving towards having officers and staff within the organisation who can facilitate Lifelines Scotland sessions within their own divisions and departments.

## A breakdown of police officers by gender; age; rank of the police officers who accessed these support services.

The tables below detail officers and staff who have accessed the Employee Assistance Programme.

Comparative data for 2023/24 will be available after the financial year has ended.

A breakdown by rank or age is not held by Police Scotland and section 17 of the Act therefore applies.

Section 17 of the Act also applies in regard to the Lifelines Scotland project.

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| --- | --- | --- |
| **Year** | **EAP (General Support)** | **EAP (Trauma Support)** |
| **2021/22** | 2148 | 24 |
| **2022/23** | 1982 | 44 |

|  |
| --- |
| **EAP (General Support only) by gender** |
| **Year**  | **Female** | **Male** |
| **2021/22** | 51% | 49% |
| **2022/23** | 47% | 53% |

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 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 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.