| Police Scotland logo | Freedom of Information Response Our reference: FOI 25-1686  Responded to: 26th June 2025 |
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Your recent request for information is replicated below, together with our response.

## In each of the past 10 years, how many police officers have been dismissed from the service for gross misconduct?

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

The associated [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 process and allegations 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/).

Please also note that the Police Service of Scotland (Conduct) Regulations 2014 cease to have effect when an officer retires or resigns as they only apply to serving officers.

In response to your request, I can confirm that a total of 46 police officers have been dismissed at a Gross Misconduct Hearing from the 1st April 2015 to 31st March 2025 inclusive. The table below provides a breakdown by calendar year. This data is based on the hearing date.

| **Calendar Year** | **Number of Officers Dismissed** |
| --- | --- |
| 2015 | 2 |
| 2016 | 6 |
| 2017 | 7 |
| 2018 | 4 |
| 2019 | 2 |
| 2020 | 4 |
| 2021 | 0 |
| 2022 | 7 |
| 2023 | 3 |
| 2024 | 10 |
| 2025 | 1 |

## Of those numbers, how many appealed to the police appeals tribunal.

I confirm that a total of 19 police officers appealed. The table below sets out a breakdown by calendar year.

| **Calendar Year** | **Number of those Appealed** |
| --- | --- |
| 2015 | 2 |
| 2016 | 1 |
| 2017 | 1 |
| 2018 | 5 |
| 2019 | 1 |
| 2020 | 1 |
| 2021 | 0 |
| 2022 | 4 |
| 2023 | 0 |
| 2024 | 3 |
| 2025 to date | 1 |

## Of the number in Q2, how many appeals were upheld?

We have interpreted this part of your request as being only when the appeal against the sanction of dismissal has been upheld.

I can confirm that 7 were not upheld (incl. one withdrawn), 9 were upheld and 2 are currently ongoing.

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.