| Police Scotland logo | Freedom of Information Response Our reference: FOI 25-1128  Responded to: 04 July 2025 |
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Your recent request for information is replicated below, together with our response.

**I am writing to request the disclosure of information under the Freedom of Information (Scotland) Act 2002 (“FOISA”) relating to remuneration, equality-related expenditure, and budgetary context for the most recent full financial year (e.g. 2022/23 or 2023/24, if concluded).**

**I appreciate that some of the information requested may be recorded across multiple departments or formats. If any clarification or prioritisation is necessary to assist in responding within the statutory cost limits, I would be grateful for early notice in accordance with your duty under section 15 of FOISA (“Duty to Advise and Assist”). I respectfully request the following:**

**1. Top Remuneration**

**Please provide a list of the 10 highest remunerated individuals employed by your organisation. For each individual, please include:**

**Job title or position (not personal names) Gross annual salary Employer pension contributions Any additional benefits or allowances (e.g. car, housing, relocation) Performance-related pay or bonus (if applicable) Total cost to the organisation for that employee (salary + pension + benefits) If this information is already published (e.g. in annual accounts or a remuneration report), a link or reference to the specific section would be appreciated.**

Table 1 below provides the relevant figures associated with 10 highest remunerated positions.

**2. Equality, Diversity & Inclusion (EDI) Expenditure For the same period, please provide the total expenditure incurred for EDI-related activity, including (where available):**

**Staffing costs for roles wholly or primarily related to EDI (please include job titles and FTE headcount) External consultants, trainers, or facilitators engaged to deliver EDI programmes Costs of internal EDI communications, campaigns, or events Memberships, subscriptions, or benchmarking schemes related to EDI (e.g. Stonewall Diversity Champions) If figures are not held centrally or itemised in this way, please provide what is reasonably available and explain any limitations.**

Unfortunately, I estimate that it would cost well in excess of the current FOI cost threshold of £600 to process your request. I am therefore refusing to provide the information sought in terms of section 12(1) of the Act - Excessive Cost of Compliance.

By way of explanation, various costs fall under Equality, Diversity & Inclusion (EDI) Expenditure. The total expenditure incurred for EDI-related activity will be woven throughout the entire organisation. As such, obtaining an overall figure is an exercise which would exceed the cost limit set out in the Fees Regulations.

To be of assistance, I can provide figures provided by our Finance department in tables 2-4 below.

In addition to these figures, I can also advise a further £236,343.30 was spent on additional training costs.

**3. Ancillary Expenditure**

**Please provide total organisational spending in the following non-core or ancillary categories (if applicable):**

**Staff engagement activities, including away days, retreats, or team-building events**

Unfortunately, I estimate that it would cost well in excess of the current FOI cost threshold of £600 to process your request. I am therefore refusing to provide the information sought in terms of section 12(1) of the Act - Excessive Cost of Compliance.

By way of explanation, there is no specific account code in use that would allow an overall figure to be obtained. As such only way to provide an accurate response to your request would be to individually examine every invoice to manually collate - an exercise which would clearly exceed the cost limit set out in the Fees Regulations.

**Payments to external PR, communications, or “reputation management” firms**

The table below details relevant spend across these categories:

*Table 5: Communication Campaigns*

| **Communication Campaigns** | **Cost** |
| --- | --- |
| Policing Together | £2,170 |
| Neurodiversity in policing | £25,500 |
| **Total** | **£27,670** |

**Costs associated with corporate rebranding (logos, signage, visual identity updates)**

The information sought is not held by Police Scotland and section 17 of the Act therefore applies. By way of explanation, this activity did not take place in the 2024/2025 financial year.

**Spending on aesthetic or non-essential enhancements to office/premises (e.g. artwork, décor)**

Generally, Facilities Management does not spend money on aesthetic or non-essential works. In accordance with strict spend criteria, due to the limited revenue available, all requests are triaged daily against criteria of significant immediate health & safety risk, wind and water tight, building security, compliance (i.e. SEPA or Equalities Act), operational policing (i.e. cells out of use, power outage).

The only works related to aesthetics which were approved to be completed under the contract were two carpet replacements at Govan Road Policing Office which was to be funded by the Scottish Government as well as one job for the re-painting of the accessible toilet area of the Scottish Crime Campus but only the cost of the materials was required to be paid at a value of £135.12.

*Table 6: Estates/ Facilities Expenditure*

|  |  |
| --- | --- |
| **Description** | **Cost** |
| Estates Equalities Act & Reasonable Adjustments | £6,138 |
| Diffused Lighting | £366 |
| Repainting | £135 |
| **Total** | **£6,639** |

**Expenditure on environmental/climate sustainability programmes, staff or projects This information is requested for transparency around wider organisational resource allocation. If estimates or summarised totals are more practical, please indicate accordingly.**

**The table below details spend across these categories:**

*Table 7 – Sustainability Posts*

|  |  |  |  |
| --- | --- | --- | --- |
| **Post Title** | **Post Rank** | **No of Posts** | **24/25 Costs** |
| National Sustainability Lead | Grade 10 | 1 | £86,742 |
| Sustainability Project Officer | Grade 5 | 1 | £45,278 |
| Sustainability Project Officer | Grade 5 | 1 | £44,136 |
| Sustainability Project Officer | Grade 5 | 1 | £25,500 |
| **Total** |  | **4** | **£201,656** |

**4. Budget Pressures and Funding Gaps**

**Please disclose any formally identified or publicly reported:**

**Budget deficits, “black holes”, or forecast funding gaps during the financial year Actions taken or proposed to address shortfalls (e.g. recruitment freezes, service reductions, efficiency savings) Any overspends, with amounts, departments affected, and mitigation measures Any additional financial support requested or received from central government or other funding bodies due to budgetary pressures If this information has been presented in board papers, audit committee minutes, or budget reports, links or attachments to those documents would be acceptable.**

Financial year 2023-24 is the latest full financial year with published annual report and accounts.  The SPA set a balanced budget for 2023-24, in which the Authority received a £80.0m uplift in core revenue funding.  In order to live within the budget settlement and deliver a balanced budget, over £50m of savings were proposed in the 2023-24 budget. Plans included reducing the workforce through a reduction in officer and staff numbers and options to reduce non-pay expenditure.  The risk around delivery was highlighted as part of the 2023-24 budget approval process.

Significant cost pressures were identified in the first half of the financial year and as a result, the Quarter 1 forecast (at end of June 2023) highlighted net unfunded pressures of £18.9m.  This was mainly due to overspends relating to police staff costs, police officer overtime and police officer pensions. Mitigating actions and savings were identified to be delivered through our Policing Our Communities programme to bring spend back in line with the funded position.

The position was closely monitored but despite the savings plans, there was still a potential risk around delivering a balanced budget.   Following the Quarter 3 forecast (at the end of December 2023), the Chief Executive (CE) of the Scottish Police Authority (SPA) requested additional contingency funding from Scottish Government (SG) at the January forecast of £5.0m in the event that an overspend would materialise and a balanced outturn could not be delivered, however due to the significant effort and careful management action, to deliver a balanced budget, this funding was not required.

Details of mitigating actions planned and the progress made towards reducing the forecast overspend were discussed at SPA Boards throughout the year:

* [Financial Performance Quarterly Report - 24 August 2023 | Scottish Police Authority](https://www.spa.police.uk/publication-library/financial-performance-quarterly-report-24-august-2023/) (quarter 1 forecast)
* [Financial Performance Quarterly Report - 30 November 2023 | Scottish Police Authority](https://www.spa.police.uk/publication-library/financial-performance-quarterly-report-30-november-2023/) (quarter 2 forecast)
* [Financial Performance Quarterly Report - 22 February 2024 | Scottish Police Authority](https://www.spa.police.uk/publication-library/financial-performance-quarterly-report-22-february-2024/) (quarter 3 forecast)

Details of financial performance can be found on pages 56 - 57 of the Annual Report and Accounts ([SPA Annual Report and Accounts 2023-24 | Scottish Police Authority](https://www.spa.police.uk/publication-library/spa-annual-report-and-accounts-2023-24/))

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.

*Table 1: Police Scotland – 10 highest remunerated positions*

|  |  |  |
| --- | --- | --- |
| **Position** | **Basic Salary** | **Total cost, inclusive of all allowances, supplements, benefits and pension contributions** |
| Chief Constable | £260,538.00 | £260,538.00 |
| Deputy Chief Constable | £213,394.00 | £307,339.74 |
| Deputy Chief Constable | £213,394.00 | £302,375.03 |
| Deputy Chief Constable | £213,394.00 | £294,270.33 |
| Chief Digital and Information Officer | £167,374.04 | £184,396.39 |
| Assistant Chief Constable | £161,231.00 | £172,862.96 |
| Assistant Chief Constable | £161,231.00 | £230,130.09 |
| Assistant Chief Constable | £161,231.00 | £229,744.11 |
| Assistant Chief Constable | £161,231.00 | £229,274.35 |
| Assistant Chief Constable | £161,231.00 | £228,760.55 |

The below officer costs are based on salary midpoints.

*Table 2: Officer posts*

|  |  |  |  |
| --- | --- | --- | --- |
| **Post Title** | **Rank** | **No of Posts** | **Financial Year Forecast** |
| Chief Superintendent | CS | 1 | £122,336 |
| Superintendent | Supt | 1 | £103,547 |
| Chief Inspector | CI | 1 | £83,087 |
| Inspector | PI | 4 | £296,445 |
| Sergeant | PS | 8 | £491,877 |
| Constable | PC | 10 | £505,130 |
| **Total** |  | **25** | **£1,602,422** |

The staff costs provided below are based on actual figures with estimated costs for March

*Table 3: Staff posts*

|  |  |  |  |
| --- | --- | --- | --- |
| **Post Title** | **Post Rank** | **No of posts** | **Financial Year Forecast** |
| Equality and Diversity Manager | Grade 10 | 1 | £102,129 |
| Equality and Diversity HR Advisor | Grade 5 | 1 | £52,926 |
| Equality and Diversity HR Advisor | Grade 5 | 1 | £49,255 |
| Equality and Diversity HR Advisor | Grade 5 | 1 | £49,041 |
| Equality and Diversity HR Advisor | Grade 5 | 1 | £40,203 |
| Disability Co-Ordinator | Grade 6 | 1 | £56,184 |
| Equality and Diversity HR Advisor | Grade 5 | 1 | £49,060 |
| Equality and Diversity HR Advisor | Grade 5 | 1 | £49,087 |
| HR Specialist | Day rate | 1 | £20,000 |
| Assistant HR Advisor | Grade 4 | 1 | £8,315 |
| Assistant HR Advisor | Grade 4 | 1 | £33,644 |
| Strategic Inclusion and Equalities Lead | Grade 12 | 1 | £143,165 |
| Equality and Diversity Advisor | Grade 6 | 1 | £42,014 |
| Equality and Diversity Advisor | Grade 6 | 1 | £56,184 |
| Equalities and Human Rights Impact Assessment Development Officer | Grade 3 | 1 | £6,646 |
| Equalities and Human Rights Impact Assessment Lead | Grade 5 | 1 | £2,662 |
| Equalities and Human Rights Impact Assessment Development Officer | Grade 3 | 1 | £2,145 |
| Fair Play Advisor | Grade 8 | 1 | £57,096 |
| Community Relationships Specialist | Grade 5 | 1 | £4,763 |
| Community Relationships Specialist | Grade 5 | 1 | £4,763 |
| Community Relationships Specialist | Grade 5 | 1 | £2,541 |
| **Total** |  | **21** | **£831,823** |

*Table 4: LTD Posts Unity Through Learning (anti-racism training/ all colleagues) and Executive Anti Racism training (separate to UTL)*

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Post Title** | **Post Rank** | **No of Posts** | **Financial Year Forecast** | **Additional comments** |
| Professional Development Programme Lead Post | Grade 10 | 1 | £35,634 | This has been since October 2024 to present. Will cease end of this month. – 75% of time |
| Colleague Development Facilitator Post | Grade 5 | 1 | £31,046 | This has been since August 2024 to present. Will cease end of this month. – 100% of time |
| Training and Development Officer Post | Grade 4 | 1 | £11,653 | From December 2024 to present. Tenure to March 26. – 100% of time |
| Training Administrator Post | Grade 2 | 1 | £14,527 | From November 2024 to present. Tenure to March 26. – 100% of time |
| Sergeant | PS | 1 | £25,619 | From July 2024 to November 2024. – 100% of time |
| Training and Development Officer |  | 1 | £29,986 | Agency Posts includes estimate for March |
| Training and Development Officer |  | 1 | £29,986 | Agency Posts includes estimate for March |
| Training and Development Officer |  | 1 | £29,986 | Agency Posts includes estimate for March |
| **TOTAL** |  | **8** | **£208,438** |  |