| Police Scotland logo | Freedom of Information Response Our reference: FOI 25-0922  Responded to: 22 April 2025 |
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Your recent request for information is replicated below, together with our response.

## In relation to Q1 we are not seeking information on any policy on reactive risk assessments, i.e. those carried out as a part of return-to-work process after a stress related absence, we are looking for information that Police Scotland are meeting their obligations under the Management of Health and Safety at Work Regulations 1999 and have a suitable and sufficient risk assessment in place to control the risk of harm as a result of stressful working conditions throughout the organisation.

## The information we have requested is as follows:

## 1.Has Police Scotland carried out an organisational occupational risk assessment?

Police Scotland have a Risk Management Framework and Policy which sets out the basis for the principles and approaches to risk management which are to be adhered to throughout Police Scotland. Its core objective is to achieve a consistent and effective application of risk management and allow it to be embedded into all core processes, forming part of the day-to-day management processes across the organisation.

## 2.When was any organisational stress risk carried out and what tools were used manage the process?

A specific organisational stress risk assessment has not been carried out, however, Police Scotland recognise the risk associated with officer/staff health and wellbeing and the need to understand internal and external determinants of health and wellbeing. This risk is monitored and reviewed.

## 3.If so, please provide evidence of the findings and control measures implemented to reduce the risk of occupational stress illness.

Examples of Control measures against the officer/staff wellbeing risk include:

• Promotion and delivery of timely and person centred professional health and wellbeing support i.e. occupational health, employee assistance programme and TRiM (Trauma Risk Management Programme).

• Health and Wellbeing communication and engagement plan, to include a workplace wellbeing platform, developed and delivered to promote appropriate support pathways for officers and staff.

• Wellbeing champions network to support and signpost officers and staff to appropriate pathways of support.

• National Health & Wellbeing action plan in place to support local delivery and to be driven by an understanding of officer and staff need, achieved through robust evaluation and review methods i.e. HWB independent review and HMICS Wellbeing on the frontline audit.

• Promotion and delivery of Health & Wellbeing preventative approach to continue to develop our people's understanding of mental health and wellbeing, how to maintain it themselves and how to support their colleagues, e.g. through the delivery and development of mental health and wellbeing learning, training and development activity in the Lifelines Scotland Project and Facilitators programme, increased engagement with Your Wellbeing Assessment - Mental Health MOT and Resilience Assessments.

• New Occupational Health and Employee Assistance Programme contracts launched 01/04/2024.

The officer/staff health and wellbeing risk is currently under review to align with the newly developed health and wellbeing action plan.

## 4.In the process of carrying out any organisational stress risk assessment were your recognised trade unions consulted?

As above, a specific organisational stress risk assessment has not been carried out.

## 5.Could you please provide numbers of stress related absences in each of the last five years?

In response to this part of your request, the table below provides the number of absences in Police Scotland categorised under the absence reason ‘stress’ or ‘other stress’. The data is provided from 1 April – 31 March for each year.

Please note that this data includes both officers & staff and the count of absences is provided for each instance of absence.  If an individual has more than one stress related absence within the same financial year, they will be counted for each separate period of absence.  Furthermore, if an individual has one period of absence that falls within more than one financial year then they will be counted once per year.

| **Year** | **Total** |
| --- | --- |
| 2020-2021 | 857 |
| 2021-2022 | 985 |
| 2022-2023 | 1198 |
| 2023-2024 | 1363 |
| 2024-2025 | 1444 |

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.