| Police Scotland logo | Freedom of Information Response Our reference: FOI 25-1175  Responded to: 11 June 2025 |
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Your recent request for information is replicated below, together with our response.

## Please can you advise the policies and procedures in place in Police Scotland to record and monitor actual and potential conflicts of interest arising from personal connections other than business interests?  It is appreciated that the process around business interests is addressed in the response to FOI 24-3229 responded to on 13 January 2025.

## This FOI request that I am making relates to the policies and procedures in place around actual and potential non-business conflicts of interest arising from personal connections.

## This would include potential non-business conflicts of interest arising from direct family and extended family connections.  For example, if an officer is appointed as a Resolution Manager in a grievance process, but is married to the sister of the officer who is the subject of the grievance, what systems are in place to ensure that this cannot proceed?  Does Police Scotland hold a register of family and extended family connections within the force?

## This would also include potential non-business conflicts of interest arising from personal connections that are not familial.  For example, having officers working together in a small team or a series of teams together for many years may inadvertently give rise to a familiarity, self-review or independence threat to the work for which they are responsible.  What systems are in place to guard against this type of risk and track potential conflicts of interest that may arise?

With regards to holding a register of family and extended family connections within the force, the information sought is not held by Police Scotland and section 17 of the Act therefore applies.

The role of the Resolution Manager is to seek to resolve any grievance, in a transparent and impartial manner. The Resolution Manager could be a line manager or another manager uninvolved with the issue.  In the circumstances you have described another manager would be asked to review the grievance to ensure impartiality is maintained.  The same principle would be applied for any other HR process where impartiality needs to be maintained.

To be of assistance I have provided a link below. This sets out the standards of those who contribute to policing in Scotland.

[Code of Ethics for policing in Scotland - Police Scotland](https://www.scotland.police.uk/about-us/who-we-are/code-of-ethics-for-policing-in-scotland/)

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.