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Our Ref: IM-FOI-2022-1470
Date: 5th August 2022



FREEDOM OF INFORMATION (SCOTLAND) ACT 2002

I refer to your recent request for information which has been handled in accordance with the Freedom of Information (Scotland) Act 2002.

Tackling domestic abuse is a priority for Police Scotland and we are committed to working with our partners to reduce the harm it causes and ultimately eradicate it.

Domestic abuse is a despicable and debilitating crime which affects all of our communities and has no respect for ability, age, ethnicity, gender, race, religion or sexual orientation.

Police Scotland will not tolerate it.

Police Scotland will proactively target perpetrators and support victims to prevent domestic abuse from damaging the lives of victims and their families.

Police Scotland defines domestic abuse as:

“Any form of physical, verbal, sexual, psychological or financial abuse which might amount to criminal conduct and which takes place within the context of a relationship. The relationship will be between partners (married, cohabiting, civil partnership or otherwise) or ex-partners. The abuse may be committed in the home or elsewhere including online”

Please note that the definition of Domestic abuse in Scotland differs from the definition of Domestic Violence in England and Wales which includes wider familial abuse e.g. from parents or children etc.

For ease of reference, your request is replicated below together with the response.

What additional domestic abuse training is or has been provided to tier 2 & tier 3 domestic abuse investigators as of 07072022

Police Scotland deliver a Domestic Abuse Investigation Course to specialist officers (Tier 2 and Tier 3 level as defined below). This is a comprehensive course aimed at officers who have specifically undertaken the role of a domestic abuse investigator. The aim is to enhance officers' professional knowledge of key areas surrounding domestic abuse investigations and to further their development of appropriate investigative strategies. Officers within specialist domestic abuse units have further specialist training such as for interviewing children (Joint Investigative Interview trained) or investigating sexual offences (Sexual Offences Liaison Officers).

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How many police officers working within within tier 2 & tier 3 have been recorded as being absent from work due to compassion fatigue or work related stress in the calendar years 2020 & 2021

In response to your request, I regret to inform you that I am unable to provide you with the information you have requested, as it would prove too costly to do so within the context of the fee regulations.

As you may be aware the current cost threshold is £600 and I estimate that it would cost well in excess of this amount to process your request.

As such, and in terms of Section 16(4) of the Freedom of Information (Scotland) Act 2002 where Section 12(1) of the Act (Excessive Cost of Compliance) has been applied, this represents a refusal notice for the information sought.

By way of explanation, being tier 2 or 3 trained does not necessarily mean that an officer actively works within a domestic abuse specific post. There is no marker on Police Scotland's HR system SCOPE which easily indicates whether or not an officer is tier 2 or 3 trained. In order to provide you with the information you require each officer HR record would need to be manually examined to determine if an officer was tier 2 or 3 trained and cross referenced with their absence record. There are 17,430.914 full time equivalent officers. A conservative estimate is that it would take approximately 3 minutes to examine a single record this equates to over 871 hours of work greatly exceeding the cost threshold set out within the Act.

Police Scotland have assessed that the £600 cost limit within the Act equates to 40 hours of work and so this part of your request would breach the cost threshold.

What information or training is available to police officers to help them manage or identify compassion fatigue as of 07072022?

What training or additional information/guidance is provided to managers (sgt or above) to help them identify work stress or compassion fatigue in their staff

In response to the two questions above, in terms of Section 17 of the Act, I can confirm that the information you seek is not held by Police Scotland.

Police Scotland do not recognise the term compassion fatigue as such there no training awareness session that focus solely on the subject.

However, the Police Scotland Wellbeing team provide workplace stress awareness sessions and training inputs. Within these sessions reference is made to an individual stress risk assessment questionnaire where individuals can identify their own stress levels and then seek appropriate assistance.

We also offer Lifelines Scotland sessions which include elements of self-care, resilience, supporting others and post trauma support. These sessions are targeted to areas of Police Scotland which have regular, repeated exposure to difficult, stressful incidents.

Should you require any further assistance please contact Information Management quoting the reference number given.

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If you are dissatisfied with the way in which Police Scotland has dealt with your request, you are entitled, in the first instance, to request a review of our actions and decisions.

Your request must specify the matter which gives rise to your dissatisfaction and it must be submitted within 40 working days of receiving this response - either by email to foi@scotland.police.uk or by post to Information Management (Disclosure), Police Scotland, Clyde Gateway, 2 French Street, Dalrnock, G40 4EH.

If you remain dissatisfied following the outcome of that review, you are thereafter entitled to apply to the Office of the Scottish Information Commissioner within six months for a decision. You can apply [online](#), by email to enquiries@itspublicknowledge.info or by post to Office of the Scottish Information Commissioner, Kinburn Castle, Doubledykes Road, St Andrews, Fife, KY16 9DS.

Should you wish to appeal against the Office of the Scottish Information Commissioner's decision, there is an appeal to the Court of Session on a point of law only.

As part of our commitment to demonstrate openness and transparency in respect of the information we hold, an anonymised version of this response will be posted to the Police Scotland Freedom of Information [Disclosure Log](#) in seven days' time.