| Police Scotland logo | Freedom of Information Response Our reference: FOI 25-0093  Responded to: 29 April 2025 |
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Your recent request for information is replicated below, together with our response.

## The total number of police officers and police staff who: a. Have been dismissed from service. b. Resigned while under investigation for misconduct.

## The above figures broken down by calendar year (from [start year, e.g., 2015] to the most recent data available).

Please note that “resigned while under investigation for misconduct” has been interpreted as being subject to the misconduct process in its widest sense, rather than strictly being subject to misconduct investigation.  An officer may retire/resign from service before being notified of an investigation or after it has been concluded, while ultimately still being subject to a misconduct process.

Data provided for 2014 covers the period of 01/04/2014 – 31/12/2014 inclusive as this is when the national Professional Standards database became operational; data provided for 2025 covers the period of 01/01/2025 – 09/01/2025 inclusive.

## Police officers dismissed from service by calendar year

| **Year** | **Dismissal** |
| --- | --- |
| 2014 | 4 |
| 2015 | 4 |
| 2016 | 5 |
| 2017 | 7 |
| 2018 | 4 |
| 2019 | 1 |
| 2020 | 3 |
| 2021 | 0 |
| 2022 | 6 |
| 2023 | 3 |
| 2024 | 9 |
| 2025 | 1 |

Data is based on the hearing date.

## Police officers who retired/resigned from service prior to the conclusion of their conduct or misconduct case by calendar year

| **Year** | **Retired/Resigned** |
| --- | --- |
| 2014 | 22 |
| 2015 | 41 |
| 2016 | 46 |
| 2017 | 35 |
| 2018 | 29 |
| 2019 | 36 |
| 2020 | 33 |
| 2021 | 36 |
| 2022 | 43 |
| 2023 | 54 |
| 2024 | 21 |
| 2025 | 1 |

Data is based on the case closed date.

## For those who were dismissed or resigned under these circumstances, please provide a breakdown by category of misconduct, including but not limited to:

## Unprofessional conduct Gross misconduct Breach of standards of professional behavior Any other defined categories used internally by Police Scotland

## If possible, please also include a brief description or list of the specific behaviors or actions that fall under each category, as defined in Police Scotland's policies or procedures.

I have included at the end of this letter data which provides an allegation type breakdown for the tables listed above which resulted in dismissal or retire/resign disposals. Please note that each officer may be linked to multiple allegations, therefore the number of allegations may vary from the number of subject officers.

To be of assistance you may find the [Standards of Professional Behaviour](https://www.scotland.police.uk/about-us/who-we-are/our-standards-of-professional-behaviour/) to be of use, which provides specific behaviours that are assessed in the conduct process.

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.

## Allegations linked to dismissal disposals for Police officers by allegation type and calendar year

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Allegation Type Description** | **2014** | **2015** | **2016** | **2017** | **2018** | **2019** | **2020** | **2021** | **2022** | **2023** | **2024** | **2025** |
| Authority, Respect and Courtesy | 0 | 6 | 3 | 0 | 2 | 0 | 8 | 0 | 9 | 2 | 4 | 0 |
| Challenging and Reporting Improper Conduct | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 |
| Conduct likely to bring discredit | 2 | 4 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Discreditable Conduct | 0 | 0 | 3 | 17 | 3 | 0 | 2 | 0 | 5 | 3 | 11 | 4 |
| Duties and Responsibilities | 0 | 0 | 0 | 8 | 0 | 2 | 0 | 0 | 1 | 0 | 1 | 0 |
| Fitness for Duty | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Found guilty of a criminal offence | 5 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Honesty and Integrity | 0 | 1 | 2 | 11 | 22 | 0 | 0 | 0 | 2 | 0 | 2 | 0 |
| Orders and Instructions | 0 | 0 | 0 | 1 | 14 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Use of Force | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 |
| Wilful or careless falsehood | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Grand Total | 8 | 11 | 8 | 37 | 42 | 3 | 10 | 0 | 18 | 5 | 19 | 4 |

Data is based on the hearing date.   
Data provided for 2014 covers the period of 01/04/2014 – 31/12/2014 inclusive as this is when the national Professional Standards database became operational; data provided for 2025 covers the period of 01/01/2025 – 09/01/2025 inclusive.

## Allegations linked to retire/resign disposals for Police officers by allegation type and calendar year

| **Allegation Type Description** | **2014** | **2015** | **2016** | **2017** | **2018** | **2019** | **2020** | **2021** | **2022** | **2023** | **2024** | **2025** |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Absent from or late for duty without leave | 4 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Authority, Respect and Courtesy | 0 | 0 | 3 | 11 | 17 | 11 | 13 | 14 | 27 | 24 | 15 | 0 |
| Challenging and Reporting Improper Conduct | 0 | 0 | 1 | 0 | 2 | 0 | 0 | 0 | 1 | 1 | 0 | 0 |
| Conduct likely to bring discredit | 19 | 64 | 15 | 1 | 1 | 34 | 0 | 2 | 0 | 14 | 0 | 0 |
| Confidentiality | 0 | 1 | 0 | 4 | 2 | 8 | 8 | 8 | 1 | 3 | 3 | 0 |
| Contravention Reg 5 of or Schedule 1 PSR 1976 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Discreditable Conduct | 9 | 20 | 38 | 41 | 66 | 56 | 51 | 34 | 52 | 81 | 39 | 2 |
| Duties and Responsibilities | 0 | 3 | 9 | 13 | 9 | 9 | 8 | 6 | 6 | 11 | 0 | 0 |
| Equality and Diversity | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 |
| Fitness for Duty | 0 | 3 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Found guilty of a criminal offence | 1 | 2 | 2 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Honesty and Integrity | 1 | 2 | 16 | 15 | 6 | 16 | 17 | 5 | 9 | 8 | 5 | 0 |
| Malingering | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Neglect of duty | 9 | 8 | 4 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Orders and Instructions | 0 | 2 | 3 | 4 | 0 | 2 | 0 | 8 | 0 | 1 | 0 | 0 |
| Use of Force | 0 | 0 | 1 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 |
| Wilful or careless falsehood | 3 | 23 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Grand Total | 51 | 129 | 92 | 90 | 104 | 138 | 97 | 78 | 96 | 144 | 62 | 2 |

Data is based on the case closed date.