| Police Scotland logo | Freedom of Information Response Our reference: FOI 25-0738  Responded to: 26 March 2025 |
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Your recent request for information is replicated below, together with our response.

## On the 23 May 2023 the then Chief Constable, speaking to the Scottish Police Authority stated;

## “it is right for me, the right thing for me to do as Chief Constable, to clearly state that institutional racism, sexism, misogyny and discrimination exist. Police Scotland is institutionally racist and discriminatory.”

## And

## “When an organisation doesn't have all the necessary policies, processes, practices and systems in place to ensure that doesn’t happen, it's an institutional matter.”

## And

## “We are committed to regularly and actively challenging and changing our own policies and procedures to eradicate unwitting bias.”

## <https://www.scotland.police.uk/what-s-happening/news/2023/may/chief-constable-statement-on-institutional-discrimination/>

## In accordance with FOI legislation I hereby request the following.

## From the date of the Chief Constable’s announcement to the 31st December 2014 Details of all policies, standard operating procedures, and guidance documents that have been changed as a direct result of addressing institutional racism, sexism, misogyny and discrimination.  For the avoidance of all doubt I simply seek the name or title of the afore mentioned policies, standard operating procedures, and guidance documents, and the date on which the change took effect.

## Of the policies, standard operating procedures, and guidance documents identified in response to question A (above), details of the precise amendment, addition or deletion to each of these documents as a direct result of addressing institutional racism, sexism, misogyny and discrimination.

## For the avoidance of all doubt I simply seek details of the relevant sentence(s) (if any) that existed in each policy, standard operating procedure, and guidance document prior to the introduction of any amendment, addition or deletion as a direct result of addressing institutional racism, sexism, misogyny and discrimination.

## AND

## details of all the relevant sentences that now exist in any amended policy, standard operating procedure, and guidance document as a direct result of addressing institutional racism, sexism, misogyny and discrimination.

## For the further avoidance of doubt - I do not seek full details of the contents of any policy, standard operating procedure, and guidance document beyond the very narrow and precise terms laid out above.

Firstly, I have interpreted your question to ask for information from the date of the Chief Constable’s announcement to 31st December 2024.

We can advise due to the application of the Rational Decision-Making Model which we applied after the Sir Iain Livingston’s statement. No people policies etc have been exclusively changed as a direct result of the statement. Indeed, all published people policies etc. in existence at the time, and since, are assessed using the Equality and Human Rights Impact Assessments process to ensure that direct discrimination is eliminated and that any indirect discrimination is removed or limited as far as possible.

All the work we have undertaken since the statement has been aimed at ensuring the outcomes and objectives contained within the Strategic Workforce Plan, People Strategy and Policing Together strategy is reflected in our documentation

Therefore, I regret to inform you in accordance with Sections 12(1) (Excessive cost of compliance) and 16(4) (Refusal of request) of the Freedom of Information (Scotland) Act 2002 (the Act), this letter represents a Refusal Notice.

By further way of explanation, to identify this would require a manual trawl by business areas of all policies, standard operating procedures and guidance to establish changes against previous versions. This would take a considerable amount of time due to the size of the national document set on both the operational and employment side and also local guidance documents and would exceed the £600 and 40 hour cost limit prescribed by the Scottish Ministers under the Act.

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.