| Police Scotland logo | Freedom of Information ResponseOur reference: FOI 25-2098Responded to: 28 August 2025 |
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Your recent request for information is replicated below, together with our response.

## Documents of the training that Police Scotland have had which is similar if not the same as the attached ‘equity’ training by Thames Valley Police for purposes of learning about ‘White Privilege’ over the past 5 years

## documents of proposed training that Police Scotland are to have which is similar if not the same as the attached ‘equity’ training by Thames Valley Police for purposes of learning about ‘White Privilege’ in the future

## documents which show the training is not permitted as to the White Privilege training such as that of the equity training as it may cause fear and /or alarm to Police Scotland officers

## This was later clarified to

## I am requesting copies of any equity training documents that specifically mentions white privilege training delivered by Police Scotland for the past 5 years and concerning future plans.

Please see the two documents attached.

The first attachment provides slides and supporting facilitators notes for each iteration of the Anti-Racism Training, previously titled Unity Through Learning, which specifically mention white privilege. This training was developed during September 2024 and is currently being delivered to all officers and staff within the organisation.

The second attachment provides material from LTD Continuous Professional Development which was utilised during Empower hour training and Deconstructing Institutional Discrimination between February 2024 and May 2025.

These documents have been subject to minimal redactions and that withheld information is held by Police Scotland, but I am refusing to provide it in terms of section 16(1) of the Act on the basis that the following exemptions apply:

Section 33(1)(b) - Commercial Interests -The information you have requested is a specific part of the contract details with Police Scotland and the service provider

Section 38(1)(b) - Personal Data - the names of individuals have been redacted as they amount to the personal data of the parties involved.

## I am also requesting that documents be provided confirming that the delivery of White Privilege training is not permitted to be delivered as it may cause fear and alarm for a Police Scotland Officer

Throughout the development of the Unity Through Learning training product, suggestions for amendment and learner feedback were regularly discussed between Police Scotland and the training provider, including the impact of using the terminology ‘White Privilege and ‘White Fragility’ where it had the potential to make people so uncomfortable that they disengage from the session. Upon review and consideration, it was deemed important that this remained within the training content to ensure participants gained an understanding of the reality of white privilege and white fragility.

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 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](http://www.itspublicknowledge.info/Appeal), by email 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.