

Our Ref: IM-FOI-2022-0868
Date: 16 May 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.

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

I am writing to request information under the Freedom of Information act on the percentage of new recruits that have been employed over the past five years that have a family relative already employed within the force. Could you supply the information for each year separately, since the year 2017?

The data presented has been extracted from Police Scotland's System to Co-ordination Personnel and Establishment (SCOPE) database which records information by calendar year reporting period (1st April – 31st March).

The data represents the following relationship categories:

Aunt, Boyfriend, Brother, Brother-In-Law, Cousin, Ex-Partner, Ex-Spouse, Father, Father-In-Law, Fiancé, Fiancée, Girlfriend, Mother, Mother-In-Law, Nephew, Other, Parent, Partner, Sister, Sister-In-Law, Spouse, Spouse or Civil Partner, Step-Father, Step-Mother, Uncle.

Please note it is possible that the data includes some relationships which were formed after the individual joined the force, but it is not possible to statistically exclude such cases.

New Recruits		
Year	Who have no relative(s) in Force	Who have relative(s) in force
2017/18	81%	19%
2018/19	78%	22%
2019/20	81%	19%
2020/21	82%	18%
2021/22	84%	16%

If you require further assistance or 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

OFFICIAL

foi@scotland.pnn.police.uk or by post to Information Management (Disclosure), Police Scotland, Clyde Gateway, 2 French Street, Dalmarnock, 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.