| Police Scotland logo | Freedom of Information ResponseOur reference: FOI 25-0429Responded to: 26 February 2025 |
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Your recent request for information is replicated below, together with our response.

## During the police officer recruitment process, does your police service screen applicants for neurodiversity?

I can advise that Police Scotland does not hold any relevant information. In terms of Section 17 of the Act, this letter represents a formal notice that information is not held.

By way of explanation, Police Scotland does not conduct mandatory screening for neurodivergent conditions. However, they encourage applicants to disclose any neurodiverse conditions at the application stage of the process to facilitate appropriate support and reasonable adjustments during the recruitment process.

## If yes, at what point in the police officer recruitment process is the information gathered?

I can advise that Police Scotland does not hold any relevant information. In terms of Section 17 of the Act, this letter represents a formal notice that information is not held.

As mentioned above, Police Scotland does not conduct mandatory screening for neurodivergent conditions. However, applicants are encouraged to disclose neurodiverse conditions as early as possible, ideally during the initial application stage. Early disclosure allows Police Scotland recruitment to implement necessary adjustments throughout the selection process.

**Could you please clarify what information is requested from the police officer candidate in relation to neurodiversity?**

Candidates may be asked to provide details about their specific neurodivergent condition. This may include documentation or assessments that outline the nature of the condition and any recommendations.

## Could you please clarify how the information is gathered from the police officer candidate?

Information is gathered through disclosure from the candidate during the application process. Candidates are contacted by a member of the recruitment team, and they can communicate their needs directly with them and will coordinate any necessary adjustments.

## Could you please clarify who requests this information from the police officer candidate?

The recruitment team at Police Scotland is responsible for requesting and handling information related to neurodiversity.

## Could you please confirm if the information provided by the police officer candidate in relation to neurodiversity is used by your police service outside of the police recruitment process?

In terms of Section 17 of the Act, I can confirm that the information you have requested is not held by Police Scotland.

By way of explanation, Police Scotland adheres to confidentiality protocols and information disclosed by candidates regarding neurodiversity is used solely to facilitate reasonable adjustments during the recruitment and initial training phase.

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](https://www.foi.scot/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.