| Police Scotland logo | Freedom of Information Response Our reference: FOI 23-0442  Responded to: xx March 2023 |
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Your recent request for information is replicated below, together with our response.

## DCC Fiona Taylor is quoted as saying "… we conducted an internal survey to listen to colleagues' experiences of sexism and misogyny as we build a service where everyone knows they are valued and welcome.”

## Please provide the results, data and insights and any summaries or headlines from this survey.

In terms of Section 16 of the Freedom of Information (Scotland) Act 2002, I must advise that at this time, I am refusing to provide you with the information sought.

Section 16 requires Police Scotland when refusing to provide such information because it is exempt, to provide you with a notice which:

(a) states that it holds the information,

(b) states that it is claiming an exemption,

(c) specifies the exemption in question and

(d) states, if that would not be otherwise apparent, why the exemption applies.

I can confirm that Police Scotland holds the information you have requested and the exemption(s) that I consider to be applicable is set out at:

Section 30(b) Prejudice to Effective Conduct of Public Affairs

Information is exempt if its disclosure under this Act would, or would be likely to, inhibit substantially the free and frank exchange of views for the purposes of deliberation.

The exemptions in section 30(b) focus on the effect that disclosure of information would have (or would be likely to have) on the free and frank provision of advice or the free and frank exchange of views for the purposes of deliberation.

This is a non-absolute exemption which requires the application of the Public Interest Test.

The results of the survey were presented to Strategic Leadership Board on 7th March 2023 and will be published internally shortly thereafter.  Survey results and associated documentation will inform discussions and next steps, led by senior officers and staff, in relation to this subject matter. It is crucial that any considerations can first be discussed in confidence, and fed back to our people to maintain trust and confidence with the internal engagement process.

If the information is published prior to those strategic discussions taking place, or feedback and next steps being set out to colleagues and survey participants, the actions the Service takes to tackle sexism and misogyny would be substantially inhibited; prejudicing the ability to respond effectively to those processes and may cause harm by inhibiting any potential future colleague engagement exercises on important subject matters.

I am unable to provide you with an exact timescale at this time but you may wish to resubmit this request following a reasonable interval when the results may be made publicly available.

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](http://www.itspublicknowledge.info/Appeal), by [email](mailto:enquiries@itspublicknowledge.info) 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.