| Police Scotland logo | Freedom of Information Response Our reference: FOI 23-1595  Responded to: 20th July 2023 |
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Your recent request for information is replicated below, together with our response.

Please accept our apologies for the delay in responding.

1. **Do you have an internal Whistleblowing Policy within your service?   
   If so, what does that service comprise of?**

Police Scotland’s Whistleblowing Policy and Guidance documents are hosted on our internal website and are accessible to all serving police officers and members of police staff.

Internally, police officers and staff can report matters via an electronic form direct to our Professional Standards Team or they can use ‘Integrity Matters’, a confidential reporting mechanism for all Police Scotland employees.

Whistleblowing is viewed by Police Scotland to be an important source of information that may highlight serious risks to the effectiveness and efficiency of the organisation, with individuals often being best placed to identify deficiencies and problems at the earliest opportunity.

Police Scotland will support and protect all Whistle-blowers and does not tolerate any form of discrimination, victimisation, bullying or harassment.

All Whistle-blowers are afforded legislative and organisational protection and are treated in line with our Force values of Integrity, Fairness, Respect and Human Rights.

1. **Do you keep data on the number of internal whistleblowing reports?   
   If so, how many reports have been submitted through the service within the last 24 months?**

Police Scotland records data pertaining to all internal whistleblowing reports submitted to the Professional Standards Department.

Between 1 July 2021 and 30 June 2023, 29 such reports have been submitted.

1. **Do you keep records on whether the Whistleblowing complaint was upheld?   
   If so, how many complaints have been upheld in the preceding 24 months?**

The outcomes of whistleblowing reports are not recorded in those terms - upheld or otherwise.

The Professional Standards National Gateway Assessment Unit record and assess all incoming reports and consider and decide when and how they should be investigated.

This could result in criminal investigations and/ or conduct investigations in terms of [The Police Service of Scotland (Conduct) Regulations 2014](https://www.legislation.gov.uk/ssi/2014/68/contents/made) or Police Staff [Disciplinary SOP](https://www.scotland.police.uk/spa-media/kqeo5ogi/disciplinary-sop.docx).

Whistleblowing status is however recorded regardless of the outcome of the report.

1. **Do your leaders within service receive training on Whistleblowing? If yes, has feedback been gathered on how good that training is perceived to be?**

The ‘A guide to Whistleblowing’ training package is hosted on the Police Scotland internal website and is mandatory for all Police Officers and Members of Police Staff.

The training package explains what whistleblowing is, why it matters and sets out how officers and staff can best raise concerns about malpractice or wrongdoing while identifying their rights and options for support.

A separate Whistleblowing training package also exists for SPA staff.

Feedback has not been actively sought from individuals completing the training package.

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.