| Police Scotland logo | Freedom of Information Response Our reference: FOI 25-2086  Responded to: xx September 2025 |
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Your recent request for information is replicated below, together with our response.

**I would be grateful if you could provide the following information:**

**Voluntary Resignations**

**Please provide annual data from 1 January 2015 to the date of this request on the number of sworn police officers who have voluntarily resigned from service. The data should be disaggregated by:**

The data presented has been extracted from Police Scotland’s System to Co-ordination Personnel and Establishment (SCOPE) database.

* **Rank at time of resignation**

| **Leaving Year** | **PC** | **PS** | **PI** | **CI** | **SUP** | **CS** | **ACC** | **DCC** | **CC** |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 2015 | 249 | 11 | 2 | 1 | 1 | 0 | 0 | 0 | 0 |
| 2016 | 234 | 9 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 2017 | 223 | 9 | 1 | 0 | 0 | 1 | 0 | 0 | 0 |
| 2018 | 201 | 7 | 1 | 1 | 0 | 1 | 0 | 0 | 1 |
| 2019 | 198 | 9 | 1 | 0 | 0 | 1 | 0 | 0 | 0 |
| 2020 | 127 | 8 | 0 | 0 | 0 | 1 | 1 | 0 | 0 |
| 2021 | 170 | 4 | 3 | 0 | 0 | 0 | 0 | 0 | 0 |
| 2022 | 207 | 9 | 2 | 1 | 0 | 0 | 0 | 1 | 0 |
| 2023 | 260 | 15 | 2 | 0 | 0 | 1 | 0 | 0 | 0 |
| 2024 | 253 | 17 | 3 | 0 | 0 | 0 | 0 | 0 | 0 |
| 2025 up to 30/06 | 137 | 8 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

* **Age group (e.g., under 25, 25–34, 35–44, 45–54, 55+)**

| **Leaving Year** | **16-24** | **25-34** | **35-44** | **45-54** | **55-64** |
| --- | --- | --- | --- | --- | --- |
| 2015 | 19 | 131 | 88 | 26 | 0 |
| 2016 | 36 | 117 | 78 | 12 | 0 |
| 2017 | 29 | 112 | 68 | 23 | 2 |
| 2018 | 31 | 94 | 65 | 21 | 1 |
| 2019 | 20 | 100 | 65 | 22 | 2 |
| 2020 | 16 | 64 | 42 | 14 | 1 |
| 2021 | 13 | 90 | 55 | 19 | 0 |
| 2022 | 19 | 114 | 62 | 23 | 2 |
| 2023 | 12 | 131 | 96 | 39 | 0 |
| 2024 | 27 | 123 | 100 | 23 | 0 |
| 2025 up to 30/06 | 17 | 59 | 54 | 14 | 1 |

* **Sex (male, female, other/prefer not to say)**

| **Leaving Year** | **Male** | **Female** |
| --- | --- | --- |
| 2015 | 173 | 91 |
| 2016 | 148 | 95 |
| 2017 | 152 | 82 |
| 2018 | 140 | 72 |
| 2019 | 151 | 58 |
| 2020 | 97 | 40 |
| 2021 | 118 | 59 |
| 2022 | 147 | 73 |
| 2023 | 172 | 106 |
| 2024 | 194 | 79 |
| 2025 up to 30/06 | 88 | 57 |

* **Specific reason for resignation (if recorded)**

| **Leaving Year** | **Reg 9- Resignation** | **Education** | **Other Employment** | **Personal** | **Transfer - Other** | **Transfer to another force** |
| --- | --- | --- | --- | --- | --- | --- |
| 2015 | 6 | 4 | 61 | 159 | 0 | 34 |
| 2016 | 2 | 1 | 70 | 154 | 0 | 16 |
| 2017 | 6 | 4 | 46 | 137 | 0 | 41 |
| 2018 | 1 | 7 | 77 | 102 | 0 | 25 |
| 2019 | 0 | 7 | 69 | 97 | 0 | 36 |
| 2020 | 0 | 8 | 40 | 67 | 0 | 22 |
| 2021 | 0 | 5 | 66 | 85 | 0 | 21 |
| 2022 | 0 | 9 | 91 | 93 | 0 | 27 |
| 2023 | 1 | 6 | 124 | 127 | 1 | 19 |
| 2024 | 10 | 4 | 92 | 121 | 0 | 46 |
| 2025 up to 30/06 | 7 | 2 | 57 | 65 | 0 | 14 |

## 2) Retirement and Psychological Health

## Please provide data from 1 January 2015 to the date of this request on the number of sworn police officers who voluntarily retired from service and who also took a period of absence due to psychological health or stress in the 12 months prior to retirement. The data should be disaggregated by:

Police Scotland came into existence on 1 April 2013 and inherited a diverse range of functions, structures and responsibilities along with a substantial restructuring process. Absence Statistics prior to Police Scotland’s existence was recorded on the basis of legacy structure and as a result of the amalgamation of different systems across Scotland, the quality of the data cannot be guaranteed until April 2015 onwards. As a result of this, data has been provided for the attached question from 1 April 2016 onwards to ensure accurate reporting of absence data in 12 months prior to this date.

The data presented has been extracted from Police Scotland’s System to Co-ordination Personnel and Establishment (SCOPE).

## Rank at time of retirement

With regards to a breakdown by rank, I can confirm that the information sought 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 Section 38(1)(b) Personal Information exemption applies.

To explain, to provide a breakdown by year and rank of the officers who were absent due to psychological health or stress within 12 months prior to voluntary retirement could lead to those officers being identified, due to the low numbers involved.

Whilst I accept that you may have a legitimate interest in the disclosure of this information, I am nonetheless of the view that those interests are overridden by the interests or fundamental rights and freedoms of the data subject.

To be of some assistance, the below table sets out the total number of officers who took a period of absence due to psychological health or stress in the 12 months prior to retirement.

| **Leaving Year** | **Total** |
| --- | --- |
| 01/04/16-31/12/16 | 22 |
| 2017 | 32 |
| 2018 | 28 |
| 2019 | 38 |
| 2020 | 23 |
| 2021 | 35 |
| 2022 | 83 |
| 2023 | 44 |
| 2024 | 56 |
| 2025 up to 30/06 | 28 |

## Age group (e.g., under 25, 25–34, 35–44, 45–54, 55+)

| **Leaving Year** | **45-54** | **55-64** |
| --- | --- | --- |
| 01/04/16-31/12/16 | 16 | 6 |
| 2017 | 21 | 11 |
| 2018 | 22 | 6 |
| 2019 | 30 | 8 |
| 2020 | 13 | 10 |
| 2021 | 23 | 12 |
| 2022 | 61 | 22 |
| 2023 | 33 | 11 |
| 2024 | 32 | 24 |
| 2025 up to 30/06 | 17 | 11 |

## Sex (male, female, other/prefer not to say)

| **Leaving Year** | **Male** | **Female** |
| --- | --- | --- |
| 01/04/16-31/12/16 | 19 | 3 |
| 2017 | 27 | 5 |
| 2018 | 23 | 5 |
| 2019 | 27 | 11 |
| 2020 | 16 | 7 |
| 2021 | 25 | 10 |
| 2022 | 59 | 24 |
| 2023 | 35 | 9 |
| 2024 | 33 | 23 |
| 2025 up to 30/06 | 18 | 10 |

## • Specific reason for retirement (if recorded)

| **Leaving Year** | **Retirement – 25-30yrs** | **Retirement - Pension** |
| --- | --- | --- |
| 01/04/16-31/12/16 | 8 | 14 |
| 2017 | 10 | 22 |
| 2018 | 3 | 25 |
| 2019 | 7 | 31 |
| 2020 | 3 | 20 |
| 2021 | 11 | 24 |
| 2022 | 48 | 35 |
| 2023 | 38 | 6 |
| 2024 | 32 | 24 |
| 2025 up to 30/06 | 23 | 5 |

## 3) Workforce Headcount

## Please provide the annual headcount of sworn officers only from 1 January 2015 to the date of this request, disaggregated by:

The data presented has been extracted from Police Scotland’s System to Co-ordination Personnel and Establishment (SCOPE) database. Data is provided as a snapshot as at 31 March in each year requested and most recently at 30 June 2025.

## • Rank

| **As at Date** | **PC** | **PS** | **PI** | **CI** | **SUP** | **CS** | **ACC** | **DCC** | **CC** |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 31-Mar-15 | 13609 | 2508 | 952 | 261 | 128 | 43 | 9 | 4 | 1 |
| 31-Mar-16 | 13644 | 2522 | 942 | 258 | 118 | 41 | 10 | 3 | 1 |
| 31-Mar-17 | 13838 | 2390 | 854 | 242 | 118 | 38 | 7 | 3 | 1 |
| 31-Mar-18 | 13721 | 2431 | 832 | 230 | 131 | 40 | 9 | 3 |  |
| 31-Mar-19 | 13909 | 2442 | 884 | 236 | 132 | 38 | 10 | 3 | 1 |
| 31-Mar-20 | 13755 | 2473 | 845 | 228 | 128 | 38 | 9 | 2 | 1 |
| 31-Mar-22 | 13186 | 2515 | 879 | 246 | 129 | 38 | 10 | 3 | 1 |
| 31-Mar-23 | 13145 | 2432 | 842 | 222 | 117 | 36 | 10 | 3 | 1 |
| 31-Mar-24 | 12989 | 2423 | 800 | 178 | 107 | 39 | 9 | 4 | 1 |
| 31-Mar-25 | 13181 | 2419 | 795 | 178 | 116 | 32 | 11 | 3 | 1 |
| 30-Jun-25 | 13074 | 2424 | 792 | 165 | 111 | 35 | 10 | 3 | 1 |

## • Age group (e.g., under 25, 25–34, 35–44, 45–54, 55+)

| **As at date** | **16-24** | **25-34** | **35-44** | **45-54** | **55-64** | **64+** |
| --- | --- | --- | --- | --- | --- | --- |
| 31-Mar-15 | 928 | 5500 | 6166 | 4748 | 173 |  |
| 31-Mar-16 | 966 | 5487 | 5966 | 4937 | 183 |  |
| 31-Mar-17 | 915 | 5366 | 5923 | 5063 | 224 |  |
| 31-Mar-18 | 800 | 5390 | 5827 | 5139 | 241 |  |
| 31-Mar-19 | 861 | 5647 | 5892 | 4945 | 310 |  |
| 31-Mar-20 | 808 | 5466 | 5857 | 5057 | 291 |  |
| 31-Mar-21 | 703 | 5455 | 6005 | 4947 | 387 |  |
| 31-Mar-22 | 570 | 5226 | 6077 | 4764 | 370 |  |
| 31-Mar-23 | 678 | 5228 | 6329 | 4219 | 353 | 1 |
| 31-Mar-24 | 652 | 4962 | 6338 | 4173 | 422 | 3 |
| 31-Mar-25 | 864 | 4897 | 6271 | 4228 | 474 | 2 |
| 31-Jun-25 | 830 | 4799 | 6245 | 4238 | 501 | 2 |

## • Sex (male, female, other/prefer not to say)

| **As at date** | **Male** | **Female** |
| --- | --- | --- |
| 31-Mar-15 | 12362 | 5153 |
| 31-Mar-16 | 12299 | 5240 |
| 31-Mar-17 | 12232 | 5259 |
| 31-Mar-18 | 12108 | 5289 |
| 31-Mar-19 | 11968 | 5687 |
| 31-Mar-20 | 12011 | 5468 |
| 31-Mar-21 | 11785 | 5712 |
| 31-Mar-22 | 11329 | 5678 |
| 31-Mar-23 | 11049 | 5759 |
| 31-Mar-24 | 10886 | 5664 |
| 31-Mar-25 | 10990 | 5746 |
| 30-Jun-25 | 10899 | 5716 |

## • Role (e.g., response, neighbourhood, detective, specialist units)

I estimate that it would cost well in excess of the current FOI cost threshold of £600 to process this part of your request. I am therefore refusing to provide the information sought in terms of section 12(1) of the Act - Excessive Cost of Compliance.

To explain, SCOPE does not have broad category markers for roles to extract the requested data based on the above description and extensive research would be required to answer this part of your request accurately.

## • Entry route into policing (e.g., Police Constable Degree Apprenticeship, Degree Holder Entry Programme, PCEP/IPLDP, other)

Police Scotland does not have any specific entry routes, applicants can join as per below:

* New Recruit
* Transferee (transfer from and UK home office force)
* Re-joiner (must previously have served with Police Scotland or Legacy Force)
* Special Constable

Unfortunately, the only way to ascertain which of the above ways an officer joined Police Scotland would be to individually review each officer’s HR records. This is an exercise which I estimate would cost well in excess of the current FOI cost threshold of £600. I am therefore refusing to provide the information sought in terms of section 12(1) of the Act - Excessive Cost of Compliance.

## • Number of officers who were part of the Uplift Programme

The Uplift Programme extends to England and Wales only and is not carried out in Scotland. As such, the information sought is not held by Police Scotland and section 17 of the Act therefore applies.

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](https://www.foi.scot/appeal), by [email](mailto:enquiries@foi.scot) 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.