| Police Scotland logo | Freedom of Information Response Our reference: FOI 23-0843  Responded to: 11 April 2023 |
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Your recent request for information is replicated below, together with our response.

## How many cases of whistleblowing have been identified in the force since April 2013, broken down by year.

## What these cases of whistleblowing related to e.g. bullying, sexual harassment, or any other categorisation used internally.

First of all, in relation to the period between 1 April 2013 and 31 March 2017, the information sought is no longer held by Police Scotland in accordance with our record retention procedures and section 17 of the Act therefore applies.

For the period 1 April 2017 to date, a breakdown by financial year and category is provided below:

2017/18 - 1

1 x Abuse of Authority

2018/19 - 4

4 x Organisational Risk

2019/20 - 13

4 x Grievance Related Matter  
2 x Performance  
4 x Organisational Risk  
2 x Commit, Incite, Aid and Abet, Assist in the Commission of a Crime  
1 x Other

2020/21 - 6

3 x Organisational Risk  
2 x Commit, Incite, Aid and Abet, Assist in the Commission of a Crime  
1 x Grievance Related Matter

2021/22 - 12

1 x Misuse of Police Systems  
1 x Controlled Drug Use and Supply  
1 x Business Interest  
1 x Performance  
4 x Commit, Incite, Aid and Abet, Assist in the Commission of a Crime  
1 x Perverting the Course of Justice  
2 x Sexual Misconduct  
1 x Theft and Fraud

2022/23 - 14

3 x Performance  
3 x Disclosure of Information  
2 x Misuse of Force Systems  
1 x Performance  
3 x Other Criminal Behaviour  
1 x Sexual Misconduct  
1 x Organisational Risk

## How many employment tribunal cases have been brought against Police Scotland since April 2013, broken down by year.

For the period 1 April 2013 to date, a list is provided below:

2013: 3

2014: 2

2015: 7

2016: 4

2017: 8

2018: 16

2019: 17

2020: 10

2021: 19

2022: 9

2023: 7

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.