

Our Ref: IM-FOI-2021-2818
Date: 17 January 2022



FREEDOM OF INFORMATION (SCOTLAND) ACT 2002

I refer to your recent request for information which has been handled in accordance with the Freedom of Information (Scotland) Act 2002.

For ease of reference, your request is replicated below together with the response.

Since the introduction of the reflective practice review process (Feb-2020)

Please can you provide on a month by month basis the number of officers who have had a Reflect Practise review.

Please provide the brief circumstances that give rise to the review from the first 10 cases of each (if any)

How many times has the PSD directed that a officer should have RPR instead of formal disciplinary action.

NOTES

**RPR Reflective Practise Review
PSD+ Professional standards Department**

Please when giving examples if any please provide the information in such a way that the reader can understand what the officers was or was not supposed to have done

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

By way of explanation, Reflective Practice Review Process (RPRP) is a conduct outcome introduced in England and Wales on 1 February 2020 under their Police (Conduct) Regulations 2020. RPRP is not a conduct outcome legislated for Police Scotland in the PSoS Conduct Regulations 2013. Following a recommendation Police Scotland are scoping options to implement elements of RPRP.

Recommendation 54: The 2012 Act should be amended to confer on Scottish Ministers a power to issue statutory guidance in respect of conduct and a duty to consult on any such guidance, and confer a duty on policing bodies to have regard to any such guidance. Scottish Ministers should use that power at the earliest opportunity to issue guidance in respect of a new Reflective Practice Review Process. That guidance should build on the

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spirit of existing Scottish guidance and take into account any valuable elements of English and Welsh best practice.”

Should you require any further assistance concerning this matter please contact Information Management – Glasgow at foi@glasgow@scotland.pnn.police.uk quoting the reference number given.

If you are dissatisfied with the way in which Police Scotland has dealt with your request, you are entitled, in the first instance, to request a review of our actions and decisions.

Your request must specify the matter which gives rise to your dissatisfaction and it must be submitted within 40 working days of receiving this response - either by email to foi@scotland.pnn.police.uk or by post to Information Management (Disclosure), Police Scotland, Clyde Gateway, 2 French Street, Dalmarnock, G40 4EH.

If you remain dissatisfied following the outcome of that review, you are thereafter entitled to apply to the Office of the Scottish Information Commissioner within six months for a decision. You can apply [online](#), by email to enquiries@itspublicknowledge.info or by post to Office of the Scottish Information Commissioner, Kinburn Castle, Doubledykes Road, St Andrews, Fife, KY16 9DS.

Should you wish to appeal against the Office of the Scottish Information Commissioner's decision, there is an appeal to the Court of Session on a point of law only.

As part of our commitment to demonstrate openness and transparency in respect of the information we hold, an anonymised version of this response will be posted to the Police Scotland Freedom of Information [Disclosure Log](#) in seven days' time.