| Police Scotland logo | Freedom of Information Response Our reference: FOI 25-2595  Responded to: 06 October 2025 |
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Your recent request for information is replicated below, together with our response.

1. **Since 30th April 2023, what is your policy to ensure that there is a robust process for completing annual integrity reviews for all officers and staff?**
2. **From April 30th 2023 to April 30th 2024 how many officers were subject to integrity review? From April 30th 2024 to April 30th 2025 how many officers were subject to their first review and how many were subject to their second review? From April 30th 2025 to 15th August 2025 how many officers were subject to their first reviews and how many officers who had previously been reviewed were reviewed again?**
3. **Of those reviewed:**

* **How many officers have failed the integrity review process?**
* **How many officers have subsequently lost their jobs as a result of this process?**

1. **How many officers who have undergone integrity reviews during this period have had allegations of domestic abuse made against them?**

The information sought is not held by Police Scotland and section 17 of the Act therefore applies.

By way of explanation, annual integrity reviews, intended to be known as ‘Annual Vetting Discussions’, are intended to commence within Police Scotland, with the format currently being considered.

‘Annual Vetting Discussions’ will be for Police Officers and Police Staff and will involve line managers having a one-on-one conversation with individuals to check the following:

* Driving licence penalty points (for all police officers and all police staff authorised to drive police vehicles)
* Vetting change of circumstances (name, address, new partners, new co-residents, changes in financial circumstances, adverse dealings with the police)
* Any other vetting related matters – including requirement for Notifiable Association Forms / Business Interest & Secondary Employment (BISE) matters

The purpose being to allow for advice and guidance to be provided to the individuals and for them to be signposted to inform the Force Vetting Unit / Professional Standards Department Gateway via the Vetting Change in Circumstances process regarding any Notifiable Associations or Business Interest matters.  The conversation is planned to be annual and aligned to the individuals start date with the organisation.

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.