| Police Scotland logo | Freedom of Information Response Our reference: FOI 25-2735  Responded to: 02 October 2025 |
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Your recent request for information is replicated below, together with our response.

## The following statement was taken from the EDI Mainstreaming & Equality Outcomes Progress Report 2023 - 2025

***Workforce Survey***

***Following a more academic focused workforce survey in 2021, a refreshed approach was adopted for the 2024 workforce survey ‘Your Voice Matters’. The 2024 survey focused on current and evolving best practice in engagement and was developed and delivered with support from an independent partner. To support mainstreaming, the survey asked diversity monitoring questions to allow the findings to be disaggregated and help us better understand the lived experience of our workforce. The survey was designed based on an initial developmental workshop, dedicated sessions to engage our diversity staff associations, user acceptance testing and completion of an EqHRIA which all informed the design and helped maximise accessibility. Disaggregated analysis of the survey data is underway with a view to providing more detailed insights which will support responding to colleagues’ needs and experiences.***

## Please provide me with the outcome of the analysis, including the raw data set (anonymous data is acceptable) any report linked with the analysis for any part of the 2024 'your voice matters' and any reports, documents, training manuals, implemented from the review and recommendations of the results.

The raw data 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 30(b) – free and frank provision of advice or exchange of views exemption applies.

Information is exempt under sections 30(b) if disclosure would, or would be likely to, inhibit substantially:

(i) the free and frank provision of advice (section 30(b)(i)) or

(ii) the free and frank exchange of views for the purposes of deliberation (section 30(b)(ii)).

Due to confidentiality wording on the survey participants may have only completed survey with the impression that only those involved in it would see their exact answers and the information would not be published. Any breach of this could lead to participants less likely to participate in future surveys or provide honest answers. This would significantly impact trust in our annual survey process.

I can confirm that our workforce survey was delivered by an external partner who carried out the analysis of the 51% response rate (11,424 responses in total).

The report produced included emerging insights that showed the variance of lived experience by different groups of colleagues.

This report was shared with SPA in November 2024:

[Workforce Survey - 28 November 2024 | Scottish Police Authority](https://www.spa.police.uk/publication-library/workforce-survey-28-november-2024/)

In terms of how the insights and findings were used to leverage improvement, they were considered in line with our 2030 Vision and 3-Year Business Plan to further shape and enhance colleague focused activities.

A ‘You Said, We Did’ summary was included in the paper presented to SPA People Committee in August 2025:

[Your Voice Matters (YVM) - 28 August 2025 | Scottish Police Authority](https://www.spa.police.uk/publication-library/your-voice-matters-yvm-28-august-2025/)

**An internal survey was undertaken in Police Scotland to understand officers and staff feelings and experience of institutional discrimination. It illustrated five key themes:**

* **Discrimination is an issue.**
* **The right steps are being taken to deal with it.**
* **There have been more conversations about it.**
* **People are comfortable using the mechanisms for reporting discrimination.**
* **People feel they are provided with resources to develop an understanding of institutional discrimination.**

## Please also provide the raw data set or any subsequent report commissioned that shows the analysis of the survey in question, any data or report that provides how the 5 key themes were discovered.

In relation to the raw data set I would refer you again to the exemption articulated above.

The purpose of the Institutional Discrimination internal survey was to understand the range of experiences felt by colleagues following the former Chief Constable’s publicly addressing the matter of institutional discrimination in relation to the service.

Analysis was carried out on the first 600 responses to the survey with an insight pack produced which can be found here: [Institutional Discrimination Insight Pack](https://www.google.com/url?sa=t&rct=j&q=&esrc=s&source=web&cd=&ved=2ahUKEwissJ60zNCPAxV4TkEAHQzcN28QFnoECCAQAQ&url=https%3A%2F%2Fwww.scotland.police.uk%2Fspa-media%2Ftb1dbl5j%2Finstitutional-discrimination-insight-pack.docx&usg=AOvVaw2OFo2pjUzMvmX4AfbjO1ZW&opi=89978449)

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.