| Police Scotland logo | Freedom of Information ResponseOur reference: FOI 24-1882Responded to: 22 August 2024 |
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Your recent request for information is replicated below, together with our response.

**I note that Police Scotland have not conducted an Equality & Diversity Impact Assessment of its participation in Pride. The reasoning is given as:**

**Police Scotland has supported Pride for a number of years and there is no change in this position and therefore no EqHRIA is required.**

**Whilst I admire the simplistic reasoning on display, I cannot accept it.**

**Supporting Pride comes with a cost [both direct and indirect] to any organisation and this should be one of the primary factors in conducting an EQIA.**

**I would invite Police Scotland to clarify when it first started to actively support Pride and for sight of the decision making which resulted in an EQIA being designated as unnecceesary.**

**In addition, I would invite Police Scotland to set out what arrangements, allowances or mitigations in the design and implementation of supporting Pride were put in place by Police Scotland to avoid any adverse impact on people who hold beliefs which are commonly termed ‘gender critical’ and who do not accept the concept that transwomen can be women ?**

The Scottish LGBTI Police Association has coordinated uniformed officer and staff attendance at Pride events throughout the country since 2009.

As you may be aware, the Freedom of Information (Scotland) Act 2002 provides a right of access to recorded information only. As such, in terms of section 17 of the Act, the information sought - decision making regarding an EQIA not being necessary and information about the impact of Pride on individuals with gender critical views - is not held by Police Scotland.

To be of assistance however, I can advise as follows.

Police Scotland is a rights-based organisation, and our role is to ensure public safety while balancing the rights of individuals or groups. While policing any event, parade, or demonstration our priorities are to ensure the safety of the participants, the public and police officers involved, as well as preventing criminal behaviour or disorder.

Having a visible presence at Pride demonstrates that the police are the public and the public are the police. It sends a strong and reassuring message to our LGBTQI+ communities throughout Scotland that LGBTQI+ people are included, supported, and valued within our organisation. This positively impacts community confidence, hate crime reporting and recruitment.

Officers and staff who take part in the pride parades engage positively with the public before, during and after the parade. They are often approached by members of the public who, through seeing visible LGBTQI+ representation within the police, feel empowered to report hate crime.

As above, officers and staff engage with the public before, during and after the parade. Furthermore, we always have a presence in the ‘Pride Hubs’ at the conclusion of the parade, where we support Policing Together colleagues at the police stand, providing information on hate crime, personal safety and other relevant matters.

Visible, uniformed attendance is vital to ensuring our communities see LGBTQI+ people are included and supported in policing. It is incredibly important that our workforce reflects the diverse communities of Scotland.

Like any public event, parade or demonstration, an appropriate policing plan is in place.

Any event we attend is carefully planned in collaboration with the Pride organisers and wider LGBTQI+ community.

We do issue joining instructions for Pride, but no formal order. To explain, we don’t compile operational orders specifically for Pride contingents. The procedure varies depending on where we are in the country, for example in Glasgow, the officers and staff participating in Pride are added to the conventional order along with the officers policing the event, however, this is not the case everywhere.

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 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 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.