



Freedom of Information Response

Our reference: FOI 24-0185

Responded to: 16 February 2024

Your recent request for information is replicated below, together with our response. Please accept my apologies for the delay in responding.

1. How Police Scotland support people with Neuro diversity and what is Police Scotland's understanding of Neuro Diversity.

Neurodiversity is the range of differences in individual brain function and behavioural traits, regarded as part of normal variation in the human population. (Oxford English dictionary).

Please see link to Disability in Employment Standard Operating Procedure (SOP) that sets out the procedure for supporting and managing disability in the workplace through Reasonable Adjustments <https://spi.spnet.local/commonservices/people-and-development/policy-hub/Pages/Disability-in-Employment.aspx>

Reasonable adjustments and support are offered to officers and staff are based on an assessment of individual need and determined on a case-by-case basis and can include the following.

- Screening questionnaire to ascertain if there are traits of Dyslexia
- Standard neurodiversity coaching sessions provided to those who are found to have traits of Dyslexia
- Reasonable adjustments for assessments, these are determined on a case-by-case basis.
- Diagnostic Assessments, where appropriate, carried out by a psychologist paid for by Police Scotland/SPA
- Enhanced coaching sessions for specific neurodiversity conditions on a 1-2-1 basis
- Provision of coloured tinted lenses glasses purchased by Police Scotland where an officer or staff member is found to have Meares-Irlen.
- Change of duties for a period to allow an individual to get used to reasonable adjustments being implemented.

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- Opportunity to work in a quieter area, allowing for better concentration and focus
- Noise cancelling/reducing headset or earplugs to assist with reducing environmental noise thereby aiding concentration and focus.
- Dependant on role and individual sometimes it is beneficial to provide two screens for the individual to work from
- Assistive software such as 'Texthelp Read & Write', 'MindGenius' and recommendations have also been provided for home computers for 'Speechify'
- Bespoke reasonable on a case-by-case basis where the case is complex.

2. What percentage of Managers or Senior Officers have been specifically trained in Neuro Diversity and when and how often do they receive this.

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

By way of explanation, Police Scotland do not provide training in respect of neurodiversity, Neurodiversity Awareness is provided.

This is not measured and therefore percentages cannot be provide

3. What guidance does Police Scotland follow when dealing with a person with a physical disability to that of a Mental or Neuro Disability? What I mean is, a worker with – for example only one arm, would not be expected to carry out the same tasks at the same level as a Worker with 2 arms?

4. Is there any guidance or policy on how people are to be expected to be on the same level of team members with Non Divergent conditions?

5. What percentage of Performance and Capability is considered as 'enough' for the Diverse Worker to remain in a role?

6. Who determines what is 'reasonable' as an adjustment, and who has that final say.

In terms of Section 16 of the Freedom of Information (Scotland) Act 2002, I am refusing to provide you with the information sought. Section 16 requires Police Scotland when refusing to provide such information because it is exempt, to provide you with a notice which:

(a) states that it holds the information,

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(b) states that it is claiming an exemption,

(c) specifies the exemption in question and

(d) states, if that would not be otherwise apparent, why the exemption applies.

I can confirm that Police Scotland holds the information that you have requested and the exemption that I consider to be applicable is set out at Section 25(1) of the Act - information otherwise accessible:

“Information which the applicant can reasonably obtain other than by requesting it under Section 1(1) is exempt information”

Information is available on the Police Scotland and SPA web sites and can be accessed using the links provided following:

Questions 3, 4, 5:

<https://www.scotland.police.uk/spa-media/vy1mi4gc/disability-in-employment-v7-00.docx>

Question 6:

[Capability \(Attendance and Performance\) \(Staff\) \(spnet.local\)](#)

7. Is there any guidance in place whereby if a Worker is unable to carry out the same level of Capability as the other teams members, that guidance and education is given to EDI Co-ordinators or Senior management in order to ‘bring the best’ out of the Neuro Diverse Individual and celebrate the skills they do have and the positive impact they make on the department.

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

As you will be aware an individual’s right in terms of the legislation is to obtain information held by a public authority at the time a request is received and there is no obligation on them to create new information specifically for this request.

By way of explanation, no relevant information is held.

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, Dalrnarnock, G40 4EH). Requests must include the reason for your dissatisfaction.

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If you remain dissatisfied following our review response, you can appeal to the Office of the Scottish Information Commissioner (OSIC) within 6 months - [online](#), 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](#) 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.