| Police Scotland logo | Freedom of Information Response Our reference: FOI 24-0530  Responded to: 19 March 2024 |
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Police Scotland is committed to continuing itsjourney towards becoming an anti-discriminatory service, where people know they belong and can fully be themselves. A key output of our Policing Together programme to drive improvements in inclusion is our inclusion calendar, which celebrates various cultural and religious events, such as LGBT History Month, that are important to our people and the communities we serve. Marking events like LGBT History Month allows Police Scotland to encourage continuous learning for our people which, in turn, helps us deliver a better service to communities and builds trust and confidence in policing.

Your recent request for information is replicated below, together with our response.

## In her written report to the Scottish Police Authority meeting on Feb 22, 2023, the chief constable said that Police Scotland had "joined together to celebrate LGBT History Month, which is an annual awareness campaign, originally founded in 2004 which recognises the contribution LGBT+ people have made to society, and the many challenges they have faced.

## "Across Police Scotland we have marked the month by sharing content on our internal communication channels and hosting online events that will allow people to learn more."

## Could you please provide me with copies of all such content shared on internal communication channels. Could you also please provide me with a list of all online events which have been organised by Police Scotland, and any materials prepared for these. E.g any documents for presentations to be shown during the online events. Can you also please make clear whether these events were led by a Police Scotland staff member or an external individual/organisation. If it was an external organisation/individual, please make clear who they represented.

Please first of all be advised that we have interpreted your request to be in relation to LGBT+ History month 2024 rather than 2023 as stated in your request.

The information sought is held by Police Scotland and has been provided in the attached documents.

You will note that the documents have been subject to minor redaction, and I am refusing to provide that data in terms of section 16(1) of the Act on the basis that the following exemptions apply:

Section 38(1)(b) - Personal information

Section 30(c) - Prejudice to the effective conduct of public affairs

Personal data is defined in Article 4 of the General Data Protection Regulation (GDPR) as:

‘Information relating to an identified or identifiable natural person (“data subject”); an identifiable natural person is one who can be identified, directly or indirectly, in particular by reference to an identifier such as a name, an identification number, location data, an online identifier or to one or more factors specific to the physical, physiological, genetic, mental, economic, cultural or social identity of that natural person’

Section 38(2A) of the Act provides that personal data is exempt from disclosure where disclosure would contravene any of the data protection principles set out at Article 5(1) of the GDPR which states that:

‘Personal data shall be processed lawfully, fairly and in a transparent manner in relation to the data subject’

Article 6 of the GDPR goes on to state that processing shall be lawful only if certain conditions are met. The only potentially applicable condition is set out at Article 6(1)(f) which states:

‘Processing is necessary for the purposes of the legitimate interests pursued by the controller or by a third party, except where such interests are overridden by the interests or fundamental rights and freedoms of the data subject which require protection of personal data, in particular where the data subject is a child’

Whilst I accept that you may have a legitimate interest with regards the disclosure of this information and that disclosure may well be necessary for that purpose, I am nonetheless of the view that those interests are overridden by the interests or fundamental rights and freedoms of the data subject.

Email addresses and internal intranet links have been redacted in accordance with section 30(c) of the Act on the basis that it is assessed that disclosure would result in a prejudice to the effective conduct of Police Scotland.

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.