| Police Scotland logo | Freedom of Information Response Our reference: FOI 24-2921  Responded to: 08 January 2025 |
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Your recent request for information is replicated below, together with our response.

**1. Number of conduct cases recorded by Police Scotland in each of the last three full years (calendar or financial depending on how Police Scotland records or can provide this information). For clarity these would be conduct cases that involve employees of Police Scotland. Please break the details down, if possible, to show the number of cases in EACH year broken down by police officers who were made subject to the conduct process and, separately, police staff who were made subject to the conduct process. Please also break the figures down to give details of the allegation categories recorded for these cases. By this I mean how many cases in a particular year related to each specific allegation category.**

**2. If possible, please provide details showing the outcome/decision reached in conduct cases (i.e. gross misconduct, misconduct, no misconduct) in each of the years detailed above. Please again break the numbers down into allegation categories in each year.**

The Professional Standards Department (PSD) deals with and records conduct matters relative to Police officers. PSD also record conduct allegation(s) against members of police staff, however People and Development (P&D) will conclude with and record disciplinary matters for members of police staff.

Tables 1, 2 and 3 below display the number of conduct cases for Police Staff, along with the outcome where possible.

The data extracted is dependent on updates from the relevant People Services Advisor. As the notes do not always provide details on why the field is blank or the current stage of the process, this has been recorded as Not Applicable.

A disciplinary hearing outcome may be blank for several reasons, an example of some of the most common are below:

• The case is still being investigated.

• The case did not progress to a disciplinary hearing or the case was unfounded.

• As a result of absence.

• Due to ongoing criminal proceedings.

• The individual left the organisation.

Data is presented in calendar year based on the date the case was opened. For 2024, data is provided from January – November.

*Table 1 – Police Staff Disciplinary Outcomes - 2022*

|  | **Outcome** | | | | | | |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Category** | **Case Unfounded** | **Verbal Warning** | **Written Warning** | **Final Warning** | **Disciplinary Action Short of dismissal** | **Dismissal** | **Not Applicable** |
| Breach of Contract | 0 | 0 | 0 | 0 | 0 | 0 | 1 |
| Bully/ Harassment | 0 | 1 | 0 | 1 | 0 | 0 | 0 |
| Conduct/ Gross Misconduct | 1 | 0 | 5 | 1 | 1 | 1 | 23 |
| Criminal Acts | 0 | 0 | 1 | 1 | 0 | 0 | 5 |
| Disclosure Related | 0 | 0 | 0 | 0 | 0 | 0 | 1 |
| Equality and Diversity Related | 0 | 0 | 0 | 0 | 0 | 0 | 1 |
| Other | 0 | 1 | 1 | 1 | 0 | 0 | 0 |
| Policy Breach | 0 | 0 | 6 | 0 | 0 | 1 | 1 |

*Table 2 - Police Staff Disciplinary Outcomes - 2023*

|  | **Outcome** | | | | | |
| --- | --- | --- | --- | --- | --- | --- |
| **Category** | **Case Unfounded** | **Verbal Warning** | **Written Warning** | **Final Warning** | **Dismissal** | **Not Applicable** |
| Absence/ Attendance Related | 0 | 0 | 0 | 0 | 0 | 1 |
| Breach of Contract | 0 | 0 | 1 | 0 | 0 | 0 |
| Bully/ Harassment | 1 | 0 | 2 | 0 | 0 | 1 |
| Conduct/ Gross Misconduct | 0 | 3 | 2 | 2 | 6 | 15 |
| Criminal Acts | 0 | 0 | 0 | 0 | 0 | 2 |
| Disclosure Related | 0 | 0 | 0 | 0 | 0 | 1 |
| Other | 0 | 0 | 2 | 0 | 0 | 2 |
| Performance Related | 0 | 0 | 1 | 0 | 0 | 0 |
| Policy Breach | 1 | 0 | 2 | 0 | 0 | 0 |

*Table 3 - Police Staff Disciplinary Outcomes - 2024*

|  | Outcome | | | | | |
| --- | --- | --- | --- | --- | --- | --- |
| **Category** | **Case Unfounded** | **Verbal Warning** | **Written Warning** | **Final Warning** | **Dismissal** | **Not Applicable** |
| Breach of Contract | 0 | 0 | 0 | 0 | 0 | 1 |
| Bully/ Harassment | 0 | 0 | 0 | 0 | 0 | 1 |
| Conduct/ Gross Misconduct | 2 | 0 | 0 | 0 | 1 | 19 |
| Criminal Acts | 0 | 0 | 0 | 1 | 0 | 4 |
| Disclosure Related | 0 | 0 | 0 | 0 | 0 | 1 |
| Equality and Diversity Related | 0 | 0 | 1 | 0 | 0 | 0 |
| Other | 0 | 0 | 0 | 0 | 0 | 4 |
| Policy Breach | 0 | 1 | 1 | 0 | 0 | 1 |

For Police officers, the formal conduct process is governed by [The Police Service of Scotland (Conduct) Regulations 2014](https://www.legislation.gov.uk/ssi/2014/68/contents/made).

The associated [Scottish Government Guidance Document](https://www.gov.scot/binaries/content/documents/govscot/publications/factsheet/2018/04/conduct-and-performance-procedures-police-guidance/documents/police-guidance-conduct-procedures/police-guidance-conduct-procedures/govscot%3Adocument/Police%2BService%2Bof%2BScotland%2B%2528conduct%2529%2Bregulations%2B2014.pdf) further details the process and conduct cases are categorised in line with our [Standards of Professional Behaviour](https://www.scotland.police.uk/about-us/who-we-are/our-standards-of-professional-behaviour/).

Data provided details the number of preliminary conduct cases linked to Police officers, broken down by financial year. Thereafter, the number of allegations attached to those cases has been provided, broken down by allegation type and financial year.

Please note that each case may involve multiple allegations, therefore the number of allegations may vary from the number of cases.

Data provided is based on the preliminary assessment date.

*Table 4 – Police Officer – Preliminary conduct cases, by financial year*

| **Category** | **2021/22** | **2022/23** | **2023/24** |
| --- | --- | --- | --- |
| Number of preliminary assessments | 375 | 398 | 471 |

*Table 5 – Police Officer - Allegations attached to preliminary conduct cases, by allegation type and financial year*

|  |  |  |  |
| --- | --- | --- | --- |
| **Allegation Type** | **2021/22** | **2022/23** | **2023/24** |
| Authority, Respect and Courtesy | 61 | 103 | 96 |
| Challenging and Reporting Improper Conduct | 1 | 14 | 0 |
| Conduct likely to bring discredit | 12 | 6 | 10 |
| Confidentiality | 44 | 27 | 36 |
| Discreditable Conduct | 307 | 336 | 401 |
| Duties and Responsibilities | 50 | 52 | 42 |
| Equality and Diversity | 4 | 7 | 5 |
| Fitness for Duty | 0 | 4 | 0 |
| Honesty and Integrity | 25 | 34 | 61 |
| Neglect of duty | 0 | 0 | 1 |
| Orders and Instructions | 11 | 11 | 6 |
| Use of Force | 20 | 20 | 18 |
| **Total** | **535** | **614** | **676** |

*Table 6 - Allegations attached to preliminary conduct cases, by allegation disposal and financial year*

|  |  |  |  |
| --- | --- | --- | --- |
| **Allegation Disposal** | **2021/22** | **2022/23** | **2023/24** |
| Hearing - Dismissal Without Notice | 4 | 8 | 9 |
| Hearing - Dismissal With Notice | 0 | 1 | 7 |
| Hearing - Demotion in Rank | 3 | 0 | 2 |
| Hearing - Final Written Warning | 6 | 12 | 13 |
| Hearing - Written Warning | 3 | 5 | 1 |
| Hearing - Verbal Warning | 0 | 1 | 3 |
| Hearing - Improvement Action | 0 | 1 | 1 |
| Hearing - No Action | 0 | 7 | 4 |
| Meeting - Final Written Warning | 0 | 9 | 5 |
| Meeting - Written Warning | 5 | 6 | 3 |
| Meeting - Verbal Warning | 7 | 6 | 2 |
| Meeting - Improvement Action | 2 | 1 | 0 |
| Meeting - No Action | 6 | 3 | 4 |
| 11(7) Warning | 0 | 1 | 0 |
| Management Action | 249 | 237 | 288 |
| Counselled | 7 | 2 | 5 |
| Other | 0 | 0 | 1 |
| Performance Regulations | 12 | 21 | 17 |
| No Action | 181 | 222 | 189 |
| No Action Taken | 4 | 1 | 1 |
| Resigned Prior To Completion | 1 | 1 | 3 |
| Retired/Resigned | 45 | 63 | 41 |
| Ongoing - allegation not yet concluded | 0 | 6 | 77 |
| **Total** | **535** | **614** | **676** |

Cases assessed may remain live and therefore may not be concluded. Allegation disposals are only applied when matters are concluded.

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.