| Police Scotland logo | Freedom of Information ResponseOur reference: FOI 23-2741Responded to: 10th November 2023 |
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Your recent request for information is replicated below, together with our response.

* **A copy of your organisations strategic HR plan or the planning document that relates your recruitment strategy and any related policy documents related to cognitive diversity.**

The information sought is publicly available:

[Police Scotland Recruitment - Police Scotland](https://www.scotland.police.uk/recruitment/)

The information is therefore 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 25(1) exemption applies:

“Information which the applicant can reasonably obtain other than by requesting it […] is exempt information”.

* **A copy of your organisation's latest statistics for complaints against police regarding the use of excessive force.**

The information sought is publicly available:

[www.spa.police.uk - quarterly report](https://www.spa.police.uk/spa-media/w2jbqc02/rep-c-20230221-item-3-ps-professional-standards-department-quarterly-performance-r-_.pdf)

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“Information which the applicant can reasonably obtain other than by requesting it […] is exempt information”.

Refreshed figures will be available in the next Complaints and Conduct Committee report, due for publication late November:

[Publication Library | Scottish Police Authority (spa.police.uk)](https://www.spa.police.uk/publication-library/?committee=Complaints+and+Conduct+Committee)

* **A copy of your organisation's latest statistics for assaults against police.**

The information sought is publicly available:

[Performance Report Quarter 1 2023/24](https://www.scotland.police.uk/spa-media/eeinjuqd/performance-report-quarter-1-2023-24.docx) (page 101)

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“Information which the applicant can reasonably obtain other than by requesting it […] is exempt information”.

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.