| Police Scotland logo | Freedom of Information Response Our reference: FOI 25-0266  Responded to: 02 April 2025 |
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Your recent request for information is replicated below, together with our response.

## Please could you provide the following information:

## The total number of police officers accused of misconduct

The data below only relates to matters that were Preliminary Assessed by the Professional Standards Department for the specific financial year.   It does not include allegations of misconduct that did not result in a formal Preliminary Assessment in that year.

Data provided is accurate as at 29/01/2025.

*Table 1 – Number of preliminary assessments per financial year*

|  | **2021/22** | **2022/23** | **2023/24** | **2024/251** |
| --- | --- | --- | --- | --- |
| Number of preliminary assessments | 376 | 398 | 470 | 357 |

12024/25 data up to 29/01/2025

## A breakdown of the number that proceeded to a misconduct hearing

A misconduct hearing facilitates “gross misconduct” allegations whereas a misconduct meeting facilitates “misconduct” only.

Gross misconduct means a breach of the Standards of Professional Behaviour so serious that dismissal would be justified.

We have based our answer on the specific request for the number that proceeded to a misconduct hearing only.  Should an officer retire or resign prior to the scheduled hearing, the misconduct process will immediately cease meaning the arranged hearing may not have taken place.

Data provided is accurate as at 29/01/2025.

*Table 2 – Number of preliminary assessments that proceeded to Misconduct Hearing by financial year*

|  | **2021/22** | **2022/23** | **2023/24** | **2024/251** |
| --- | --- | --- | --- | --- |
| Number of misconduct hearings | 14 | 29 | 37 | 9 |

12024/25 data up to 29/01/2025

## A breakdown of the outcomes in each case that proceeded to a misconduct hearing

Data provided is accurate as at 29/01/2025

*Table 3 – Outcomes of misconduct hearings per financial year*

|  | **2021/22** | **2022/23** | **2023/24** | **2024/251** |
| --- | --- | --- | --- | --- |
| Resigned/Retired prior to hearing | 9 | 14 | 12 | 3 |
| Final Written Warning | 2 | 6 | 6 | 0 |
| Written Warning | 1 | 2 | 1 | 0 |
| Demotion | 1 | 0 | 1 | 0 |
| Dismissed | 1 | 6 | 9 | 1 |
| Verbal Warning | 0 | 1 | 0 | 0 |
| No Misconduct | 0 | 0 | 1 | 0 |
| To be Held | 0 | 0 | 7 | 6 |
| **Total** | **14** | **29** | **37** | **10** |

12024/25 data up to 29/01/2025

## A breakdown of the type of misconduct alleged (e.g. Dishonesty, abuse of authority, discrimination)

Please note that each hearing may involve multiple allegations. Therefore, the number of allegations may vary from the number of hearings.

Please also note that allegations recorded at the preliminary assessment stage, or the misconduct investigation stage may not necessarily reach the stage at which hearings are scheduled.

Data is based on the preliminary assessment date.

Data provided is accurate as at 29/01/2025

*Table 4: Allegations subject to preliminary assessment and progressed to a scheduled hearing per financial year*

| **Allegation** | **2021/22** | **2022/23** | **2023/24** | **2024/251** |
| --- | --- | --- | --- | --- |
| Authority, Respect and Courtesy | 2 | 8 | 15 | 1 |
| Challenging and Reporting Improper Conduct | 0 | 3 | 0 | 0 |
| Conduct likely to bring discredit | 0 | 0 | 4 | 1 |
| Confidentiality | 0 | 4 | 8 | 0 |
| Discreditable Conduct | 14 | 16 | 47 | 12 |
| Duties and Responsibilities | 0 | 1 | 4 | 0 |
| Honesty and Integrity | 0 | 4 | 9 | 2 |
| Orders and Instructions | 0 | 1 | 1 | 1 |
| Use of Force | 0 | 0 | 1 | 0 |
| **Total** | **16** | **37** | **89** | **17** |

12024/25 data up to 29/01/2025

## Please provide copies of summaries of the Modus Operandi (MO) sections for incident reports relating to misconduct cases that went to a hearing ensuring that all personal data is redacted to align with privacy regulation.

Unfortunately, I estimate that it would cost in excess of the current FOI cost threshold of £600 to process your request. I am therefore refusing to provide the information sought in terms of section 12(1) of the Act - Excessive Cost of Compliance.

To explain, to provide the information requested would require a manual assessment of each misconduct file for every MO in each hearing, this is an exercise that would greatly exceed the cost threshold set out within the Act.

## The outcome of the above hearings

## How many officers resigned before the proceedings were completed

In response to these two questions, please see the data held within Table 3 above.

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](https://www.foi.scot/appeal), by [email](mailto:enquiries@foi.scot) 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.