| Police Scotland logo | Freedom of Information ResponseOur reference: FOI 23-2093Responded to: 14th September 2023 |
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Your recent request for information is replicated below, together with our response.

**Please can you provide details on the number of police officers in Scotland who have had their employment terminated (i.e. fired) in the past 6 years and the justification for all?**

Your request has been considered in two parts.

Firstly in relation to the formal disciplinary process for Police Officers which 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) provides further information on the process and 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/).

A total of 19 Police officers were dismissed following disciplinary proceedings between 01/04/2017 and 31/03/2023 inclusive, broken down as follows:

*Police officers dismissed, by financial year (2017/18 – 2022/23) 1*

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Category** | **2017/18** | **2018/19** | **2019/20** | **2020/21** | **2021/22** | **2022/23** |
| Police officers dismissed | 7 | 4 | 2 | 1 | 1 | 4 |

*1 Data is based on the actual hearing date.*

Please note that this total excludes any officer dismissals which were overturned following appeal.

As regards the reasons for dismissal, please note that each hearing may involve multiple allegations and therefore the number of allegations may vary from the number of hearings.

*Allegations subject to a dismissal disposal against Police officers, by financial year (2017/18 – 2022/23) 1*

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Allegation Category** | **2017/18** | **2018/19** | **2019/20** | **2020/21** | **2021/22** | **2022/23** |
| Honesty and Integrity | 3 | 22 | 0 | 0 | 1 | 0 |
| Authority, Respect and Courtesy | 1 | 1 | 0 | 8 | 0 | 9 |
| Orders and Instructions | 1 | 15 | 0 | 0 | 0 | 0 |
| Duties and Responsibilities | 0 | 2 | 0 | 0 | 1 | 0 |
| Fitness for Duty | 0 | 1 | 0 | 0 | 0 | 0 |
| Discreditable Conduct | 20 | 0 | 2 | 0 | 0 | 5 |
| Challenging and Reporting Improper Conduct | 0 | 0 | 0 | 0 | 0 | 1 |
| **Total** | **25** | **41** | **2** | **8** | **2** | **15** |

*1 Data is based on the actual hearing date.*

The second part relates to non-disciplinary matters - for example, related to attendance and/ or capability. In this regard, please see the table below.

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Dismissal Reason** | **2017/18** | **2018/19** | **2019/20** | **2020/21** | **2021/22** | **2022/23** |
| Attendance | 0 | 0 | 0 | 0 | 1 | 0 |
| Discipline | 6 | 3 | 2 | 0 | 1 | 5 |
| Performance | 1 | 0 | 0 | 0 | 0 | 1 |
| Reg.9 Dismissal | 1 | 0 | 0 | 2 | 1 | 1 |
| Reg.9 Resignation  | 3 | 1 | 0 | 0 | 0 | 1 |
| **Total** | **11** | **4** | **2** | **2** | **3** | **8** |

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.