| Police Scotland logo | Freedom of Information Response Our reference: FOI 24-0158  Responded to: 26 March 2024 |
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Please, first of all, accept my sincere apologies for the delay in providing a response to your request.

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

## I am seeking detailed information on the following aspects for the years 2021 to 2023:

## The total number of police officers who have had disciplinary actions taken against them.

## A breakdown of these figures city-wise across Scotland.

## The types of offences or misconduct that resulted in disciplinary actions.

## The nature of the disciplinary actions taken.

The formal disciplinary process for Police Officers 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 allegations 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/).

The tables below detail subject officers attached to conduct or misconduct cases which resulted in formal or management action, closed between 01/01/2021 and 31/12/2023 inclusive, broken down by division and calendar year.

All of these cases have been subject to a regulation 10 assessment under The Police Service of Scotland (Conduct) Regulations 2014 or, where the allegation predates their commencement, the matters have been assessed in relation to The Police Service of Scotland (Conduct) Regulations 2013.

Please note that subject officers are counted once per case.

It is therefore possible for the same individual officer to appear against multiple cases.

Furthermore, each subject officer may be linked to the multiple allegations, therefore the number of subject officers may vary from the number of allegations.

Data is based on the case closed date.

*Police officers subject to formal or management action (Conduct or Misconduct), by division and calendar year*

|  |  |  |  |
| --- | --- | --- | --- |
| **Division** | **2021** | **2022** | **2023** |
| North East | 22 | 9 | 24 |
| Tayside | 15 | 6 | 18 |
| Highlands and Islands | 9 | 6 | 15 |
| Forth Valley | 4 | 4 | 4 |
| Edinburgh | 9 | 13 | 15 |
| Lothians and Scottish Borders | 8 | 12 | 15 |
| Fife | 14 | 4 | 12 |
| Greater Glasgow | 31 | 30 | 31 |
| Renfrewshire and Inverclyde | 5 | 9 | 10 |
| Argyll and West Dunbartonshire | 9 | 5 | 9 |
| Lanarkshire | 23 | 18 | 26 |
| Ayrshire | 12 | 9 | 7 |
| Dumfries and Galloway | 9 | 7 | 7 |
| Contact, Command and Control | 5 | 1 | 9 |
| Criminal Justice Services Division | 3 | 2 | 1 |
| Operational Support Division | 18 | 18 | 14 |
| Corporate Services | 5 | 3 | 10 |
| Specialist Crime Division | 15 | 9 | 21 |
| **Total** | **216** | **165** | **248** |

*Allegations linked to Police officers subject to formal or management action (Conduct or Misconduct), by allegation type and calendar year*

|  |  |  |  |
| --- | --- | --- | --- |
| **Allegation Type** | **2021** | **2022** | **2023** |
| Authority, Respect and Courtesy | 54 | 45 | 64 |
| Challenging and Reporting Improper Conduct | 1 | 3 | 11 |
| Conduct likely to bring discredit | 6 | 1 | 5 |
| Confidentiality | 31 | 17 | 34 |
| Discreditable Conduct | 141 | 112 | 168 |
| Duties and Responsibilities | 39 | 29 | 35 |
| Equality and Diversity | 5 | 2 | 4 |
| Fitness for Duty | 0 | 1 | 4 |
| Honesty and Integrity | 23 | 18 | 28 |
| Neglect of duty | 0 | 1 | 1 |
| Orders and Instructions | 12 | 6 | 8 |
| Use of Force | 6 | 7 | 7 |
| **Total** | **318** | **242** | **369** |

*Allegations linked to Police officers subject to formal or management action (Conduct or Misconduct), by allegation disposal and calendar year*

| **Allegation Disposal** | **2021** | **2022** | **2023** |
| --- | --- | --- | --- |
| Hearing - Dismissal Without Notice | 0 | 17 | 5 |
| Hearing - Demotion in Rank | 0 | 3 | 0 |
| Hearing - Final Written Warning | 0 | 11 | 11 |
| Hearing - Written Warning | 0 | 5 | 6 |
| Hearing - Verbal Warning | 0 | 0 | 5 |
| Meeting - Final Written Warning | 10 | 0 | 8 |
| Meeting - Written Warning | 8 | 5 | 5 |
| Meeting - Verbal Warning | 4 | 5 | 4 |
| Meeting - Improvement Action | 4 | 0 | 0 |
| Management Action | 286 | 194 | 319 |
| Counselled | 6 | 1 | 5 |
| Sec 10(2) PSoS (Conduct) Regs 2014 Warning | 0 | 1 | 0 |
| Sec 11(7) PSoS (Conduct) Regs 2014 Warning | 0 | 0 | 1 |
| **Total** | **318** | **242** | **369** |

## Information on instances where police officers may have committed offences or misconduct but did not have disciplinary actions taken against them, along with the figures for these instances.

This is interpreted to be a continuation of the questions set above, but where no formal or management action has been taken against the officer subject to conduct assessment.

In these instances, the subject officer may have been subject to a formal disposal of no action or been signposted to [The Police Service of Scotland (Performance) Regulations 2014](https://www.legislation.gov.uk/ssi/2014/67/contents/made).

Otherwise, the subject officer will have retired or resigned and therefore have been subject to no formal disposal as part of the misconduct process.

Should an officer retire or resign during the misconduct process, proceedings immediately cease as the conduct regulations apply only to serving officers.

*Police officers not subject to formal or management action (Conduct or Misconduct), by calendar year*

|  |  |  |  |
| --- | --- | --- | --- |
| **Category** | **2021** | **2022** | **2023** |
| Number of subject officers | 200 | 192 | 220 |

*Allegations linked to Police officers not subject to a formal or management action disposal (Conduct or Misconduct), by allegation type and calendar year*

|  |  |  |  |
| --- | --- | --- | --- |
| **Allegation Type** | **2021** | **2022** | **2023** |
| Authority, Respect and Courtesy | 34 | 36 | 34 |
| Challenging and Reporting Improper Conduct | 0 | 1 | 0 |
| Conduct likely to bring discredit | 6 | 1 | 5 |
| Confidentiality | 21 | 2 | 5 |
| Discreditable Conduct | 165 | 191 | 199 |
| Duties and Responsibilities | 21 | 17 | 32 |
| Equality and Diversity | 0 | 0 | 6 |
| Honesty and Integrity | 18 | 15 | 10 |
| Orders and Instructions | 18 | 1 | 3 |
| Use of Force | 15 | 15 | 8 |
| **Total** | **298** | **279** | **302** |

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.