| Police Scotland logo | Freedom of Information Response Our reference: FOI 24-1607  Responded to: xx July 2024 |
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Your recent request for information is replicated below, together with our response.

## Can you please tell me between January 1st 2018 and 24th June 2024, broken down per year (Jan – Dec):

## How many police Scotland officers or staff have complained about racial discrimination by other officers/staff (not by members of the public while on the job)?

The first part of this response relates to **complaints only**. To provide some context, you may find the [Complaints About the Police Standard Operating Procedure (SOP)](https://www.scotland.police.uk/spa-media/lgyddvsi/complaints-about-the-police-sop.docx) useful which provides the definition of a ‘complaint’ and outlines how we deal with complaints.

Data has been provided below which details the number of complaints received, along with the number of allegations attached. The data is limited to allegations linked to Police Officer or Police Staff complainers, as per your request.

Please note that no specific allegation type(s) exhaustively capture those which may be defined as “racial discrimination”, and no marker is recorded on the Professional Standards database to this end.

However, by way of assistance, allegations which fall within the specified categories below do involve a racial element:

* Racially aggravated conduct
* Racially aggravated harassment
* Discriminatory Behaviour with a Race sub type (attached to complaints only)

*Table 1a: Allegations categorised as involving a racial element (Complaints) linked to Police Officer or Police Staff complainers, by allegation type and calendar year 1 2*

| **Category** | **2018** | **2019** | **2020** | **2021** | **2022** | **2023** | **2024** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Complaint cases | 0 | 2 | 0 | 0 | 0 | 1 | 0 |
| Allegations | 0 | 7 | 0 | 0 | 0 | 1 | 0 |

*1 . Data is based on the case received date.*

*2 . Data for 2024 covers the period of 01/01/2024 – 24/06/2024 inclusive.*

The second part of this response relates to **raised grievances** that have included an element of race discrimination.

For context, you may be interested in our Grievance Standard Operating Procedure which is available on our website: [Grievance-SOP-Police Scotland](https://www.scotland.police.uk/spa-media/mgadb0uj/grievance-sop.pdf)

This data below was provided by Police Scotland’s ‘People Services’ department.

*Table 1b: Grievances raised involving a racial element linked to Police Officer or Police Staff complainers, by calendar year.*

| **Category** | **2018** | **2019** | **2020** | **2021** | **2022** | **2023** | **2024** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Grievances | 0 | 0 | 0 | 0 | 2 | 2 | 3 |

## How many complaints of race discrimination has Police Scotland upheld?

This is interpreted to be a continuation of the previous question.

Of the eight relevant allegations attached to complaints received between 01/01/2018 – 24/06/2024 inclusive (see table 1a), one allegation was upheld and led to criminal proceedings.

Please note that allegations received may remain subject to live enquiry and/or legal proceedings, therefore may not yet be concluded.

In respect of table 1b, three grievance cases have been concluded and two have been partially upheld.

## How many people have taken employment tribunals against Police Scotland on the grounds of race discrimination (if multiple grounds, where race discrimination is one of them)?

In terms of the responses to Q3 – Q5, information in relation to employment claims are only recorded from 1 January 2019. As such, in terms of Section 17 of the Freedom of Information (Scotland) Act 2002, this represents a notice that information requested for any earlier period is not held by Police Scotland.

*Table 2: Employment Tribunals linked to race discrimination – by calendar year.*

| **2019** | **2020** | **2021** | **2022** | **2023** | **2024** |
| --- | --- | --- | --- | --- | --- |
| 1 | 1 | 0 | 3 | 3 | 2 |

## How many cases has Police Scotland settled with former/serving officers or staff who have complained about race discrimination?

*Table 3: Settled tribunal cases linked to race discrimination – by calendar year.*

| **2019** | **2020** | **2021** | **2022** | **2023** | **2024** |
| --- | --- | --- | --- | --- | --- |
| 0 | 0 | 0 | 3 | 1 | 0 |

## If any cases have been settled what is the amount police Scotland paid out to the complainant?

2022 - £10,000

2023 - £15,000

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.