| Police Scotland logo | Freedom of Information Response Our reference: FOI 24-1873  Responded to: 23rd August 2024 |
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Your recent request for information is replicated below, together with our response.

## I would like to request information on the number of grievance cases raised by officers and staff in each of the last 5 financial years (to 31 March 2024). If this information is available broken down by officers Vs staff and categorised by reason (such as bullying, discrimination), please can this also be provided.

The tables below provide the total number of grievances raised by officers and staff broken down by financial year and by grievance category for the financial period of 2019-2024. Please note that where the Grievance category has ‘Other’ this means that more than one category applies to the grievance.

Table 1 details grievances raised by Police Officers.

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Grievance category** | **2019/20** | **2020/21** | **2021/22** | **2022/23** | **2023/24** |
| Bully/Harassment | 16 | 23 | 23 | 22 | 23 |
| Conduct/Gross Misconduct | 1 | 1 | 0 | 3 | 2 |
| Criminal Acts | 0 | 0 | 0 | 0 | 2 |
| Disclosure Related | 0 | 2 | 1 | 0 | 2 |
| Equality and Diversity Related | 12 | 14 | 19 | 22 | 28 |
| Health and Safety Related | 0 | 1 | 0 | 3 | 0 |
| Other | 14 | 11 | 15 | 8 | 21 |
| Performance Related | 2 | 2 | 1 | 0 | 3 |
| Policy Breach | 0 | 1 | 1 | 0 | 1 |
| Terms and Conditions | 0 | 0 | 0 | 1 | 0 |
| Totals | 45 | 55 | 60 | 59 | 82 |

Table 2 details grievances raised by Police Staff

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Grievance category** | **2019/20** | **2020/21** | **2021/22** | **2022/23** | **2023/24** |
| Absence/Attendance Related | 0 | 1 | 0 | 0 | 0 |
| Bully/Harassment | 11 | 8 | 14 | 9 | 7 |
| Breach of Contract | 0 | 0 | 1 | 0 | 0 |
| Disclosure Related | 0 | 0 | 1 | 0 | 0 |
| Equality and Diversity Related | 1 | 1 | 6 | 0 | 6 |
| Health and Safety Related | 0 | 0 | 1 | 0 | 0 |
| Other | 9 | 5 | 4 | 5 | 15 |
| Part-Time Working Parking | 0 | 0 | 1 | 0 | 0 |
| Pay and Allowance | 5 | 1 | 3 | 2 | 1 |
| Policy Breach | 1 | 3 | 0 | 0 | 1 |
| Terms and Conditions | 1 | 0 | 3 | 1 | 0 |
| Working Hours | 0 | 0 | 1 | 0 | 0 |
| Totals | 28 | 19 | 35 | 17 | 30 |

## Finally, in each of the years requested, can you confirm how many grievances were upheld (in full or part).

Table 3 provides the number of grievances that were partially or fully upheld for both Police officers and staff for the financial years of 2019/20 to 2023/24.

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Grievances Upheld** | **2019/20** | **2020/21** | **2021/22** | **2022/23** | **2023/24** |
| Regarding Officers | 12 | 25 | 29 | 26 | 38 |
| Regarding Staff | 10 | 12 | 14 | 8 | 14 |

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.