| Police Scotland logo | Freedom of Information Response Our reference: FOI 24-3175  Responded to: 07 January 2025 |
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Your recent request for information is replicated below, together with our response.

## Please send me a full copy of your latest workforce diversity plan or plans, including diverse hiring practice plans. Please send me the full versions, not a summary. If possible, please send them in searchable PDF format rather than a scanned-in, photocopied version or a hard copy. The information sought is held by Police Scotland, but I am refusing to provide it in terms of section 16(1) of the Act on the basis that the section 25(1) exemption applies:

“Information which the applicant can reasonably obtain other than by requesting it is exempt information”.

The information sought is publicly available at [Strategic Planning - Police Scotland](https://www.scotland.police.uk/about-us/how-we-do-it/strategic-planning/)

You may be particularly interested to see

* [Police Scotland Policing Together Equality, Diversity and Inclusion strategy - Police Scotland](https://www.scotland.police.uk/about-us/how-we-do-it/strategic-planning/policing-together-equality-diversity-and-inclusion-strategy/)
* [Joint Equalities Outcomes for Policing | Scottish Police Authority](https://www.spa.police.uk/publication-library/joint-equalities-outcomes/#:~:text=Police%20Scotland%20and%20the%20Scottish%20Police%20Authority%E2%80%99s%20Equality,as%20well%20as%20in%20the%20communities%20we%20serve.)
* [Joint Mainstreaming and Equality Outcomes Progress Report published - Police Scotland](https://www.scotland.police.uk/what-s-happening/news/2023/april/joint-mainstreaming-and-equality-outcomes-progress-report-published/)

Please note that Police Scotland are due to publish the next progress report for 2023-2025 by 30th April 2025.

Also, there will be updated Equality Outcomes published by the 30th of April 2025.

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.