| Police Scotland logo | Freedom of Information Response Our reference: FOI 24-2873  Responded to: xx December 2024 |
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Your recent request for information is replicated below, together with our response.

## Total number of officer grievances in each of the 5 years broken by category .

Please find tables below relating to each request for information, providing headcount figures for each breakdown requested up to 19/12/2024. This data relates to police officers only. Please note that for questions relating to the numbers ‘upheld’ we have included both ‘upheld’ and ‘partially upheld’ in these numbers.

*Table 1: Total number of officer grievances recorded by category:*

*Period: Five years (up to date of response – 19 December 2024)*

| **Grievance Category** | **2020** | **2021** | **2022** | **2023** | **2024** |
| --- | --- | --- | --- | --- | --- |
| Absence/Attendance Related | - | - | - | - | 1 |
| Bully/Harassment | 21 | 19 | 22 | 30 | 23 |
| Conduct/Gross Misconduct | 2 | - | 3 | 1 | 2 |
| Criminal Acts | - | - | - | - | 2 |
| Disclosure Related | 2 | 1 | - | 2 | - |
| Equality and Diversity Related | 11 | 19 | 22 | 23 | 33 |
| Health and Safety Related | 1 | - | - | 3 | 2 |
| Other | 13 | 8 | 15 | 19 | 16 |
| Pay and Allowances | 1 | - | - | - | 2 |
| Performance Related | 1 | 2 | - | 2 | - |
| Policy Breach | - | 1 | 1 | 1 | 4 |
| Terms and Conditions | - | - | 1 | - | 1 |

## How many were upheld in each category,

*Table 2: Table 1 officer grievances upheld / partially upheld:*

| **Grievance Category** | **2020** | **2021** | **2022** | **2023** | **2024** |
| --- | --- | --- | --- | --- | --- |
| Bully/Harassment | 6 | 6 | 8 | 16 | 3 |
| Conduct/Gross Misconduct | - | - | 1 | - | 1 |
| Criminal Acts | - | - | - | - | 2 |
| Disclosure Related | 2 | - | - | 1 | - |
| Equality and Diversity Related | 6 | 9 | 12 | 10 | 5 |
| Health and Safety Related | - | - | - | 1 | 1 |
| Other | 5 | 4 | 5 | 9 | 3 |
| Performance Related | - | 2 | - | 2 | - |
| Policy Breach | - | - | 1 | - | - |

## How many were appealed against,

*Table 3: Table 1 officer grievances appealed against:*

| **Grievance Category** | **2020** | **2021** | **2022** | **2023** | **2024** |
| --- | --- | --- | --- | --- | --- |
| Bully/Harassment | 2 | 5 | 6 | 9 | 2 |
| Conduct/Gross Misconduct | - | - | - | - | 1 |
| Criminal Acts | - | - | - | - | 2 |
| Disclosure Related | 1 | - | - | - | - |
| Equality and Diversity Related | 4 | 5 | 8 | 15 | 5 |
| Health and Safety Related | 1 | - | - | 3 | - |
| Other | 3 | 3 | 3 | 8 | 1 |
| Performance Related | - | - | - | 1 | - |
| Policy Breach | - | 1 | - | - | 2 |

## How many were upheld after appeal.

*Table 4: Table 1 officer grievances upheld after appeal:*

| **Grievance Category** | **2020** | **2021** | **2022** | **2023** | **2024** |
| --- | --- | --- | --- | --- | --- |
| Bully/Harassment | - | - | 3 | 1 | - |
| Equality and Diversity Related | 2 | 2 | 3 | 3 | 2 |
| Health and Safety Related | - | - | - | 1 | - |
| Other | - | - | 1 | 1 | - |
| Performance Related | - | - | - | 1 | - |

For Question 5, ‘promotion’ and ‘reasonable adjustments’ are not grievance categories that are currently recorded under (as seen in Q1-4). Therefore, a search on the term ‘promotion’ has been performed on the case notes and each case interrogated to identify these cases that relate to promotion and subsequently that relate to promotion and reasonable adjustments.

## 5 a) How many related to promotion?

*Table 5: Officer grievances related to promotion:*

|  | **2020** | **2021** | **2022** | **2023** | **2024** |
| --- | --- | --- | --- | --- | --- |
| **Grievances related to Promotion** | 9 | 2 | 7 | 8 | 6 |

## b) How many of those in relation to promotion were regarding neurodivergent applicants.

This information is not recorded. Scope does not hold data that would identify if an officer is neurodivergent so we are unable to cross reference the applicants from the Grievance data with people data. Accordingly Section 17 (Information Not Held) applies.

## c) How many of those were in relation to promotion and reasonable adjustments?

*Table 6: Officer grievances related to reasonable adjustments:*

|  | **2020** | **2021** | **2022** | **2023** | **2024** |
| --- | --- | --- | --- | --- | --- |
| **Grievances related to Promotion and reasonable adjustments** | - | - | - | 2 | 1 |

## d) How many of these relating to promotions were upheld as a total and as a total for reasonable adjustments.

*Table 7: Officer grievances upheld related to promotion / reasonable adjustments:*

|  | **2020** | **2021** | **2022** | **2023** | **2024** |
| --- | --- | --- | --- | --- | --- |
| **Grievances upheld/partially upheld related to Promotion** | 5 | 1 | 4 | 8 | 2 |
| **Grievances upheld/partially upheld related to Promotion & Reasonable Adjustments** | - | - | - | 1 | 1 |

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.