| Police Scotland logo | Freedom of Information Response Our reference: FOI 24-2447  Responded to: 28 October 2024 |
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Your recent request for information is replicated below, together with our response.

**1. In the last five years how many officers have been recruited and how many have left before completing their probation?  
- In addition, is it possible to break the data down for each year?  
- Is it also possible to break down both the above by division, as well as Nationally?**

The data below is indicative of the information contained on SCOPE, the HR management system in place within Police Scotland.

*Table 1 – New Recruits per Division – Financial years 2019/20 - 2024/25*

| **Division** | **2019/20** | **202/21** | **2021/22** | **2022/23** | **2023/24** | **2024/25** |
| --- | --- | --- | --- | --- | --- | --- |
| A Division | 98 | 45 | 74 | 86 | 57 | 39 |
| D Division | 61 | 22 | 45 | 63 | 52 | 36 |
| N Division | 27 | 33 | 28 | 39 | 24 | 20 |
| C Division | 36 | 4 | 12 | 53 | 17 | 27 |
| E Division | 146 | 38 | 45 | 108 | 59 | 55 |
| J Division | 61 | 33 | 39 | 114 | 31 | 33 |
| P Division | 30 | 29 | 30 | 72 | 52 | 37 |
| G Division | 266 | 114 | 93 | 247 | 112 | 102 |
| K Division | 36 | 29 | 22 | 49 | 31 | 29 |
| L Division | 34 | 33 | 20 | 58 | 34 | 24 |
| Q Division | 123 | 40 | 29 | 140 | 83 | 68 |
| U Division | 47 | 3 | 0 | 38 | 14 | 14 |
| V Division | 38 | 0 | 4 | 29 | 26 | 17 |
| Total | 1,003 | 423 | 441 | 1,096 | 592 | 501 |

*Table 2 – New recruits who left during probation period – Financial years 2019/20 – 2024-25*

| **Division** | **2019/20** | **202/21** | **2021/22** | **2022/23** | **2023/24** | **2024/25** |
| --- | --- | --- | --- | --- | --- | --- |
| A Division | 11 | 6 | 6 | 9 | 11 | 2 |
| D Division | 1 | 3 | 3 | 3 | 3 | 3 |
| N Division | 0 | 3 | 5 | 3 | 2 | 0 |
| C Division | 0 | 0 | 0 | 3 | 0 | 4 |
| E Division | 10 | 3 | 7 | 10 | 5 | 2 |
| J Division | 8 | 4 | 4 | 3 | 5 | 2 |
| P Division | 3 | 3 | 3 | 2 | 11 | 1 |
| G Division | 6 | 3 | 5 | 11 | 21 | 5 |
| K Division | 1 | 1 | 4 | 1 | 3 | 3 |
| L Division | 3 | 2 | 3 | 3 | 1 | 0 |
| Q Division | 1 | 2 | 4 | 6 | 11 | 9 |
| U Division | 1 | 1 | 0 | 1 | 2 | 1 |
| V Division | 3 | 1 | 4 | 1 | 2 | 2 |
| **Total** | **48** | **32** | **48** | **56** | **77** | **34** |

**2. How many of those who left had an exit interview?**

**- What were the top 5 reasons for leaving?**

We are unable to advise how many individuals from Table 2 had an exit interview, as this was only recorded from 31st October 2021. Therefore, information prior to this date is not held by Police Scotland and section 17 of the Act therefore applies.

We can however advise that since 31st October 2021, 45 probationers have completed an exit interview and the top 5 reasons were as follows – Career change, Working pattern, Family circumstances, Other and Insufficient training for role.

**3. How many probationers have been put on an action plan over the last five years?**

Unfortunately, I estimate that it would cost well in excess of the current FOI cost threshold of £600 to process your request. I am therefore refusing to provide the information sought in terms of section 12(1) of the Act - Excessive Cost of Compliance.

By way of explanation, the National Probationer Governance team who collate this data were formed in September 2023. Prior to this date, all probationer data was held with the regional operational training departments.

To obtain the figures prior to September 2023 would require a manual search of all records of officers who have been subject to a Performance Related Reg 9. These records would then have to be cross referenced with their probationer file to determine if the Reg 9 was during their probation period. As such, this is an exercise which would exceed the cost limit set out in the Fees Regulations.

I can however advise, since the formation of National Probationer Governance, 19 Probationary Constables have been the subject of an Action Plan.

* **How many left the service while on the action plan?**

Since September 2023, 3 Probationary Constables have left the Police Service of Scotland whilst subject to an Action Plan.

**4. What is the gender breakdown of recruits over the last 5 years?**

*Table 3 – Gender split of new recruits - Financial years 2019/20 – 2024-25*

| **Gender** | **2019/20** | **2020/21** | **2021/22** | **2022/23** | **2023/24** | **2024/25** |
| --- | --- | --- | --- | --- | --- | --- |
| Male | 595 | 245 | 239 | 677 | 424 | 340 |
| Female | 408 | 178 | 202 | 419 | 168 | 161 |
| **Total** | **1,003** | **423** | **441** | **1,096** | **592** | **501** |

**5. How many probationer discharge hearings have been scheduled or proposed over the last 5 years**

Unfortunately, I estimate that it would cost well in excess of the current FOI cost threshold of £600 to process your request. I am therefore refusing to provide the information sought in terms of section 12(1) of the Act - Excessive Cost of Compliance.

As previously advised, the information for the previous five years is not currently held by National Probationer Governance with the team having formed in September 2023. Since the formation of the team, 13 Regulation 9 Discharge Hearings have been scheduled or proposed.

* **How many were discharged?**

The following figures are per calendar year:

2020 – 1

2021 – 1

2022 – 0

2023 – 3

2024 – 1

* **How many resigned prior to the hearing?**

Unfortunately, I estimate that it would cost well in excess of the current FOI cost threshold of £600 to process your request. I am therefore refusing to provide the information sought in terms of section 12(1) of the Act - Excessive Cost of Compliance.

As detailed above, the information for the previous five years is not currently held by National Probationer Governance with the Team having formed in September 2023. Since the formation of Probationer Governance, 8 Probationary Constableshave resigned, as a result of Regulation 9 Hearings with 5 Probationary Constablesresigning prior to the Hearing.

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.