| Police Scotland logo | Freedom of Information Response Our reference: FOI 25-0552  Responded to: 06 March 2025 |
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Your recent request for information is replicated below, together with our response.

**1. How many staff email accounts of police officers in Highland and Islands Division have been accessed or monitored without informing the officer concerned that this was occurring in 2022, 2023 and 2024?**

**2. How many staff email accounts of civilian staff working within Highland and Islands Division have been accessed or monitored without informing the member of staff concerned that this was occurring in 2022, 2023 and 2024?**

**3. Was access/ monitoring undertaken at division level, within Police Scotland but by another division, or by an outside body eg another force? If an outside body, please provide details.**

**4. Please provide a breakdown of the reasons for accessing or monitoring taking place across these categories: concerns about possible information leaks; concerns about breaches of data security; concerns about possible fraud; in response to complaints/ allegations of harassment; in connection with other disciplinary matters. If none of the preceding categories, then what was the reason?**

**5. In how many cases for each of the three years detailed above was further action taken against members of staff in relation to information received through accessing or monitoring work emails?**

**6. Please provide details of what further action was taken eg verbal/ written warning; redeployment; retraining; dismissal; criminal proceedings.**

The information sought is not held by Police Scotland and section 17 of the Act therefore applies.

By way of explanation, there are a number of reasons email accounts may be accessed, such as, lawful business monitoring, conduct investigations and staff absence.

There is no central database to log what is being monitored or breakdown the specifics.

As this information is not centrally recorded, it is therefore not held in a format that can be reported on.

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](https://www.foi.scot/appeal), by [email](mailto:enquiries@foi.scot) 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.