| Police Scotland logo | Freedom of Information ResponseOur reference: FOI 23-2777Responded to: 23 November 2023 |
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Your recent request for information is replicated below, together with our response.

Please accept our apologies for the delay in responding.

The formal disciplinary process for Police Officers is governed by [the Police Service of Scotland (Conduct) Regulations 2014](https://www.legislation.gov.uk/ssi/2014/68/contents/made). The associated [Scottish Government Guidance Document](https://www.gov.scot/binaries/content/documents/govscot/publications/factsheet/2018/04/conduct-and-performance-procedures-police-guidance/documents/police-guidance-conduct-procedures/police-guidance-conduct-procedures/govscot%3Adocument/Police%2BService%2Bof%2BScotland%2B%2528conduct%2529%2Bregulations%2B2014.pdf) provides further information on the process and allegations are categorised in line with our [Standards of Professional Behaviour](https://www.scotland.police.uk/about-us/who-we-are/our-standards-of-professional-behaviour/).

The Police Scotland [Complaints About the Police Standard Operating Procedure (SOP)](https://www.scotland.police.uk/spa-media/lgyddvsi/complaints-about-the-police-sop.docx) outlines how we deal with complaints. Allegations are recorded in accordance with the categories listed at appendices C and D.

## The number of police officers who have been dismissed by the Metropolitan Police as the result of a misconduct hearing in each of the past three years (2020, 2021, 2022).

Your request has been interpreted as relating to Police Scotland officers.

A total of 9 Police officers were dismissed between 01/01/2020 and 31/12/2022 inclusive. 4 in 2020 and 5 in 2022 (based on the dates of the hearing).

These figures include any officers who thereafter successfully appealed the outcome.

## Of those officers dismissed for misconduct in each of the past three years, how many have successfully appealed and been reinstated to the police force?

One officer dismissed between 01/01/2020 and 31/12/2022 inclusive, was successful in their appeal, leading to a less serious disciplinary disposal.

## For those officers reinstated after dismissal for misconduct, please provide details on:

## The nature of the original misconduct offense

The officer reinstated was subject to an allegation categorised as ‘Use of Force’.

## The length of time between dismissal and reinstatement

The length of time between dismissal and reinstatement was 368 days.

## The rank of the reinstated officer

The officer held the rank of Constable.

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 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 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.