| Police Scotland logo | Freedom of Information Response Our reference: FOI 24-2976  Responded to: 05 December 2024 |
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Your recent request for information is replicated below, together with our response.

1. **The parental leave policy currently in place at your police force. I would like to understand how much time, and at what rate of pay are mothers, fathers and birth partners allowed to take?**

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:

[Standard Operating Procedures - Parental Leave - Police Scotland](https://www.scotland.police.uk/spa-media/tg3dad4i/parental-leave-v7-00-redacted.docx)

1. **Please can you provide data on the uptake of that policy, broken down by year over the past three years?**

The data presented has been extracted from Police Scotland’s System to Co-ordination Personnel and Establishment (SCOPE) database.

The table below provides a count of police officers and police staff who took periods of Parental Leave. It is possible that an individual can take more than one period of parental leave and the data below will count each period of parental leave separately.

Please note that the year is calculated by using the parental leave start date.

*Table 1 – Number of Parental Leave Periods Taken – Last 3 years.*

| **Year** | **Paid** | **Unpaid** |
| --- | --- | --- |
| 2022 | 0 | 35 |
| 2023 | 329 | 35 |
| 2024 | 625 | 64 |

**3. If you have the information, I would like the uptake of that policy broken down by category - how much leave was taken by mothers, how much by fathers or birth partners per year**

We are unable to extract the categories of Mother, Father or Birth Partners from the data set, therefore, section 17 of the Act applies.

To be of assistance, we have provided a breakdown by sex.

The data presented has been extracted from Police Scotland’s System to Co-ordination Personnel and Establishment (SCOPE) database.

The below table provides a sum of the number of parental leave days taken, per year and whether the type of parental leave was paid or unpaid.

Please note that the year is calculated by using the parental leave start date.

*Table 2 - Number of Parental Leave days taken, broken by sex – Last 3 years.*

|  | **Female** | | **Male** | |
| --- | --- | --- | --- | --- |
| **Year** | **Paid** | **Unpaid** | **Paid** | **Unpaid** |
| 2022 | 0 | 556 | 0 | 223 |
| 2023 | 597 | 272 | 5,202 | 167 |
| 2024 | 2,447 | 489 | 7,404 | 213 |

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.