| Police Scotland logo | Freedom of Information Response Our reference: FOI 23-3135  Responded to: 11 January 2024 |
| --- | --- |

Your recent request for information is replicated below, together with our response.

Please, first of all, accept my sincere apologies for the delay in providing a response to your request.

## All correspondence (formal and informal), documentation including briefing material, Board papers, meeting minutes and decision documents relating to the centralisation of the Reasonable Adjustment budget/Access to Work activity to the Equality & Diversity Team and associated resourcing considerations.

## Timeframe clarified as: 01/01/2017 to 01/12/2023.

Having considered your request in terms of the Act, I regret to inform you that I am unable to provide you with the information you have requested, as it would prove too costly to do so within the context of the fee regulations.

As you may be aware the current cost threshold is £600 and I estimate that it would cost well in excess of this amount to process your request.

As such, and in terms of Section 16(4) of the Freedom of Information (Scotland) Act 2002 where Section 12(1) of the Act (Excessive Cost of Compliance) has been applied, this represents a refusal notice for the information sought.

By way of explanation, we have been advised by our People and Development department that documentation will not necessarily be titled as detailed in your request, therefore as every possible document including emails/memo’s/letters/minutes would have to be reviewed for the past 7 years, this is an exercise which I estimate would far exceed the cost limit set out in the Fees Regulations.

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.