| Police Scotland logo | Freedom of Information Response Our reference: FOI 24-0026  Responded to: 29 January 2024 |
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Your recent request for information is replicated below, together with our response.

## Under the FOI Act I would like to ask for the TOTAL AMOUNT PAID IN settlements following the resolution of all (a) bullying, (b) harassment and (c) discrimination cases by the force in the (i) 2019-20, (ii) 2020-21, (iii) 2021-22 and (iv) 2022-23 financial years.

## A breakdown of the total number of payouts in each of the three categories in each financial year would also be helpful.

I have included below a breakdown of the payouts requested.

Please note that all cases detailed below were recorded as ‘discrimination’. There were no cases for the period recorded as ‘bullying’ or ‘harassment’.

| **Financial year** | **Total amount paid** | **Total number of cases** |
| --- | --- | --- |
| April 2019 - March 2020 | £64,864.00 | 5 |
| April 2020 - March 2021 | £58,000.00 | 5 |
| April 2021 - March 2022 | £132,301.60 | 9 |
| April 2022 - March 2023 | £1,141,159.07 | 14 |
| April 2023 - March 2024 | £180,920.61 | 12 |
| Total | £1,577,245.28 | 45 |

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.