| Police Scotland logo | Freedom of Information Response Our reference: FOI 23-1593  Responded to: xx x 2023 |
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Your recent request for information is replicated below, together with our response.

**The structure of your current police officer recruitment process, and the order in which the stages progress.**

**Could you also please include whether the stages are being run inside of force or outsourced to other organisations (which organisation is not important).**

**Could you also include if those stages are designed internally, or if you have used external consultants or agencies to assist with their design (again, which companies are not important).**

**I am not seeking details on the content of the exercises, just the actual structure of the process itself. An example would be:**

**Stage 1 - Application Form, run by Human Resources, designed in-service**

**Stage 2 etc.**

In response to your request, the recruitment journey consists of the following stages:

Stage 1 – Application Form – Police Scotland Recruitment and Selection Department, hosted on eRecruitment platform provided by external provider.

Stage 2 – Police Scotland Entrance Test (PSET) - Police Scotland Recruitment and Selection Department, design originally outsourced and now maintained by Police Scotland Business Psychologists.

Stage 3 – Fitness Assessment - Police Scotland Recruitment and Selection Department, exercises designed in-house; framework for assessment designed by Police Scotland Business Psychologists.

Stage 4 – Assessment Day - Police Scotland Recruitment and Selection Department, designed by Police Scotland Business Psychologists.

Stage 5 – References - Police Scotland Recruitment and Selection Department.

Stage 6 – Substance Misuse Testing (SMT) – Outsourced.

Stage 7 – Medical – Outsourced.

Stage 8 – Vetting – Police Scotland Vetting Unit.

Stage 9 – Uniform fitting – Police Scotland Clothing Stores.

Stage 10 – Offer of Appointment - Police Scotland Recruitment and Selection Department.

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.