| Police Scotland logo | Freedom of Information Response Our reference: FOI 24-0931  Responded to: 17 May 2024 |
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Your recent request for information is replicated below, together with our response.

**The data I require for a full relevant year (e.g., 2022-23 or 2023-24) is as follows:**

**EDI**

**What EDI (Equity, Diversity and Inclusion) training do officers currently undertake as part of their professional development? For example, awareness and sensitivity training related to minoritised groups or those with specific health conditions?**

The Continuous Professional Development products available are as follows:

• Intro to Equality Diversity and Inclusion e-learning module for all colleagues – completed 2022/2023.

• Upholding our Values e-learning module for all colleagues completing now in 2024.

• Inclusions starts with a CPD session available to all colleagues as part of their ongoing development with line manager approval - ongoing.

• Unconscious Bias CPD session available to all colleagues as part of their ongoing development with line manager approval - ongoing.

• How to be an Ally CPD session available to all colleagues as part of their ongoing development with line manager approval - ongoing.

• Deconstructing Institutional Discrimination available to all colleagues as part of their ongoing development with line manager approval and delivered to all leaders as part of the People Management Development Programme – ongoing.

• Self-directed micro-learning learning materials on a range of subjects available 24/7 from our online learning toolkit called How To - ongoing.

It should also be noted that disability and vulnerability is discussed throughout the probationer training programme from classroom teaching through to practical exercises that are completed by students.

Diversity and Inclusion training covers disability, prejudice and bias, it’s impact and the laws set to protect individuals who may be adversely treated as a result. This does not directly point out a particular type of disability.

Recognising and interacting with individuals including those with vulnerabilities such as autism, as an example, is discussed in Operational Safety Training, in both the theory and a practical setting. The theoretical aspect referring to factors affecting communications. A subsequent practical scenario will be conducted for some officers to take part in and the rest view.

Vulnerabilities during witness interviewing, statement taking, custody rights care and welfare along with mental health and suicide intervention are discussed.

As indicated previously, we do not make direct reference to a particular condition or disability in any of these inputs, but every effort is made to make the officer aware that some individuals may require additional care and support and may not behave or interact in a manner we recognise or consider the standard.

It is at these stages we would look to identify the specific needs of that individual by either involving appropriate adults or other services to assist. This also includes those who are visual, or hearing challenged.

**Autism Awareness**

**What sensitivity and awareness training are officers in Scotland currently offered, specifically with regards to autistic individuals?**

**What guidance, if any, is issued to officers in relation to engaging with autistic members of the public?**

From a Module 1 perspective, all probationers receive training in relation to Valuing Diversity and Inclusion. This is 8 hours of training and the Learning Outcomes attributable are:

• Explain the importance of Diversity and Equality Awareness and its requirement within the organisation

• Explain stereotyping and the negative impact on groups in communities

• Explain the provisions of legislation relating to Diversity

• Describe the appropriate action to be taken in response to unacceptable behaviour contravening the law

• Describe the impact that respect for Diversity can have on Police and Community interactions

This includes all protected characteristics, including disability.

There is no specific training provided by Module 1 (Probationer Training) relative to autism.

**What is the uptake of any training offered and is it mandatory?**

All of the training referred to is mandatory, as it forms part of the overall training.

**Who delivers the training (if available) to beats/response officers?**

The staff associations present to students. The Disability and Carers Association specifically provide an input on the support and advice they can give relating to disability and caring.

**How many complaints does Police Scotland receive annually in regards to how their officers deal with autistic individuals?**

**What are these same figures for the Highland and Islands policing area?**

Professional Standard do not record whether an individual is autistic, therefore the information sought is not held by Police Scotland and section 17 of the Act applies.

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.