| Police Scotland logo | Freedom of Information Response Our reference: FOI 25-01467  Responded to: 7 March 2025 |
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Your recent request for information is replicated below, together with our response.

## 1) Your parental leave policies, including paternity and maternity leave. If you have different policies for police officers and staff, please include both separately.

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 at the links below:

[Adoption and Maternity Support - Simplified Procedure V1.00](https://www.scotland.police.uk/spa-media/npiprqhm/adoption-and-maternity-support-sop.pdf)

[Pregnancy and Maternity - Procedure V1.0](https://www.scotland.police.uk/spa-media/ki2nrtvu/pregnancy-and-maternity-sop.pdf)

[Shared Parental Leave - Simplified Procedure](https://www.scotland.police.uk/spa-media/nlbea2mu/shared-parental-leave-sop.pdf)

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

[Adoption - Simplified Procedure V1.00](https://www.scotland.police.uk/spa-media/htcfvkul/adoption-sop.pdf)

## 2) For the most recent three years you have data,

## a) How many officers were eligible for paternity leave?

As detailed in the Adoption and Maternity Support Leave SOP, there is no service requirement to qualify for one week’s leave. You must have at least 26 weeks’ service by the 15th week before the baby is due, to be eligible for the second week of maternity support leave.

There is no service requirement for the second week of adoption support leave.

As a result of this, all officers are eligible for one week’s paid leave.

## b) How many officers took paternity leave, and for how many weeks on average?

For the last three full calendar years (1 January 2022 – 31 December 2024), there have been 1706 officers who have received paid Adoption/Maternity Support leave and of these the average break length was 9.08 days. This data includes anyone who had a period of leave that fell in between the requested dates for any period of time.

## 3) If you have this data, what % of officers who have resigned voluntarily over the last three years cited the impact of their job on their family as a reason?

In response to this part of your request, and in terms of Section 17 of the Freedom of Information (Scotland) Act 2002, this represents a notice that the information you seek is not held by Police Scotland.

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.