

NOT PROTECTIVELY MARKED

[REDACTED]
Address for correspondence
[REDACTED]

08 July 2026

Dear [REDACTED]

HMICS Freedom of Information Request - FOI.26.00016

I refer to your request dated 01 July 2026, under the freedom of Information (Scotland) Act 2002 (FOISA), for the following information:

- “1. How many incidences of whistleblowing has HMICS recorded in each of the last five financial years (please break down by year, 2021/22, 2022/23, 2023/24, 2024/25, 2025/26)?*
- 2. Does your whistleblowing policy encourage or direct whistleblowers to raise concerns with a "prescribed person" (as defined under the Public Interest Disclosure Act 1998)? If so, please specify which prescribed person(s) are referenced.*
- 3. Does your whistleblowing policy or process guarantee anonymity to individuals who raise a concern? If so, please provide a copy of the relevant section of the policy addressing this.*
- 4. Does your whistleblowing policy include a non-recrimination or non-retaliation provision, protecting whistleblowers from detriment or reprisal as a result of raising a concern? If so, please provide a copy of the relevant section of the policy addressing this.*
- 5. Has your internal whistleblowing policy been subject to any external review, audit, or assessment (by an external body, auditor, regulator, or independent consultant) within the last five years? If so, please provide:*
- a. the name of the body/organisation that conducted the review;*
 - b. the date of the review; and*
 - c. a copy of any resulting report or summary of findings, subject to any applicable exemptions.”*

HMICS is an independent scrutiny body of both Police Scotland and the Scottish Police Authority. Our role was reaffirmed by the Police and Fire Reform (Scotland) Act 2012, which gives HMICS wide ranging powers to look into the “state, effectiveness and efficiency” of both Police Scotland and the Scottish Police Authority.

While our aim is to provide information whenever possible, in this instance HM Inspectorate of Constabulary in Scotland (HMICS) can confirm we do not hold any whistleblowing policy. Where applicable we would follow the processes directed by Scottish Government. Therefore, this is a formal notice under section 17(1) of FOISA that the information requested is not held by HMICS.

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Should you wish to send your Freedom of Information request to the Scottish Government directly, the contact details are:-:

General Enquiries Scottish Government

St. Andrew's House
Regent Road
Edinburgh
EH1 3DG
Email: contactus@gov.scot
Phone: 0300 244 4000

I trust this information is satisfactory for you, however, if you are unhappy with this response you may ask us to carry out an internal review, by writing to the address shown on this letterhead or by emailing HMIC@hmic.gov.scot. Your request should explain why you wish a review to be carried out and should be made within 40 working days of receipt of this letter. We will then reply within 20 working days of receipt of any such letter.

You then have a right of appeal to the Scottish Information Commissioner if you are dissatisfied with our internal review. The Commissioners website has a guide containing the full details for this process (www.itspublicknowledge.info) or they can be contacted via the following:

Scottish Information Commissioner

Kinburn Castle
Doubledykes Road
St Andrews
Fife
KY16 9DS
Tel: 01334 464 610

Yours Sincerely,

A black rectangular redaction box covering the signature and name of the official.