

From: REDACTED
Sent: 10 May 2023 12:32
To: REDACTED
Subject: REDACTED Micase clarification [OFFICIAL]

REDACTED

Please find email chain below

Kind regards

REDACTED
Policy Officer
Police Powers, Strategy & Sponsorship team
Police Division

REDACTED

From: Parliament and Government Liaison <ParliamentandGovernmentLiaison@scotland.police.uk>
Sent: 25 November 2022 10:17
To Cc: Parliament and Government Liaison <ParliamentandGovernmentLiaison@scotland.police.uk>
Subject: REDACTED Micase clarification [OFFICIAL]

OFFICIAL

REDACTED

And confirming that as you indicated the exceptions are indeed religious or medical grounds.

Regards

REDACTED
Inspector
Parliament, Government & HMICS Liaison
Strategic Engagement Coordination Unit

Executive Support
Police Scotland Headquarters
Tulliallan Castle
Kincardine
FK10 4BE

Tel: 01786893003 (Please note new number)
Mob: REDACTED

Email: REDACTED
Website: <http://www.scotland.police.uk>
Twitter: @policescotland

Facebook: www.facebook.com/policescotland

From: REDACTED

Sent: 24 November 2022 14:27

To: Parliament and Government Liaison <ParliamentandGovernmentLiaison@scotland.police.uk>

Cc: REDACTED

Subject: RE: REDACTED Micase clarification [OFFICIAL]

Very much appreciated REDACTED, please pass on my thanks to your colleagues.

Thanks again

REDACTED

Workforce Policy Manager
Police Division | Powers and Workforce
Scottish Government
Email: REDACTED

From: Parliament and Government Liaison <ParliamentandGovernmentLiaison@scotland.police.uk>

Sent: 24 November 2022 13:42

To: REDACTED>; Parliament and Government Liaison
<ParliamentandGovernmentLiaison@scotland.police.uk>

Subject: RE: REDACTED Micase clarification [OFFICIAL]

OFFICIAL

Hi REDACTED

Got a quick turnaround. Response as per below:

Thanks

REDACTED

The clean-shaven policy was in place throughout the pandemic to protect officers and staff, their colleagues and families from the virus.

However, there are wider risks to officers attending non-covid calls, such as fires, road crashes or chemical incidents which require appropriate PPE to be worn.

Our experience of the pandemic highlighted that different SOPs relating to facial hair were in place which required to be gathered into a single, clearer policy.

Assistant Chief Constable Alan Speirs is leading the development of a consistent policy which will be considered by the executive in December and a decision communicated to all officers and staff as soon as possible.

Police Scotland has a number of options available for officers and staff to report concerns. This includes speaking to a line manager or head of department, or using the organisation's online confidential reporting system, Integrity Matters. Additionally, there is support available for officers or staff through our Employee Assistance Programme, HELP.

REDACTED

Inspector
Parliament, Government & HMICS Liaison
Strategic Engagement Coordination Unit

Executive Support
Police Scotland Headquarters
Tulliallan Castle
Kincardine
FK10 4BE

Tel: 01786893003 (Please note new number)
Mob: **REDACTED**

Email: **REDACTED**
Website: <http://www.scotland.police.uk>
Twitter: @policescotland
Facebook: www.facebook.com/policescotland

From: **REDACTED**

Sent: 23 November 2022 14:33

To: Parliament and Government Liaison <ParliamentandGovernmentLiaison@scotland.police.uk>

Subject: **REDACTED** Micase clarification

Good afternoon **REDACTED**

I was wondering if you would be able to provide some lines to assist in answering a Micase.

I am looking for information regarding the current regulations surrounding serving officers having facial hair. I understand the regulations may have changed to reflect the need to face fit masks due to Covid.

Under what if any circumstances are a serving officer allowed to have facial hair currently, I believe there may be exceptions to the rules under religious or medical grounds.

Also, what steps should an officer take should they believe they are being discriminated against and that they have not had sufficient assistance from immediate supervisors or the Police Federation, despite there having been a prolonged process of discussion and investigation into the matter which has seriously impacted their mental health.

Apologies for the short notice request, however, if possible, would you be able to respond by tomorrow afternoon, this is a Ministerial response which will have to be cleared prior to being sent to Private office.

Your assistance is very much appreciated.

Kind regards

REDACTED

Workforce Policy Manager
Police Division | Powers and Workforce
Scottish Government
Email: **REDACTED**

From –
Anum Qaisar
Member of Parliament
Airdrie and Shotts
2 East High Street, Airdrie, ML6 6LF **REDACTED**
anum.mp@parliament.uk | www.anum.scot

To –
Mr Keith Brown MSP
Cabinet Secretary for Justice
Justice and Veterans
Scottish Government, St. Andrews House
Regent Road
Edinburgh
EH1 3DG
Our Ref: | **REDACTED**
11 November 2022

Dear Keith Brown

Name: **REDACTED**
Address: **REDACTED**

I have been contacted by my above-named constituent regarding an ongoing grievance that he has raised with Police Scotland and the Scottish Police Federation. Mr **REDACTED** is a Police Officer currently stationed within the **REDACTED** Glasgow. He has advised me that he has been removed from front-line duties as a result of presenting for duty with facial hair.

My constituent has advised me that he suffers from **REDACTED** on his face, he has found it very difficult to shave as it only worsens **REDACTED** in that area. He has advised me that when he initially arrived for work unshaven, he was challenged by management. He discussed this issue with his supervisors and the medical reasons behind his decision not to shave. Initially, his reasoning was accepted and he was able to continue with his usual duties.

The situation changed on the 1st September 2022 as Mr **REDACTED** tells me that he was then removed from all front-line duties. He was told that the reason for this was because he had facial hair. He has advised that others within his division have also suffered the same fate as a result of sporting facial hair for many different reasons.

My constituent has advised me that he raised a complaint with his immediate supervisor approximately 2 months ago. He was advised by human resources that the matter would be looked into at an executive level and that an Assistant Chief Constable was investigating the matter. He was also told that he would not be offered a resolution until this investigation was complete, and as such he had to follow the standard operating procedures in place until then.

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Mr **REDACTED** tells me that the current policy states that officers must be clean shaven unless they have a religious or medical reason that would exempt them from this rule. My constituent has told me that not only were Police Scotland aware of his medical condition – which he has suffered from since childhood – when he joined the service in 2007; but that he has also submitted a letter from his doctor to advise of the escalation of his medical condition. Mr **REDACTED** feels that he is being discriminated against as he claims that he falls into the category of being exempt due to medical reasons from the standard policy. He tells me that other people in his department are not only permitted to have beards, but they are also permitted to deploy on the front line. Mr **REDACTED** has told me that he wants to be made aware of his options at this point. He feels that he hasn't received sufficient support from the Scottish Police Federation or his immediate supervisors. He wishes to be deployed back onto the frontline, and he wants his medical condition and the history of that condition to be considered.

Mr **REDACTED** has told me that this prolonged investigation, as well as the limitation of his usual duties as a police officer have led to him experiencing a great deal of stress and it has seriously impacted his mental health. Can you please clarify the current policy regarding police officers presenting with facial hair, and if he would consider my constituent to be exempt from shaving based on his medical condition?

I understand that the rules on facial hair changed when the Covid-19 pandemic was at it's apex; however, I would appreciate clarification on what the future plans are?

I look forward to your reply.

Kind regards

Anum Qaisar M

Cabinet Secretary for Justice and Veterans
Keith Brown BPA/MSP
T : **REDACTED**
E : scottish.ministers@gov.scot

Anum Qaisar MP
anum.mp@parliament.uk
Our Reference: **REDACTED**
Your Reference: Case Ref: **REDACTED**
29 November 2022

Dear Anum

Thank you for your letter of 11 November regarding the concerns of your constituent **REDACTED**. Whilst I can appreciate the impact that the concerns raised are having on your constituent, it is the Chief Constable of Police Scotland who is responsible for the policing of Scotland and is accountable to the- Scottish Police Authority for this, rather than to Scottish Ministers directly. Therefore, I am unable to comment on the specific concerns of your constituent.

My understanding was that the clean-shaven policy was in place throughout the pandemic to protect officers, staff, their colleagues and families from the virus. However, it must also be noted that there are wider risks to officers attending non-covid calls, such as fires, road crashes or chemical incidents which require appropriate PPE to be worn.

Police Scotland has a number of options available for officers and staff to report concerns. This includes speaking to a line manager or head of department, or using the organisation's online confidential reporting system, Integrity Matters. Additionally, there is support available for officers or staff through our Employee Assistance Programme, HELP. It is also open to **REDACTED** to contact your Police Federation Representative to seek their advice on this matter as they will be able to discuss the individual circumstances of your concerns.

Scottish Ministers, special advisers and the Permanent Secretary are covered by the terms of the Lobbying (Scotland) Act 2016. See www.lobbying.scot

St Andrew's House, Regent Road, Edinburgh EH1 3DG
www.gov.scot
I hope this is helpful.
KEITH BROWN