



HEADQUARTERS
One Lochside
1 Lochside Avenue
Edinburgh
EH12 9DJ

Our Ref: HQ25256

08 September 2025

Dear

Thank you for your request dated 03 September 2025 under the Freedom of Information (Scotland) Act 2002 (FOISA) for:

RFI – I would like the information that the Scottish Prison Service use to recruit foreign nationals who don't live in the UK and who have no intention in coming to the UK unless they are successful in securing the employment with the SPS.
Specifically, how they manage their fitness test, and how their security checks happen.

We have now completed our search for the information you requested provide the undernote response.

RFI – Response

Prior to appointment to the Scottish Prison Service, all candidates are subject to pre-employment checks in line with Baseline Personnel Security Standards. All successful applicants are subject to a Level 2 Disclosure Scotland application, with the exception of Psychologists who are subject to PVG Checks. As part of the pre-employment checks for candidates applying to a Prison Officer role, applicants required to attend and successfully pass an on-site Fitness Test. Currently, Fitness Tests are carried out at the SPS College, or HMP Grampian.

Where an applicant has resided overseas for a period of more than six-months within the past three years, a Criminal Records Check from the country they resided in will be required in line with Baseline Personnel Security Standards.

This concludes our response to your request.

If you are unhappy with this response to your request, you may ask us to carry out an internal review, by writing to The Chief Executive, One Lochside, 1 Lochside Avenue, Edinburgh EH12 9DJ. 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, and we will reply within 20 working days of receipt. If you are not satisfied

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with the result of the review, you then have the right to make a formal complaint to the Scottish Information Commissioner.

Yours sincerely

HQ HR Business Improvement Lead

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