



HEADQUARTERS

One Lochside
1 Lochside Avenue
Edinburgh
EH12 9DJ

Our Ref: HQ26077

8 July 2026

Dear

Thank you for your request dated 9 June 2026 under the Freedom of Information (Scotland) Act 2002 (FOISA).

For reference, you requested: "I would like to request the following information regarding HMP Highland":

RFI 1: "How long does it take to train a prison officer?"

RFI 2: "How many prison officers would be needed to staff HMP Inverness if it was working to full capacity?"

RFI 3: "How many staff in total would be needed to staff HMP Inverness if it was working to full capacity?"

RFI 4: "How many prison officers will transfer to HMP Highland from HMP Inverness?"

RFI 5: "How many prison officers have been contracted to start at HMP Highland?"

RFI 6: "How much of HMP Highland can be opened immediately on current projected numbers contracted, expressed as a percentage, and also by the number of inmates?"

RFI 7: "When is HMP Highland currently projected to open? And when is HMP Highland expected to become operational?"

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

RFI 1 – Response: The length of prison officer training depends on the role:

Operations Officer Foundation Programme (OFP): 1 – week National Induction at the establishment, followed by 6 weeks of training at the Scottish Prison Service College (SPSC) (7 weeks in total).

Residential Officer Foundation Programme (ROFP): 1 – week National Induction at the establishment, followed by 7 weeks of training at SPSC (8 weeks in total).

Officers promoted from Operations to Residential roles attend SPSC for the final 2 weeks of the ROFP training programme.

RFI 2 – Response: The staffing requirement for prison officers at HMP Inverness, operating at full capacity, is 80.46 full-time equivalent (FTE) posts.

RFI 3 – Response: The total staffing requirement for HMP Inverness, operating at full capacity, is 110.27 full-time equivalent (FTE) posts.

RFI 4 – Response: All prison officers employed at HMP Inverness at the time HMP Highland becomes operational will transfer to HMP Highland.

RFI 5 – Response: At present, all newly recruited prison officers are employed under contracts for HMP Inverness. These employees will transfer to HMP Highland when it becomes operational.

RFI 6 – Response: This information is not held. The staffing numbers for HMP Highland are based on providing a full regime. It remains SPS's intention to recruit to the full staffing profile and open HMP Highland as intended.

RFI 7 – Response: The operational date and the opening date for HMP Highland are the same. It becomes a prison as soon as it is handed to the SPS from the contractor. The SPS has not announced any opening date (if this is meant as the date when prisoners will be located there) for HMP Highland. An opening date depends on several factors including the facilitation of the learning and development plan for all staff, and the overall prison population which influences practical transition from one prison to the other.

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 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 Data Analytics Lead