



**HEADQUARTERS**  
One Lochside  
1 Lochside Avenue  
Edinburgh  
EH12 9DJ

**Our Ref:** HQ26203

01 October 2026

Dear

Thank you for your request dated 03 September 2026 under the Freedom of Information (Scotland) Act 2002 (FOISA).

For reference, you requested:

Under the Freedom of Information (Scotland) Act 2002, please provide the information below for the years 2023, 2024 and 2025 broken down on a yearly basis (January to December).

**RFI 1:** The number of C band Operational staff recruited within the Scottish Prison Service and the number of these recruited staff who have since left SPS employment, providing reasons for leaving if known (ie: resignation, failed to complete probation, dismissal etc).

**RFI 2:** The number of D band Residential staff recruited (Direct entry externally recruited only) within the Scottish Prison Service and the number of these recruited staff who have since left SPS employment, providing reasons for leaving if known (ie: resignation, failed to complete probation, dismissal etc).

If possible, I would prefer this information to be provided in a digital format such as Excel or CSV.

If any part of this request exceeds cost limits, I would be grateful if you could advise how it may be refined to fall within the limits.

If any of the requested information is exempt, please provide the remaining information and explain the reasons for the exemption.

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

**RFI 1 & 2 Response:** The below tables show the numbers of officers who joined and left the service, by year.

**2022/23**

| Grade | Starters |
|-------|----------|
| C     | 215      |
| D     | 77       |

| Grade | Leavers from 2022/23 | 2023/24 | 2024/25 | 2025/26 |
|-------|----------------------|---------|---------|---------|
| C     | 20                   | 23      | <5      | 9       |
| D     | 9                    | 7       | 5       | <5      |

**2023/24**

| Grade | Starters |
|-------|----------|
| C     | 310      |
| D     | 89       |

| Grade | Leavers from 2023/24 | 2024/25 | 2025/26 |
|-------|----------------------|---------|---------|
| C     | 42                   | 30      | 15      |
| D     | <5                   | 11      | 9       |

**2024/25**

| Grade | Starters |
|-------|----------|
| C     | 334      |
| D     | 94       |

| Grade | Leavers from 24/25 | 2025/26 |
|-------|--------------------|---------|
| C     | 42                 | 41      |
| D     | 6                  | 13      |

**2025/26**

| Grade | Starters |
|-------|----------|
| C     | 258      |
| D     | 90       |

| Grade | Leavers from 2025/26 |
|-------|----------------------|
| C     | 29                   |
| D     | 8                    |

The below tables provide the reasons for staff leaving.

**2022/23**

| Leaving Reason                  | Total |
|---------------------------------|-------|
| Capability Performance          | <5    |
| Failed Probation                | <5    |
| Job Opportunity                 | 11    |
| No Reason Known                 | <5    |
| Personal Reasons                | 8     |
| Relocation                      | <5    |
| Uncompetitive Reward Package    | <5    |
| Working Pattern Incompatibility | <5    |
| Working Relationships           | <5    |

**2023/24**

| Leaving Reason   | Total |
|------------------|-------|
| Conduct Breach   | <5    |
| End of Contract  | <5    |
| Failed Probation | 12    |
| Job Opportunity  | 29    |
| Mutual Agreement | <5    |
| No Reason Known  | <5    |
| Personal Reasons | 25    |

**2024/25**

| Leaving Reason | Total |
|----------------|-------|
| Dismissed      | 21    |
| Resigned       | 74    |
| Career Break   | <5    |

**2025/26**

| Leaving Reason                               | Total |
|----------------------------------------------|-------|
| Dismissal - Conduct                          | 6     |
| Dismissal - Failed Probation                 | 20    |
| Resignation - Job Opportunity                | 35    |
| Resignation - No Return from Maternity Leave | <5    |
| Resignation - Personal Reasons               | 56    |
| Resignation - Relocation                     | <5    |
| Resignation - Work Environment               | <5    |
| Resignation - Working Pattern                | <5    |
| Resignation - Working Relationships          | <5    |

Please note that the leaver reasons have changed/developed over the years with the implementation of a new HR system.

We do endeavour to provide information whenever possible, and we do hold the information requested. However, in this instance an exemption under section 38(1)(b) (personal information) of FOISA applies to the information requested. Personal data is exempt from disclosure if disclosure would contravene any of the data protection principles in Article 5(1) of the UK GDPR and in section 34(1) of the DPA 2018.

The Scottish Prison Service seeks to be as open and transparent as possible, while also upholding our statutory obligation to protect the personal information of our employees. Some of the information you have requested relates to a small group of individuals and providing the information requested could, together with other available information, lead to their inadvertent identification. It is for this reason that the information is being provided as less than five (<5).

This concludes our response to your request.

If you are unhappy with this response to your request, you may ask us to conduct 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 conducted and should be made within forty working days of receipt of this letter, and we will reply within twenty 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

Freedom of Information Adviser