

Date: 20 August 2026
Our Ref: FOI2026-3432
Enquiries to: Freedom of Information
Email: psd.foi@nhs.scot

Dear [REDACTED]

Freedom of Information Reference: FOI2026-3432

Thank you for your information request received on 22 July 2026 by Public Services Delivery Scotland (PSD Scotland).

From 1 April 2026, NHS Education for Scotland (NES) and NHS National Services Scotland (NSS) joined to form Public Services Delivery Scotland (PSD Scotland), enabling transformation in health, social care, and the wider public sector. This means your Freedom of Information request is now being responded to by PSD Scotland.

Your Request

Please note this request relates to policies, procedures and anonymised aggregate data.

I would be grateful if you could provide the following:

1. Policies and procedures

- a) The current Trainee in Difficulty policy (or equivalent), and the version in force between January 2026 and July 2026.*
- b) The current ARCP (Annual Review of Competence Progression) outcome and appeals policy, and the version in force during the same period.*
- c) The current reasonable adjustments policy applicable to trainees with disabilities, and the version in force during the same period.*
- d) The current policy governing dismissal or termination of training, and the version in force during the same period.*
- e) The current grievance and bullying/harassment policy applicable to trainees.*
- f) The current equality and diversity policy applicable to trainees, and any Equality Impact Assessment carried out in relation to the ARCP or dismissal process.*

Chair Mr Keith Redpath
Chief Executive Professor Karen Reid

2. Aggregate, anonymised statistics (please provide for the last twenty years, or since records began if shorter)

- a) The number of ARCP outcome 4s (recommendation for removal from training) and/or dismissals from training programmes, broken down by gender, ethnicity and disability status where this data is held.*
- b) The number of reasonable adjustment requests made by trainees, and how many were granted versus refused, broken down by protected characteristic where this data is held.*
- c) The number of grievances or discrimination complaints raised by trainees within the Obstetrics and Gynaecology and Paediatrics & Neonatology training programme, and their outcomes.*
- d) Retention and attrition rates by gender, ethnicity and disability status across specialty training programmes, where this data is collected.*

3. Governance and training records

- a) Whether panel members and educational supervisors involved in ARCP or dismissal decisions have received unconscious bias, equality and diversity, or reasonable adjustment training, and the dates of any such training.*
- b) The terms of reference and membership of the panel or committee responsible for ARCP and dismissal decisions within the Obstetrics and Gynaecology and Paediatrics training programme.*
- c) Any external review, GMC concern, or Deanery escalation report relating to the Obstetrics and Gynaecology and Paediatric training programme generally (not relating to any named individual) within the last twenty years.*

4. Prior complaints or reports

Any formal complaints, whistleblowing reports, or Freedom to Speak Up submissions relating to the Obstetrics and Gynaecology and Paediatrics training programme, or to specific named roles/panels involved in ARCP and dismissal decisions, within the last twenty years. I understand you may need to redact the names of complainants or other individuals, and I am content to receive redacted versions.

I wish to advise under the Freedom of Information (Scotland) Act 2002 (FOISA), that PSD Scotland can provide a partial response to your request, as detailed below.

1. Policies and procedures

a) The current Trainee in Difficulty policy (or equivalent), and the version in force between January 2026 and July 2026.

PSD Scotland does not have a Trainee in Difficulty policy. Under Section 17 of the FOISA this information is not held by PSD Scotland.

The Trainee Development & Wellbeing Service (TDWS) proactively reach out to any resident doctor in receipt of an Annual Review of Competence Progression (ARCP) outcome 3 or 4 to offer support. Information about the service, including the types of support available, can be found on the website: <https://www.scotlanddeanery.nhs.scot/the-development-and-wellbeing-service/>

b) The current ARCP (Annual Review of Competence Progression) outcome and appeals policy, and the version in force during the same period.

This information is attached as follows:

Appendix 1: ARCP Standard Operating Procedure (SOP)

Appendix 2: Appeals policy

c) The current reasonable adjustments policy applicable to trainees with disabilities, and the version in force during the same period.

PSD Scotland adheres to an NHS Scotland Workforce Policy aimed at offering reasonable adjustments for all PSD Scotland employees, including our doctors and dentists in training. This policy is attached: **Appendix 3.**

d) The current policy governing dismissal or termination of training, and the version in force during the same period.

Under Section 17 of the FOISA. PSD Scotland does not hold a policy for termination of training.

There is no written policy for termination of training, as it is a result of an ARCP outcome 4 and conclusion of the appeal process if the resident doctor requests an appeal. The Reference Guide for Postgraduate Specialty Training in the UK, or Gold Guide, is agreed by the four Departments of Health in the UK and sets out arrangements for postgraduate training as detailed in: <https://www.copmed.org.uk/publications/gold-guide/gold-guide-11th-edition>

Policy for dismissal is available within the NHS Scotland 'Once for Scotland' workforce policies: [Workforce Policies Programme | NHS Scotland](#)

e) The current grievance and bullying/harassment policy applicable to trainees.

All NHS Scotland employees are covered by NHS Scotland 'Once for Scotland' workforce policies: [Workforce Policies Programme | NHS Scotland](#)

f) The current equality and diversity policy applicable to trainees, and any Equality Impact Assessment carried out in relation to the ARCP or dismissal process.

The Equality, Diversity & Inclusion policy and the Gender Transitioning Guide are currently paused to ensure alignment with recent legal rulings and will be issued at a later date. No impact assessment has been carried out regarding the ARCP policy as it is largely governed by the Gold Guide: <https://www.copmed.org.uk/publications/gold-guide/gold-guide-11th-edition>

Dismissal processes are an employer responsibility as detailed in the NHS Scotland 'Once for Scotland' workforce policies: [Workforce Policies Programme | NHS Scotland](#)

2. Aggregate, anonymised statistics (please provide for the last twenty years, or since records began if shorter)

a) The number of ARCP outcome 4s (recommendation for removal from training) and/or dismissals from training programmes, broken down by gender, ethnicity and disability status where this data is held.

There is no information held prior to 2016. Under Section 17 of the FOISA this information is not held by PSD Scotland.

The available data has been attached via: **Appendix 4**

b) The number of reasonable adjustment requests made by trainees, and how many were granted versus refused, broken down by protected characteristic where this data is held.

There is no information held prior to 2022. Under Section 17 of the FOISA this information is not held by PSD Scotland.

PSD Scotland (formerly NES) began to gather this information in 2022.

- Since 1 April 2022, 423 trainees have been supported with reasonable adjustments.
- No trainee has been declined reasonable adjustments where they have been required. Where we have been unable to provide the exact product requested, a suitable alternative solution or arrangement has been offered.
- The protected characteristic - protections would likely fall under the definition of disability in most cases.
- Some requests have related to childcare, but these do not fall within the scope of reasonable adjustments.

c) The number of grievances or discrimination complaints raised by trainees within the Obstetrics and Gynaecology and Paediatrics & Neonatology training programme, and their outcomes.

There were no grievances or discrimination complaints received by PSD Scotland or the former NES by trainees within the Obstetrics and Gynaecology and Paediatrics & Neonatology training programme.

d) Retention and attrition rates by gender, ethnicity and disability status across specialty training programmes, where this data is collected.

There is no information held prior to 2016. Under Section 17 of the FOISA this information is not held by PSD Scotland.

The available data has been attached via: **Appendix 5.**

Under Section 38(1)(b) of FOISA data where the figure is less than five (<5) has been suppressed. By disclosing all or part of this information it may be possible for persons to be able to identify themselves or others. Individuals have a reasonable expectation that this personal information will not be disclosed.

3. Governance and training records

a) Whether panel members and educational supervisors involved in ARCP or dismissal decisions have received unconscious bias, equality and diversity, or reasonable adjustment training, and the dates of any such training.

It is a requirement of participation in the ARCP panel that members have undertaken equality & diversity training. A link to a module is provided for anyone who has not already undertaken this within their employment. Confirmation from panel members is required, that they have undertaken Equality and Diversity training in the last three years.

b) The terms of reference and membership of the panel or committee responsible for ARCP and dismissal decisions within the Obstetrics and Gynaecology and Paediatrics training programme.

ARCP panel membership will change from year to year. Minimum numbers of panellists and examples of the kinds of roles they might hold are contained in the ARCP SOP (Appendix 1).

All developmental outcome 3 & 4 must be discussed with the Post Graduate Dean (PGD) (or nominated deputy) prior to issue and in many cases the specialty Associate PGD will join the ARCP panel if a developmental outcome is anticipated.

c) Any external review, GMC concern, or Deanery escalation report relating to the Obstetrics and Gynaecology and Paediatric training programme generally (not relating to any named individual) within the last twenty years.

There is no information held prior to 2014. Under Section 17 of the FOISA this information is not held by PSD Scotland.

Enhanced monitoring is the process by which the GMC works with medical schools, deaneries and local education and training boards to satisfactorily and sustainably address concerns about the quality and safety of medical education and training.

The GMC carried out enhanced monitoring for the following training programmes.

- Aberdeen Royal Infirmary (NHS Grampian) was on Enhanced Monitoring from 2017 – 2021. This information has been attached: **Appendix 6**
- The Princess Royal Maternity Unit (NHS Greater Glasgow & Clyde) was on Enhanced Monitoring from 2018 – 2023. This information has been attached: **Appendix 7**

Under Section 38(1)(b) of the FOISA, data suppression has been carried out on names and any personal data. By disclosing all or part of this information it may be possible for persons to be able to identify themselves or others. Individuals have a reasonable expectation that this personal information will not be disclosed.

4. Prior complaints or reports

Any formal complaints, whistleblowing reports, or Freedom to Speak Up submissions relating to the Obstetrics and Gynaecology and Paediatrics training programme, or to specific named roles/panels involved in ARCP and dismissal decisions, within the last twenty years. I understand you may need to redact the names of complainants or other individuals, and I am content to receive redacted versions.

There were no formal complaints, whistleblowing reports or Freedom to Speak up submissions relating to any of the above topics received by NHS Education for Scotland.

If you are dissatisfied with this reply under the terms of the Freedom of Information (Scotland) Act 2002, you should contact us again in writing or by email within 40 days of receipt of this response to request an internal review.

If you remain unhappy with the outcome of that internal review, you have the right to apply directly to the Scottish Information Commissioner for a decision within six months of receiving our response. For further information, please visit the Scottish Information Commissioner's [website](#).

Yours sincerely

[Redacted Signature]

Appendices:

Title	Description
Appendix 1	ARCP SOP
Appendix 2	Appeals Policy
Appendix 3	Workforce Policy
Appendix 4	ARCP Outcomes
Appendix 5	Retention & Attrition Rates
Appendix 6	ARI Enhanced monitoring
Appendix 7	PMRU Enhanced monitoring