Police Scotland

Equality and Diversity Employment Monitoring Report
2019/20

POLICE
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Keeping people safe
POILEAS ALBA

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Contents

Introduction

The Equality and Diversity Monitoring Report 2021 is a collection of Police Scotland data from at 31 March 2020 and for the reporting period 1 April 2019 and 31 March 2020. The data aims to compare and contrast against data published in our 2019 mainstreaming report, which includes data at 31 March 2018 and for the reporting period 1 April 2017 and 31 March 2018.

The publication of this data supports our requirement to fulfil specific duties under the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 which states Police Scotland must to gather, use and publish both employee and gender pay gap information. We make use of this data to inform decision making including the use of equality and human rights impact assessment and to measure progress which is summarised with our Mainstreaming and Progress Report 2021

Our longer term aim is to develop and improve our Equality & Diversity Monitoring Reports as we move forward. This year for the first time, a specific Equality Outcome has been included in our refreshed Equality Outcomes and reflects the journey we will be undertaking to further develop the data and improve our understanding of the insights it provides. This in turn will assist us to make well informed data led decisions across the organisation.

Methodology

Equality and diversity employment monitoring is carried out for employment activity within Police Scotland and produces significant amounts of data. Therefore, the data presented within this report is to highlight what Police Scotland looks like in terms of the workforce, including those who work for us, staff who leave us, individuals who apply to join us and career development.

The equality and diversity data has been gathered and collated as follows:

- The data collected is at 31 March 2020 or where relevant for the period 1 April 2019 to 31 March 2020.

- The data is used to identify trends and to address any issues to continue to make progress in meeting and achieving Equality Outcomes 6 and 7.

- Data comparisons have been made against data at 31/03/2018 published in our previous mainstreaming report or where otherwise indicated.

- The equality and diversity data within this report is based upon voluntary individual self-classification where individuals have the option to choose not to disclose.

- The "Choose not to Disclose" option is available for those individuals who do not wish to identify their information on one or more of the protected characteristics. "Not Recorded" indicates that no information has been provided by an individual in the self-classification options.

- Percentages have been rounded to the nearest whole number.

- Figures are based on headcount and include those on a temporary contract but do not include agency workers.

- Where applicable, the categories that have been used for the protected characteristics follow the 2011 Census for Scotland.

- For the protected characteristic of Race, the ethnic origin categories have been categorised in the following way due to some of them having very small numbers:
  BME – Mixed or Multiple Ethnic Group, Asian Pakistani, Asian Indian, Asian Bangladeshi, Asian Chinese, Asian Other, African, African Other, Caribbean, Black, Caribbean or Black Other, Arab and Other Ethnic Group.
  White Minority – White Irish, White Gypsy/Traveller, White Polish and White Other.
  All Other White British – White English, White Northern Irish, White Welsh and White Other British.

- For the protected characteristic of Religion or Belief some of the categories also have very small numbers and they have been categorised as All Other Religions, which includes those who have self-classified as Buddhist, Hindu, Jewish, Muslim and Sikh. This is to ensure that individuals are not inadvertently identified.

- For the protected characteristics of Sexual Orientation, LGB includes those who have identified as Lesbian, Gay or Bisexual.

Equality & Diversity Workforce Profiles

a. Sex

Sex	Police Officers %	Police Officers No:	Police Staff %	Police Staff No:	Special Constables %	Special Constables No:
Male	68%	11984	38%	2051	68%	353
Female	32%	5709	62%	3404	32%	167

- Increase in the number and proportion of female police officers from 30% (5315) to 32% (5709).
- Increase in the number and proportion of male police staff from 37% (1834) to 38% (2051).

b. Age

Age Group	Police Officers %	Police Officers No:	Police Staff %	Police Staff No:	Special Constables %	Special Constables No:
16-24	5%	862	3%	177	13%	66
25-34	32%	5658	16%	878	27%	140
35-44	33%	5911	23%	1242	20%	103
45-54	28%	4951	31%	1717	26%	134
55-64	2%	310	24%	1313	13%	66
65+	0%	0	2%	128	2%	11
U/K	<1%	<5	0%	0	0%	0

The most common age group since 2013 for each staff group is:

- **Police Officer** – 35-44 age group.
- **Police Staff** – 45-54 age group.
- **Special Constable** – 25-34 age group.

c. Disability

	Police Officers		Police Staff		Special Constables	
Disability	%	No:	%	No:	%	No:
Yes	3%	529	7%	365	1%	5
No	84%	14879	85%	4632	75%	391
Choose not to Disclose	10%	1737	7%	359	2%	13
Not Recorded	3%	548	2%	99	21%	111

- The proportion of those with a recorded disability remains the same across each of the staff groups. However, the number of police officers and special constables has decreased. There has been an increase in the number of recorded disability for police staff from 333 to 365.

- The proportion and number of those who identify as Choose not to Disclose has decreased from 11% (1957) to 10% (1737).

d. Race

	Police Officers		Police Staff		Special Constables	
Ethnic Origin	%	No:	%	No:	%	No:
White Scottish	78%	13743	84%	4588	66%	342
All Other White British	8%	1489	7%	375	8%	41
White Minority	2%	341	1%	81	2%	9
BME	1%	253	2%	87	2%	10
Choose not to Disclose	7%	1312	4%	224	1%	7
Not Recorded	3%	555	2%	100	21%	111

BME

- Increase in the number identifying as BME for police officers from 245 to 253.

- Increase in the proportion and number identifying as BME for police staff from 75 to 87.

The most common ethnic origin category for each staff group is:

- **Police Officer** – Mixed or Multiple Ethnic Group.

- **Police Staff** – Indian (closely followed by Pakistani).

- **Special Constable** – Indian and Pakistani were equally the most common ethnic origins for special constables.

White Minority

- Increase in the number identifying as White Minority for police officers from 287 to 341.

- Increase in the number identifying as White Minority for police staff from 56 to 81.

- Other White Ethnic Group was the most common ethnic origin category for all staff groups for those who identified as coming from a White Minority background.

Choose not to Disclose

- The proportion and number of all staff identifying as Choose not to Disclose continues to decrease.

e. Religion or Belief

Religion or Belief	Police Officers %	Police Officers No:	Police Staff %	Police Staff No:	Special Constables %	Special Constables No:
None	48%	8461	45%	2440	36%	189
Church of Scotland	20%	3494	26%	1422	26%	137
Roman Catholic	11%	1955	13%	711	8%	40
Other Christian	2%	409	2%	128	2%	10
All Other Religions	1%	149	1%	59	2%	9
Other	1%	192	<1%	41	1%	5
Choose not to disclose	14%	2474	10%	550	4%	19
Not Recorded	3%	559	2%	104	21%	111

- Increase in the proportion and number of police officers and police staff identifying as **None**.
- Reduction in the proportion and number of police officers and police staff identifying as **Church of Scotland**.
- Proportion remains the same for all staff groups identifying as **Roman Catholic**.
- Increase in the number for all staff groups identifying as All Other Religions.
- Reduction in the number and proportion of all staff groups identifying as **Choose not to Disclose.**
- Muslim is the most common religion for those categorised as All Other Religions for police officers, police staff and special constables.

f. Sexual Orientation

Sexual Orientation	Police Officers %	Police Officers No:	Police Staff %	Police Staff No:	Special Constables %	Special Constables No:
Lesbian/Gay/Bisexual (LGB)	3%	614	3%	178	5%	28
Heterosexual	81%	14269	85%	4623	67%	350
Choose not to Disclose	13%	2252	10%	553	6%	31
Other	0%	0	0%	0	0%	0
Not Recorded	3%	558	2%	101	21%	111

- Increase in the number identifying as **LGB** for police officers from 542 to 614.
- Increase in the number identifying as **LGB** for police staff from 133 to 178.
- Reduction in the proportion and number identifying as **Choose not to Disclose** for all staff groups.

Trends Identified

- A higher proportion of female police officers and special constables who identify as LGB are a younger demographic than those who identify as Heterosexual.

g. Transgender Identity

The information below includes police officers, police staff and special constables due to very small numbers of staff who have identified as Transgender.

Transgender Identity	All Staff Groups	
	%	No:
Yes	<1%	25
No	90%	21392
Choose not to Disclose	6%	1483
Not Recorded	3%	768

- The number of staff identifying as Yes has decreased, whilst the proportion remains the same.
- Reduction in the proportion and number identifying as **Choose not to Disclose**.

Occupational Segregation

Occupational segregation refers to the clustering of gender type, racial group and disability categories, into different levels of work (vertical segregation) and into different types of work within each level (horizontal segregation).

There is additional information for the protected characteristics of Disability, Race and Sex under Vertical Segregation and Horizontal Segregation to ensure the requirements of The Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 are met. This also allows benchmarking with data published within previous mainstreaming reports.

1.   Vertical Segregation

Police Officer Rank Profile

Note:
Sergeant and above includes the ranks of: Sergeant, Inspector, Chief Inspector, Superintendent, Chief Superintendent, Assistant Chief Constable, Deputy Chief Constable and Chief Constable

Superintendent and above includes the ranks of: Superintendent, Chief Superintendent, Assistant Chief Constable, Deputy Chief Constable and Chief Constable

- Overall, 21% of police officers are in a promoted rank (sergeant and above) and 79% are constables.

Sex

Rank	Female %	Male %
Constable	34%	66%
Sergeant	27%	73%
Inspector	25%	75%
Chief Inspector	25%	75%
Superintendent	26%	74%
Chief Superintendent	29%	71%
ACC, DCC, CC	14%	86%
Sgt & Above	27%	73%
Overall Profile	32%	68%

- Increase in the proportion and number of females in the promoted ranks of Sergeant and above from 24% (889) to 27% (993).

Age

Age Group	Sergeant & Above 31/03/2020		Constable 31/03/2020	
	%	No:	%	No:
18-24	<1%	<5	6%	861
25-34	7%	269	39%	5389
35-44	40%	1509	32%	4402
45-54	50%	1865	22%	3087
55-64	3%	103	1%	207
65+	0%	0	0%	0

- Increase in the proportion and number of those in the 35-44 age group from 37% (1353) to 40% (1509).

Disability

Disability	Sergeant & Above 31/03/2020		Constable 31/03/2020	
	%	No:	%	No:
Yes	2%	91	3%	438
No	87%	3265	83%	11614
Choose not to Disclose	10%	387	10%	1350
Not Recorded	<1%	<5	4%	545

Rank	Recorded Disability %	No Recorded Disability %
Constable	3%	97%
Sergeant	3%	97%
Inspector	2%	98%
Chief Inspector	<1%	99%
Superintendent + Above	2%	98%
Overall Profile	3%	97%

- The proportion of police officers in promoted ranks (sergeant and above) with a recorded disability has decreased from 3% (95) to 2% (91).

Race

Ethnic Origin	Sergeant & Above 31/03/2020		Constable 31/03/2020	
	%	No:	%	No:
White Scottish	82%	3074	76%	10669
All Other White British	7%	268	9%	1221
White Minority	1%	49	2%	292
BME	1%	44	1%	209
Choose not to Disclose	8%	306	7%	1006
Not Recorded	<1%	5	4%	550

Rank	White Scottish	Other White British	White Minority	BME	Choose not to Disclose	Not Recorded
Constable	76%	9%	2%	1%	7%	4%
Sergeant	81%	7%	1%	1%	8%	<1%
Inspector	82%	6%	1%	<1%	9%	0%
Chief Inspector	83%	7%	2%	2%	5%	0%
Superintendent + above	85%	9%	1%	1%	4%	0%
Police Scotland Profile	78%	8%	2%	1%	7%	3%

- The number of police officers in the ranks of Sergeant and above identifying as BME has increased from 35 to 44.
- The number of police officers in the ranks of Sergeant and above identifying as White Minority has increased from 41 to 49.

Religion or Belief

	Sergeant & Above 31/03/2020		Constable 31/03/2020	
Religion or Belief	%	No:	%	No:
None	38%	1415	50%	7046
Church of Scotland	29%	1102	17%	2392
Roman Catholic	12%	433	11%	1522
Other Christian	3%	115	2%	294
Other Religions	<1%	21	1%	128
Other	1%	36	1%	156
Choose not to Disclose	16%	618	13%	1856
Not Recorded	<1%	6	4%	553

- The trends identified within the overall Workforce Profile are reflected within the profile for those in the ranks of Sergeant and above.

Sexual Orientation

	Sergeant & Above 31/03/2020		Constable 31/03/2020	
Sexual Orientation	%	No:	%	No:
Lesbian/Gay/Bisexual (LGB)	3%	105	4%	509
Heterosexual	83%	3111	80%	11158
Other	0%	0	0%	0
Choose not to Disclose	14%	525	12%	1727
Not Recorded	<1%	5	4%	553

- Increase in the number of police officers in the ranks of Sergeant & above who identify as LGB from 2% (91) to 3% (105).

Police Staff Grade Profile

There are no comparisons with previous reporting periods. This is the first publication of the equality and diversity analysis since the implementation of Staff Pay and Rewards Modernisation (SPRM) in 2019.

- Overall, 6% of police staff are Grade 8 and above and 94% are Grade 7 or below.

Sex

Sex	Grade 8 & Above		Grade 7 & Below	
	%	No:	%	No:
Male	57%	179	36%	1872
Female	43%	136	64%	3268

- 96% of females are Grade 7 or below compared to 91% of males
- 4% of females are Grade 8 or above compared to 9% of males.

Grade	Female %	Male %
SPA DIR	17%	83%
Grade 13	31%	69%
Grade 12	37%	63%
Grade 11	40%	60%
Grade 10	56%	44%
Grade 9	46%	54%
Grade 8	38%	62%
Grade 7	41%	59%
Grade 6	53%	47%
Grade 5	50%	50%
Grade 4	63%	37%
Grade 3	69%	31%
Grade 2	69%	31%
Grade 1	88%	12%
Total	62%	38%

Age

	Grade 8 & Above		Grade 7 & Below	
Age Group	%	No:	%	No:
18-24	0%	0	3%	177
25-34	7%	21	17%	857
35-44	29%	92	22%	1150
45-54	40%	126	31%	1591
55-64	24%	75	24%	1238
65+	<1%	<5	2%	127

- 45-54 is the most common age group for both those who are Grade 8 & above and for those who are Grade 7 & below.

Disability

	Grade 8 & Above		Grade 7 & Below	
Disability	%	No:	%	No:
Yes	3%	9	7%	356
No	89%	281	85%	4351
Choose not to Disclose	6%	19	7%	340
Not Recorded	2%	6	2%	93

- 2% of those who have a recorded disability are Grade 8 or above and 98% are Grade 7 or below.
- 6% of those who have identified as **No** are Grade 8 or above and 94% are Grade 7 or below.

Race

	Grade 8 & Above		Grade 7 & Below	
Ethnic Origin	%	No:	%	No:
White Scottish	78%	246	84%	4342
All Other White British	11%	34	7%	341
White Minority	2%	7	1%	74
BME	2%	6	2%	81
Choose not to Disclose	5%	16	4%	208
Not Recorded	2%	6	2%	94

- 7% of those who identify as BME are Grade 8 and above and 93% are Grade 7 and below.
- 9% of those who identify as White Minority are Grade 8 and above and 91% are Grade 7 and below.
- 5% of those who identify as White Scottish are Grade 8 and above and 95% are Grade 7 and below.
- 9% of those who identify as Other White British are Grade 8 and above and 91% are Grade 7 and below.

Religion or Belief

Religion or Belief	Grade 8 & Above		Grade 7 & Below	
	%	No:	%	No:
None	43%	135	45%	2305
Church of Scotland	25%	79	26%	1343
Roman Catholic	13%	41	13%	670
Other Christian	5%	15	2%	113
Other Religions	1%	<5	1%	55
Other	0%	0	<1%	41
Choose not to Disclose	11%	35	10%	515
Not Recorded	2%	6	2%	98

- There are no significant differences within the Grade Profile when compared to the Police Scotland Profile.

Sexual Orientation

Sexual Orientation	Grade 8 & Above		Grade 7 & Below	
	%	No:	%	No:
Lesbian/Gay/Bisexual (LGB)	3%	10	3%	168
Heterosexual	87%	274	85%	4349
Other	0%	25	0%	528
Choose not to Disclose	8%	0	10%	0
Not Recorded	2%	6	2%	95

- There is no difference in the proportion of those who identify as LGB for those who are Grade 8 & Above and Grade 7 & Below.

- 6% of those who identify as LGB are Grade 8 or above and 94% are Grade 7 and below.

- 6% of those who identify as Heterosexual are Grade 8 or above and 94% are grade 7 and below.

2. Horizontal Segregation

Work is ongoing in partnership with divisions and Diversity Staff Associations to address issues identified, which are at times complex, particularly in specialist roles. Our main focus is to explore the reasons for horizontal segregation and to take action to change perceptions and culture relating to specific roles. Each division is provided with an equality and diversity profile on an annual basis, which feeds into each Divisional People Plan to inform decision making and set their activities to continue to improve equality.

Police Officers

Division	Female %	Male %	Recorded Disability %	No Recorded Disability %
Contact, Command and Control	37%	63%	6%	94%
Corporate Services	37%	63%	8%	92%
Criminal Justice Services	29%	71%	5%	95%
Local Policing	34%	66%	3%	97%
Operational Support	15%	85%	3%	97%
Specialist Crime Division	32%	68%	2%	98%
Police Scotland Profile	**32%**	**68%**	**3%**	**97%**

Division	White Scottish %	Other White British %	White Minority %	BME %	Choose not to Disclose %	Not Recorded %
Contact, Command and Control	78%	8%	1%	2%	11%	0%
Corporate Services	80%	9%	1%	1%	9%	<1%
Criminal Justice Services	82%	8%	2%	1%	7%	0%
Local Policing	78%	8%	2%	1%	6%	4%
Operational Support	75%	11%	1%	1%	11%	<1%
Specialist Crime	79%	8%	2%	1%	10%	<1%
Police Scotland Profile	**78%**	**8%**	**2%**	**1%**	**7%**	**3%**

Police Staff

Department	Female %	Male %	Recorded Disability %	No Recorded Disability %
Contact, Command and Control	71%	29%	9%	91%
Corporate Services	56%	44%	5%	95%
Criminal Justice Services	55%	45%	6%	94%
Local Policing	78%	22%	10%	90%
Operational Support	69%	31%	4%	96%
Specialist Crime Division	52%	48%	7%	93%
Police Scotland Profile	62%	38%	7%	93%

Department	White Scottish %	Other White British %	White Minority %	BME %	Choose not to Disclose %	Not Recorded %
Contact, Command and Control	86%	7%	<1%	1%	4%	2%
Corporate Services	82%	7%	2%	2%	4%	2%
Criminal Justice Services	82%	7%	1%	1%	6%	2%
Local Policing	88%	7%	1%	<1%	3%	<1%
Operational Support	86%	5%	<1%	1%	4%	2%
Specialist Crime	82%	7%	2%	2%	6%	1%
Police Scotland Profile	84%	7%	1%	2%	4%	2%

Pay Gap Reporting

In addition to the Gender Pay Gap calculation that Police Scotland is required to produce under The Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012, the Gender Pay Gap has also be reported using the six calculations outlined in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 to enhance benchmarking with forces in England and Wales and other organisations.

Calculations have also been provided in respect of race, disability and sexual orientation. Although, this is not a requirement under Scottish legislation, this demonstrates our commitment to report beyond our legislative requirements and progress towards an inclusive workforce.

Gender Pay Gap

The data used to calculate the Gender Pay Gap was based upon staff in post at 31 March 2020.

The gender pay gap is determined as the difference between men's and women's average hourly earnings (excluding overtime) AHE.

Gender Pay Gap	Base Pay (for info only)	AHE
Police Staff	11.2%	11.5%
2019 Mainstreaming Report*	12.3%	12.8%
Police Officers	2.9%	3.2%
2019 Mainstreaming Report*	3.9%	5.7%

*The data presented in the 2019 Mainstreaming Report is at March 2018

The mean gender pay gap translates as:

- Female Police Staff are paid **£16.53 / hr** and Male Staff (All) are paid **£18.67 / hr**
- Female Police Officers are paid **£19.46 / hr** and Male Officers are paid **£20.09 / hr**

The gender pay continues to narrow when compared to the gender pay gap figure published in 2019. This may be due to the following reasons:

Police Staff

- A new employment package for SPA/police staff was implemented on 1 April 2019 and has helped in reducing the gender pay gap by implementing a common approach to pay and the grading of roles and allowing organisational comparisons to be made.

Police Officers

- Increase in proportion of newly appointed females from 33% during 2017-2018 to 40% during 2019-2020. Those who are joining as a probationary constable will earn less than those who have retired.

- Retiral continues to be the most common reason for leaving for both male and female police officers. A higher proportion of males were in a promoted post when compared to the female police officers who retired.
- Increase in proportion of female police officers in the ranks of Sergeant and above from 24% to 27%.

The tables below split the pay gap by grade and rank:

Police Staff AHE (£)	Female	Male	Pay Gap
Grades 7 & Below	£15.91	£17.34	8.3%
Grades 8 & Above	£31.42	£32.36	2.9%

Police Officers AHE (£)	Female	Male	Pay Gap
Constable	£18.31	£18.55	1.3%
Sergeant	£22.49	£22.63	0.6%
Inspector	£27.54	£27.57	0.1%
Chief Inspector	£29.71	£30.13	1.4%
Superintendent	£37.23	£38.10	2.3%
Chief Superintendent	£45.30	£44.59	-1.6%
ACC/DCC/CC	£72.98	£68.40	-0.7%

The following table provides additional measures to enhance benchmarking with police forces in England and Wales and other organisations. This is in addition to the calculations that Police Scotland are required to produce under Scottish legislation.

Measure	Police Staff	Police Officers
Mean Female AHE	£16.53	£19.46
Mean Male AHE	£18.67	£20.09
Mean Gender Pay Gap	**11.5%**	**3.2%**
Median Female AHE	£15.46	£20.25
Median Male AHE	£17.61	£20.90
Median Gender Pay Gap	**12.2%**	**3.1%**
Pay Quartiles – Female		
1st	32%	28%
2nd	27%	34%
3rd	24%	17%
4th	17%	20%
Pay Quartiles – Male		
1st	15%	24%
2nd	21%	31%
3rd	32%	18%
4th	32%	26%

Pay Gaps by Disability, Race and Sexual Orientation

Calculations have been carried out in respect of race, disability and sexual orientation. This is not a requirement under The Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012. However, this demonstrates Police Scotland's commitment to report beyond legislative requirements and progress towards an inclusive workforce.

Disability

AHE (£)	Recorded Disability	No Disability Recorded	Pay Gap
Police Staff	£17.06	£17.35	1.7%
Police Officers	£20.44	£19.87	-2.9%

Race

AHE (£)	White Scottish	Other White British	Pay Gap	White Minority	Pay Gap	BME	Pay Gap	Choose not to Disclose	Pay Gap
Police Staff	£17.23	£18.32	-6.3%	£17.43	-1.2%	£18.01	-4.5%	£18.05	-4.8%
Police Officers	£20.08	£19.87	1.0%	£18.35	8.6%	£19.23	4.2%	£21.27	-5.9%

Sexual Orientation

AHE (£)	Heterosexual	LGB	Pay Gap	Choose not to Disclose	Pay Gap
Police Staff	£17.39	£17.01	2.2%	£17.15	1.4%
Police Officers	£20.00	£18.91	5.5%	£21.13	-5.7%

Development and Retention

1. Promotion – Police Officers

The following profile is based upon police officers who were promoted (either on a temporary or substantive basis) during the reporting period 01/04/2019-31/03/2020.

Police officers are required to pass a promotion process for the relevant rank prior to promotion. During 2019/2020, a process has been developed to embed equality & diversity monitoring into every promotion process. The analysis and insights will be incorporated and published in the Equality & Diversity Monitoring Report for 2020/2021.

a. Sex

Sex	%	No:
Male	73%	1004
Female	27%	375

- The **average length of service** on promotion to Sergeant for both male and female officers is 13 years' service (no difference for those promoted on a substantive or temporary basis). The length of service remains unchanged when compared to 2017/2018.
- The proportion of female police officers who were promoted remains consistent at 27% when compared to 2017/2018.

b. Age

Age Group	%	No:
16-24	<1%	<5
25-34	17%	233
35-44	50%	693
45-54	32%	437
55-64	1%	15
65+	0%	0

- 35-44 is the most common age group for those promoted regardless of whether this was on a temporary or substantive basis. This remains the most common age group when compared to 2017/2018.
- The average age on promotion to Sergeant was 39.

c. Disability

Disability	%	No:
Yes	2%	29
No	87%	1195
Choose not to Disclose	11%	154
Not Recorded	<1%	<5

- The average length of service of those promoted to Sergeant who have a recorded disability is 12 years' and for those who identified as "No" it is 13 years'.
- Increase in the proportion and number of police officers promoted with a recorded disability when compared to 2017/2018.

d. Race

Ethnic Origin	%	No:
White Scottish	82%	1125
All Other White British	6%	84
White Minority	1%	20
BME	1%	20
Choose not to Disclose	9%	129
Not Recorded	<1%	<5

- The **average length of service** on promotion to Sergeant for those who identified as coming from a BME, Other White British or White Scottish background was 13 years' service and 14 years' service for those who identified as coming from a White Minority background.
- The proportion of those promoted who identify as BME reflects the overall Police Scotland profile. However, for those who identify as White Minority, the proportion is lower.
- The proportion and number of those promoted who identify as BME is higher when compared to 2017/2018.
- The number of those promoted who identify as White Minority is higher when compared to 2017/2018.

e. Religion or Belief

Religion or Belief	%	No:
None	41%	567
Church of Scotland	27%	374
Roman Catholic	11%	155
Other Christian	2%	35
All Other Religions	<1%	<5
Other	<1%	<5
Choose not to disclose	17%	239
Not Recorded	<1%	<5

- The **average length of service** on promotion to Sergeant for those categorised as "All Other Religions" was 10 years'. For those who identified as "None" it was 12 years' and for those who identified as **Church of Scotland** and **Roman Catholic** it was 14 years'.

- The trends identified in the overall Workforce Profile are reflected within the Promotion Profile. This includes the increase in the proportion of those identifying as None and a reduction for those identifying as **Church of Scotland**.

f. Sexual Orientation

Sexual Orientation	%	No:
Lesbian/Gay/Bisexual (LGB)	3%	36
Heterosexual	82%	1130
Choose not to Disclose	15%	212
Other	0%	0
Not Recorded	<1%	<5

- The proportion of those promoted reflects the overall Police Scotland profile of 3% at 31/03/2020.

- The average length of service on promotion to Sergeant for those identifying as LGB is 11 years' compared to 13 years' for those who identify as Heterosexual.

- The proportion and number of those who were promoted and who identify as LGB is higher when compared to 2017/2018.

2.   Promotions Police Staff

The equality and diversity profile by each of the protected characteristics is highlighted below for police staff who were promoted between 1st April 2019 and 31st March 2020.This is the first time analysis has been carried out for police staff promotions since the implementation of SPRM.

The career grade structure differs for police staff and does not follow the same format as police officers.

- 59% were promoted on a permanent basis and 41% on a temporary basis
- Grade 4 was the most common grade overall.

a. Sex

Sex	%	No:
Male	35%	104
Female	65%	189

- A lower proportion of male police staff were promoted compared to the Police Scotland profile of 38%.
- 59% of female police staff were promoted on a permanent basis compared to 60% of male police staff.
- Grade 4 was the most common grade for promotion for both males and females.

b. Age

Age Group	%	No:
16-24	5%	14
25-34	29%	84
35-44	30%	88
45-54	22%	66
55-64	14%	40
65+	<1%	<5

- The most common age groups for those promoted are a younger demographic when compared to the Police Scotland profile at 31/03/2020 where 45-54 was the most common age group.

c. Disability

Disability	%	No:
Yes	5%	14
No	86%	253
Choose not to Disclose	6%	19
Not Recorded	2%	7

- A lower proportion of those with a recorded disability were promoted when compared to the Police Scotland of 7% at 31/03/2020. This is likely to be linked to the younger age demographic of those who were promoted during this reporting period.

- 64% of those who identified as Yes were promoted on a permanent basis compared to 59% of those who identified as No

- Grade 4 was the most common grade for police staff who were promoted and who identified as Yes or No.

d. Race

Ethnic Origin	%	No:
White Scottish	78%	228
All Other White British	12%	34
White Minority	3%	8
BME	2%	7
Choose not to Disclose	3%	9
Not Recorded	2%	7

- The proportion of **BME** police staff promoted reflects the Police Scotland profile at 31/03/2020. The proportion of **White Minority** police staff is higher than the Police Scotland profile of 1% at 31/03/2020.

- 86% of those who identified as **BME** were promoted permanently compared to 75% of those who identified as **White Minority**, 57% who identified as White Scottish and 68% who identified as **Other White British**.

- There was no common grade for those identifying as **BME** due to the small number, however the grades ranged from Grade 6 and above. The most common grade for those identifying as **White Minority** was Grades 4 and 5; Grade 4 was the most common for those identifying as **White Scottish** and Grade 5 followed by Grade 6 was the most common for those identifying as **Other White British**.

e. Religion or Belief

Religion or Belief	%	No:
None	47%	139
Church of Scotland	19%	55
Roman Catholic	18%	52
Other Christian	3%	9
All Other Religions	1%	<5
Other	0%	0
Choose not to disclose	9%	25
Not Recorded	3%	9

- There is a higher proportion of police staff identifying as **Roman Catholic** when compared to the Police Scotland profile of 13% at 31/03/2020. The rest of the profile is similar to the overall Police Scotland profile.

- 63% of those who identified as None were promoted on a permanent basis compared to 42% who identified as **Church of Scotland**; 61% who identified as **Roman Catholic**; 67% who identified as Other Christian and 75% (small number) who identified as All Other Religions.

- Grade 4 was the most common for those identifying as **None** and **Roman Catholic**. Grade 5 was the most common for **Church of Scotland**, however, this was closely followed by Grades 3 and 4. Grade 3 was the most common for **Other Christian**. There was no common grade for those identifying as **All Other Religions**, however, the grades ranged between Grades 3 to 8.

f. Sexual Orientation

Sexual Orientation	%	No:
Lesbian/Gay/Bisexual (LGB)	5%	16
Heterosexual	86%	251
Choose not to Disclose	6%	19
Other	0%	0
Not Recorded	2%	7

- The proportion of those who identified as LGB is higher than the Police Scotland profile of 3% at 31/03/2020. This is likely to be linked to the younger demographic of police staff promoted when compared to the overall Police Scotland Age Profile.

- 63% of police who identified as LGB were promoted permanently compared to 59% of those who identified as Heterosexual.

- There was no common grade for those who identified as LGB, the grades ranged from Grade 3 to Grade 9. For those identifying as Heterosexual the most common grade was Grade 4.

Leavers

The Leavers Profile noted below covers the reporting period 01/04/2019 to 31/03/2020.

a. Sex

	Police Officers		Police Staff		Special Constables	
Sex	%	No:	%	No:	%	No:
Male	76%	661	43%	146	70%	50
Female	24%	204	57%	195	30%	21

- The proportion of female leavers for police officers and special constables is lower when compared to the overall Police Scotland profile.
- The proportion of male police staff is higher when compared to the overall Police Scotland profile.

Police Officers

- Retiral continues to be the most common reason for leaving for both male and female police officers.
- 55% of female leavers retired compared to 70% of male leavers.
- 24% of female police officers resigned compared to 17% of male police officers.

Police Staff

- Resignation is the most common reason for leaving for both male and female police staff. Closely followed by Retiral for male police staff.
- 24% of female leavers retired compared to 38% of male leavers.
- 56% of female leavers resigned compared to 39% of male leavers.

Special Constables

- Joining as a police officer was the most common reason for leaving for both male and female special constables.
- 48% of female leavers joined as a police officer compared to 56% of male leavers.

b. Age

	Police Officers		Police Staff		Special Constables	
Age Group	%	No:	%	No:	%	No:
16-24	2%	15	7%	24	32%	23
25-34	12%	101	19%	64	42%	30
35-44	10%	90	14%	47	14%	10
45-54	60%	521	16%	56	8%	6
55-64	16%	138	32%	109	1%	<5
65+	0%	0	12%	41	1%	<5

- The age demographic for both police officers and police staff leavers is older when compared to the overall Police Scotland profile. This is linked to those whose reason for leaving is retiral.
- The average age on Resignation for police officers was 35 and 41 for police staff.

c. Disability

	Police Officers		Police Staff		Special Constables	
Disability	%	No:	%	No:	%	No:
Yes	6%	53	9%	30	3%	<5
No	81%	700	79%	270	77%	55
Choose not to Disclose	12%	103	10%	34	3%	<5
Not Recorded	1%	9	2%	7	17%	12

- The proportion of leavers for all staff groups with a Recorded Disability is higher when compared to the overall Police Scotland profile.

Police Officers

- The most common reason for leaving for those with a Recorded Disability is Retiral, this is also the most common reason for those who have identified as No.

Police Staff

- The most common reason for leaving for those with a Recorded Disability is Resignation, this is also the most common reason for those who have identified as No.

d. Race

Ethnic Origin	Police Officers		Police Staff		Special Constables	
	%	No:	%	No:	%	No:
White Scottish	79%	682	78%	267	72%	51
All Other White British	9%	81	8%	26	4%	<5
White Minority	1%	12	3%	10	3%	<5
BME	2%	14	2%	6	3%	<5
Choose not to Disclose	8%	67	7%	25	1%	<5
Not Recorded	1%	9	2%	7	1%	12

Police Officers

- The proportion of police officer leavers identifying as **BME** is higher than the Police Scotland profile of 1%. For those identifying as White Minority it is lower than the Police Scotland profile of 2%.

- Retiral is the most common reason for those identifying White Scottish, Other White British and White Minority.

- Resignation is the most common for those identifying as BME.

Police Staff

- The proportion of police staff leavers identifying as BME reflects the Police Scotland profile. However, for those identifying as White Minority it is higher than the Police Scotland profile of 1%.

- Resignation was the most common reason for leaving for all ethnic origin categories.

Special Constables

- There was no common reason for leaving for those identifying as BME or Other White British.

- For those identifying as White Minority or White Scottish joining as a police constable was the most common reason.

e. Religion or Belief

Religion or Belief	Police Officers %	Police Officers No:	Police Staff %	Police Staff No:	Special Constables %	Special Constables No:
None	33%	284	34%	115	46%	33
Church of Scotland	33%	284	31%	106	17%	12
Roman Catholic	10%	87	14%	49	8%	6
Other Christian	3%	30	2%	6	1%	<5
All Other Religions	1%	10	2%	7	4%	<5
Other	1%	10	1%	5	0%	0
Choose not to disclose	17%	151	13%	45	7%	5
Not Recorded	1%	9	2%	8	17%	12

- The most common religion or belief for police officers and police staff who resigned was "None". **Church of Scotland** was the most common for those who retired.

- None was the most common reason for special constables who Joined as a Police Officer. For special constables who resigned it was equal between None and **Church of Scotland**.

f. Sexual Orientation

Sexual Orientation	Police Officers %	Police Officers No:	Police Staff %	Police Staff No:	Special Constables %	Special Constables No:
Lesbian/Gay/Bisexual	2%	17	3%	11	3%	<5
Heterosexual	82%	705	82%	281	76%	54
Choose not to Disclose	15%	134	12%	42	3%	<5
Other	0%	0	0%	0	0%	0
Not Recorded	1%	9	2%	7	18%	13

Police Officers

- The proportion of police officer leavers is lower for those identifying as LGB when compared to the Police Scotland profile of 3%.

- Retiral was the most common reason for those who identified as LGB or Heterosexual.

- 2019-2020 is the first year that Retiral has been the single most common reason for leaving for those identifying as LGB. However, this is closely followed by Resignation.

Police Staff

- The proportion of police staff leavers identifying as LGB reflects the Police Scotland profile.

- Resignation continues to be the most common reason for leaving for police staff who identify as either LGB or Heterosexual.

Special Constables

- The proportion of special constable leavers identifying as LGB is lower than the Police Scotland profile.

- Resignation was the most common reason for leaving for Special Constables who identified as LGB and Joining as a Police Officer was the most common for those identifying as Heterosexual.

Recruitment

1.   Police Officer and Special Constable External Recruitment – Applications Received

The profile includes those who submitted application forms between 01/04/2019 to 31/03/2020 for the roles of police officer or special constable.

a. Sex

Sex	Police Officers	Special Constables
Female	33%	45%
Male	67%	55%

- **Police Officer** – Increase in the proportion of applications from female applicants from 29% to 33%.
- **Special Constable** – Increase in the proportion of application form from female applicants from 40% to 45%.

b. Age

Age Group	Police Officers	Special Constables
18-24	50%	61%
25-34	40%	23%
35-44	8%	11%
45-54	2%	4%
55-64	<1%	1%
65+	0%	<1%

- 18-24 continues to be the most common age group for those submitting applications for the roles of police officer or special constable.

c. Disability

Disability	Police Officers	Special Constables
Yes	<1%	<1%
No	95%	82%
Choose not to Disclose	<1%	<1%
Not Recorded	3%	17%

Police Officers – <1% of applications each year to date since 2014-2015 have been recorded as Yes for Disability

Special Constables – Since 2014-2015, the proportion of applicants identifying as Yes for disability has fluctuated between 0%-2%, with the exception of 2018-2019, where there was a spike in the proportion where 7% identified as Yes for disability. It is unclear what caused the spike in the proportion for that year.

d. Race

Ethnic Origin	Police Officers	Special Constables
White Scottish	80%	69%
All Other White British	8%	7%
White Minority	3%	2%
BME	4%	5%
Choose not to Disclose	1%	<1%
Not Recorded	3%	17%

Police Officer

- The proportion of applications received from those identifying as BME has decreased from 5% to 4%. For those identifying as White Minority this has decreased from 4% to 3% when compared to 2017/2018.

Special Constable

- The proportion of applications received from those identifying as **BME** has decreased from 6% to 5%. For those identifying as **White Minority** this has decreased from 4% to 2% when compared to 2017/2018.

For applicants for the roles of police officers or special constables, the most common ethnic origin category for those identifying as:

- **BME** – Pakistani
- **White Minority** – Polish

e. Religion or Belief

Religion or Belief	Police Officers	Special Constables
None	69%	61%
Church of Scotland	10%	8%
Roman Catholic	11%	6%
Other Christian	3%	2%
All Other Religions	2%	3%
Other	<1%	<1%
Choose not to disclose	2%	3%
Not Recorded	3%	17%

- For those who submitted an application form, the most common Religion or Belief for those categorised as "**All Other Religions**" was Muslim for both police officers and special constables.

- Since 2014-2015, the proportions of applicants identifying as None continues to increase. However, for those identifying as **Church of Scotland** this continues to decrease. For those identifying as **Roman Catholic** the proportion of applicants has remained unchanged since 2016-2017.

f. Sexual Orientation

Sexual Orientation	Police Officers	Special Constables
Lesbian/Gay/Bisexual (LGB)	7%	5%
Heterosexual	87%	77%
Choose not to Disclose	<1%	0%
Other	2%	1%
Not Recorded	3%	17%

When compared to 2017/2018:

- **Police Officers** – Increase in the proportion of applicants identifying as LGB from 5% to 7%.

- **Special Constables** – Decrease in the proportion of applicants identifying as LGB from 9% to 5%.

g. Transgender Identity

The information below includes application forms received for the role of police officer or special constable.

Transgender Identity	Police Officers	Special Constables
Yes	<1%	0%
No	96%	83%
Choose not to Disclose	0%	0%
Not Recorded	3%	17%

2. Newly Appointed – Police Officers, Police Staff and Special Constables

The profile includes those newly appointed to Police Scotland between 01/04/2019 to 31/03/2020.

Note: The system that records the external recruitment process sits separately to the Police Scotland HR system (SCoPE) and does not automatically update. This means that there is a delay for police officers and special constables getting access to update their equality and diversity data, which is usually done once they complete their initial training. This explains the higher proportion of data that is Not Recorded. A solution is currently being developed for the next reporting period 2020-2021 to address the issue.

a. Sex

	Police Officers		Police Staff		Special Constables	
Sex	%	No:	%	No:	%	No:
Male	60%	619	46%	257	61%	45
Female	40%	421	54%	301	39%	29

When compared to 2017-2018:

- **Police Officers** – The proportion of newly appointed females has increased from 33% to 40%.
- **Police Staff** – The proportion of newly appointed males has increased from 36% to 46%.
- **Special Constables** – The proportion of newly appointed females has increased from 34% to 39%.

Police Staff Grade Profile for those Newly Appointed

- 33% of newly appointed police staff were appointed to Grade 3 roles.

Grade	Male %	Female %
Grade 1	27%	73%
Grade 2	36%	64%
Grade 3	31%	69%
Grade 4	59%	41%
Grade 5	71%	29%
Grade 6	55%	45%
Grade 7	61%	39%
Grade 8	62%	38%
Grade 9	67%	33%
Grade 10	33%	67%
Grade 11	50%	50%
Grade 12	100%	0%
Grade 13	100%	0%
SPA DIR	100%	0%

- Grades 1 to 3 have a higher proportion of females newly appointed into these roles than males.
- 93% of male police staff are appointed into roles Grade 7 and below compared to 97% of newly appointed female police staff.

b. Age

	Police Officers		Police Staff		Special Constables	
Age Group	%	No:	%	No:	%	No:
16-24	39%	406	17%	93	42%	31
25-34	49%	514	33%	185	42%	31
35-44	9%	95	19%	106	8%	6
45-54	2%	24	22%	125	7%	5
55-64	0%	0	9%	48	1%	<5
65+	0%	0	<1%	<5	0%	0

The average age of those newly appointed:-

- Probationary constable is 27 years' old.
- Police staff is 37 years' old.
- Special Constable is 28 years' old.

c. Disability

	Police Officers		Police Staff		Special Constables	
Disability	%	No:	%	No:	%	No:
Yes	1%	12	4%	23	0%	0
No	50%	523	80%	447	35%	26
Choose not to Disclose	1%	12	2%	13	0%	0
Not Recorded	47%	493	13%	75	65%	48

Police Staff

- Grade 3 was the most common grade for those who identified as either **Yes** or **No** to having a disability.
- 48% of those newly appointed who had a recorded disability were Grade 3.

d. Race

Ethnic Origin	Police Officers		Police Staff		Special Constables	
	%	No:	%	No:	%	No:
White Scottish	44%	457	71%	399	30%	22
All Other White British	5%	51	9%	49	3%	<5
White Minority	3%	28	3%	16	3%	<5
BME	<1%	8	3%	15	0%	0
Choose not to Disclose	<1%	<5	<1%	<5	0%	0
Not Recorded	47%	493	13%	75	65%	48

- **Police Staff** – There was no common grade for those identifying as BME. For those identifying as White Minority, Grade 2 was the most common and for those identifying as White Scottish and Other British, Grade 3 was the most common.

For those who were newly appointed, the most common ethnic origin categories for BME and White Minority Groups were:

Police Officers

BME = Mixed or Multiple Ethnic Group

White Minority = White Polish closely followed by White Other

Police Staff

BME = Equal between Indian and Pakistani.

White Minority = White Other

Special Constables

- No common ethnic origin categories for BME and White Minority due to a low number and a high proportion of unknown data.

e. Religion or Belief

Religion or Belief	Police Officers %	Police Officers No:	Police Staff %	Police Staff No:	Special Constables %	Special Constables No:
None	38%	393	57%	317	22%	16
Church of Scotland	5%	53	14%	77	9%	7
Roman Catholic	6%	64	10%	54	3%	<5
Other Christian	2%	17	1%	7	1%	<5
All Other Religions	<1%	5	2%	10	0%	0
Other	<1%	<5	<1%	<5	0%	0
Choose not to disclose	1%	13	3%	17	0%	0
Not Recorded	47%	493	13%	75	65%	48

Police Staff

- Grade 3 was the most common for those identifying as None, **Church of Scotland** and **Roman Catholic**. There was no common grade for those identifying as All Other Religions.

For those newly appointed, the most common Religion or Belief for those categorised as "All Other Religions" is as follows:

- **Police Officers** – There is no common religion or belief for those identifying as All Other Religions. This is linked to the high proportion of "Not Recorded" information.
- **Police Staff** – Muslim

f. Sexual Orientation

Sexual Orientation	Police Officers %	Police Officers No:	Police Staff %	Police Staff No:	Special Constables %	Special Constables No:
Lesbian/Gay/Bisexual (LGB)	4%	40	5%	27	8%	6
Heterosexual	47%	493	77%	430	27%	20
Choose not to Disclose	1%	14	5%	26	0%	0
Other	0%	0	0%	0	0%	0
Not Recorded	47%	493	13%	75	65%	48

- **Police Staff** – Grade 3 was the most common for those who identified as LGB or Heterosexual.

g. Transgender Identity

The information below includes all newly appointed police officers, police staff and special constables due to very small numbers of staff who have identified as Transgender.

Transgender Identity	All Staff Groups %	All Staff Groups No:
Yes	0%	0
No	63%	1050
Choose not to Disclose	<1%	6
Not Recorded	37%	616