

Our Ref: IM-FOI-2018-0317
Date: 2nd March 2018



FREEDOM OF INFORMATION (SCOTLAND) ACT 2002

I refer to your recent request for information which has been handled in accordance with the Freedom of Information (Scotland) Act 2002.

For ease of reference, your request is replicated below together with the response.

Can I request the following information under freedom of information legislation?

1) The number of special constables in Scotland every year from the time Police Scotland was formed to the present, broken down by division if possible.

The table below provides the number of Special Constables who were recruited and who were actually trained since the 1st April 2013, broken down by division.

	2013/2014	2014/2015	2015/2016	2016/2017	2017/2018
No Division Recorded	2	2	2	4	4
'A' Division	117	125	116	120	104
'B' Division	32	33	14		
'C' Division	99	96	79	58	54
'D' Division	127	114	94	77	64
'E' Division	77	108	101	60	49
'G' Division	119	118	61	47	43
'J' Division	102	113	96	81	66
'K' Division	63	57	44	29	32
'L' Division	57	50	47	37	37
'N' Division	123	108	110	97	86
'P' Division	121	109	94	70	56
'Q' Division	126	108	88	52	43
'U' Division	101	99	83	59	54
'V' Division	117	116	95	56	40
Corporate Services Division	2	1	0	0	0
Custody Division	1	1	1	0	0
Licensing Violence Reduction Division	1	1	1	0	0
Operation Support Division	7	7	7	6	4
Total	1,394	1,366	1,133	853	736

2) The average length of service of a special constable is, if possible again broken down by police area division.

In response to this question the average length of service of a Special Constable is not a figure recorded by Police Scotland. We are therefore unable to answer this part of your request as the information is not held. Section 17 of the Freedom of Information (Scotland) Act 2002 is therefore applied – information not held.

3) The total number of hours special constables were on duty every year from the time Police Scotland was formed to the present, broken down by division if possible.

The table provides the number of hours that Special Constables have worked broken down by Division.

	2013/2014	2014/2015	2015/2016	2016/2017	2017/2018 up to 20/02/2018
No Division Recorded	0	0	0	0	0
'A' Division	3,220.45	2,830.30	5,075.30	8,475.15	9,523.45
'B' Division	1,220	1,115	868		
'C' Division	12,208	11,190.10	9,244.30	9,006.30	4,776.25
'D' Division	13,828.25	15,398.35	11,158.35	8,852.45	9,117.35
'E' Division	9,181.55	13,387.35	9,768.30	6,653.30	6,488.15
'G' Division	11,281.05	10,026.20	5,760.35	7,432	4,325.3
'J' Division	7,314.55	10,600.20	7,979.15	6,794	5,848
'K' Division	10,144.15	6,150.35	6,516	5,421	4,500
'L' Division	5,963.35	5,374.29	3,867.15	3,279.35	2,644.5
'N' Division	1,095	2,088	5,322.40	9,215.10	6,590.25
'P' Division	10,965.05	7,675.20	5,208.20	5,698.55	6,248.25
'Q' Division	10,585.10	9,697.3	7,614.25	8,138.09	3,983.45
'U' Division	13,744.10	9,287.10	6,935.45	7,096.45	5,041.15
'V' Division	681.05	2,714	5,027.45	4,896.25	3,994
Corporate Services Division	96	66	0	0	0
Custody Division	88	374	45	0	0
Licensing Violence Reduction Division	141	1,987.5	338.40	0	0
Operation Support Division	204.5	709	774	1035.15	587
Total	111,961.15	110,670.24	91,502.05	91,993.14	73,667.1

4) Can you tell me what training special constables get as part of their routine training programme?

The attached document provides the 'Pre-core Training', 'Core Training' and 'Post-core Training', which detail the training programme for the next intake of Specials commencing Saturday 17th February.

5) How many hours of training a special constables is expected to complete a year?

For a newly recruited Special Constable the training is approximately 120 hours which is a 3 week condensed course. Once a Special Constable has completed their initial training they are then required to attend a yearly Officer Safety training (OST) course and any relevant computer based training which would equate to up to 40 hours a year.

6) What training programmes are available to full time officers but not to Special Constables.

A Special Constable can apply for any relevant training course, subject to approval by Division and a justifiable means. The only training not open to a Special Constable is Taser.

7) Could you please tell me whether you keep the following demographic information on your special constables, if you do please provide broken down by division if possible: -

- 1. Age**
- 2. Sex**
- 3. Sexuality**
- 4. Faith/Region**
- 5. Ethnicity**

An Equality and Diversity Profile is carried out for Special Constables (and other staff groups) on an annual basis at 31 March and includes the information that you have requested. The information provided below is from the Equality and Diversity Monitoring Profile at 31 March 2017.

Information for the protected characteristics of Sexual Orientation, Religion or Belief and Race are provided by staff on a self-classified basis, there is no obligation for staff to provide this information and is provided on a voluntary basis.

Equality and diversity employment monitoring information is also available in the Police Scotland Mainstreaming reports, which are published every two years to outline the progress made in achieving the objectives set out in the Police Scotland Equality Outcomes. The following link provides information for previous years.

<http://www.scotland.police.uk/about-us/equality-and-diversity>

1. Age

Special Constables		
Age Group	%	No:
16-24	20%	146
25-34	31%	222
35-44	18%	128
45-54	23%	167
55-64	8%	57
65+	<1%	<5

2. Sex

Special Constables		
Sex	%	No:
Male	68%	489
Female	32%	235

3. Sexual Orientation

Special Constables		
Sexual Orientation	%	No:
Gay/Lesbian/Bisexual	3%	22
Heterosexual	65%	473
Choose not to Disclose	6%	42
Other	<1%	<5
Not Recorded	26%	185

4. Religion or Belief

Due to some religion or belief categories having very small numbers they have been categorised as **All Other Religions**, which includes those who have self-classified as Buddhist, Hindu, Jewish, Muslim and Sikh.

Special Constables		
Religion or Belief	%	No:
None	36%	259
Church of Scotland	23%	167
Roman Catholic	8%	55
Other Christian	2%	14
All Other Religions	1%	7
Other	<1%	<5
Choose not to disclose	5%	34
Not Recorded	25%	184

5. Race

Due to some ethnic origin categories having very small numbers they have been categorised as follows.

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.

All Other White British - White English, White Northern Irish, White Welsh and White Other British.

White Minority - White Irish, White Gypsy/Traveller, White Polish and White Other.

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Special Constables		
Ethnic Origin	%	No:
White Scottish	64%	460
All Other White British	7%	52
White Minority	1%	9
BME	1%	8
Choose not to Disclose	2%	12
Not Recorded	25%	183

Should you require any further assistance concerning this matter please contact Information Management - Stirling on 01786 456321 quoting the reference number given.

If you are dissatisfied with the way in which your request has been dealt with, you are entitled in the first instance, and within 40 working days of receiving this response, to request a review of our actions and decisions.

Should you wish to do so, please contact us at the following address, stating what has caused your dissatisfaction and what you require us to review:

Information Management (Disclosure), Police Scotland, Clyde Gateway, 2 French Street, Dalmarnock, G40 4EH - foi@scotland.pnn.police.uk

If you remain dissatisfied following the outcome of that review, you are thereafter entitled to apply to the Scottish Information Commissioner within six months for a decision. You can raise an appeal using the online service at www.itspublicknowledge.info/Appeal or by writing to Office of the Scottish Information Commissioner, Kinburn Castle, Doubledykes Road, St Andrews, Fife, KY16 9DS, or via email at enquiries@itspublicknowledge.info.

Should you wish to appeal against the Scottish Information Commissioner's decision, there is an appeal to the Court of Session on a point of law only.

As part of our commitment to demonstrate openness and transparency in respect of the information we hold, an anonymised version of this response will be posted to the Police Scotland Freedom of Information [Disclosure Log](#) in seven days' time.

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