

Equality and Diversity Employment Monitoring Report

23/
24



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Introduction

This Equality and Diversity Monitoring Report is a collection of Police Scotland data at 31 March 2024 and for the reporting period 1 April 2023 to 31 March 2024. The data aims to compare against data in our last published report at 31 March 2022 and for the reporting period 1 April 2021 and 31 March 2022 and identifying trends since the creation of Police Scotland in 2013.

The publication of this report supports the requirement to fulfil our specific duties under the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012, which states Police Scotland must gather, use, and publish both employee and gender pay gap information. We use this data to identify trends to inform both national and divisional activities, to inform evidence based decision making, including the use of equality and human rights impact assessment and to measure progress against our equality outcomes. The trends highlighted in this report have been used to inform the review of our refreshed equality outcomes. Put in link to refreshed equality outcomes.

We have seen some positive trends when compared to our previously published Equality and Diversity Employment Monitoring Report at 31/03/2022, this is despite the reduction in the number of police officers and police staff during the last couple of years . This includes increases in our workforce profile for either the proportion or numbers for some under-represented groups and we continue to see a reduction in the number or proportion of our staff who choose not to disclose their protected characteristics.



Our gender pay gap continues to narrow for both police officers and police staff. As in our previous reports, we have identified the link between the protected characteristics of age and sex in relation to the other protected characteristics, which provides us with valuable insight.

At the time of writing this report, the 2022 Census for Scotland findings were being published and where possible trends have been identified. Further work will be undertaken to look at trends identified in the 2022 Census for Scotland against the trends within Police Scotland.

More detailed progress of the activities conducted within Police Scotland is captured within our Mainstreaming Report, which is published every two years. Put in link to the Mainstreaming Report.

Methodology

Equality and diversity 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 key themes and trends in relation to the Police Scotland workforce, including those who work for us, staff who leave us, individuals who apply to join us and for career development.

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

- The data collected is at 31 March 2024 or where relevant for the period 1 April 2023 to 31 March 2024.
- The data is used to identify trends and to address any issues to continue to make progress in meeting and achieving our current Equality Outcomes 5, 6, 7 and 8.
- Data comparisons have been made against data at 31 March 2022 as 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.



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- 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. Work is currently underway to update our categories to reflect the 2022 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 and Diversity Workforce Profiles

There continues to be a steady decrease in either the number or proportion of police officers and police staff who Choose not to Disclose for the protected characteristics of Disability, Race, Religion or Belief, Sexual Orientation and Transgender Identity. This has been the trend on an annual basis since 2017.

Key points relating to Choose not to Disclose (unless otherwise stated under the relevant protected characteristic):

- The 35-44 age group is the most common for police officers who Choose not to Disclose and the 55-64 age group is the most common for police staff who Choose not to Disclose.
- A higher proportion of male police officers Choose not to Disclose for each of the relevant protected characteristics. A higher proportion of male police staff Choose not to Disclose for the protected characteristics of Disability and Race. However, there is no difference in the proportion of males and females who Choose not to Disclose for the protected characteristics of Religion or Belief and Sexual Orientation.
- The 11-15 or 16-20 years' service bands are the most common for police officers and police staff who Choose not to Disclose.

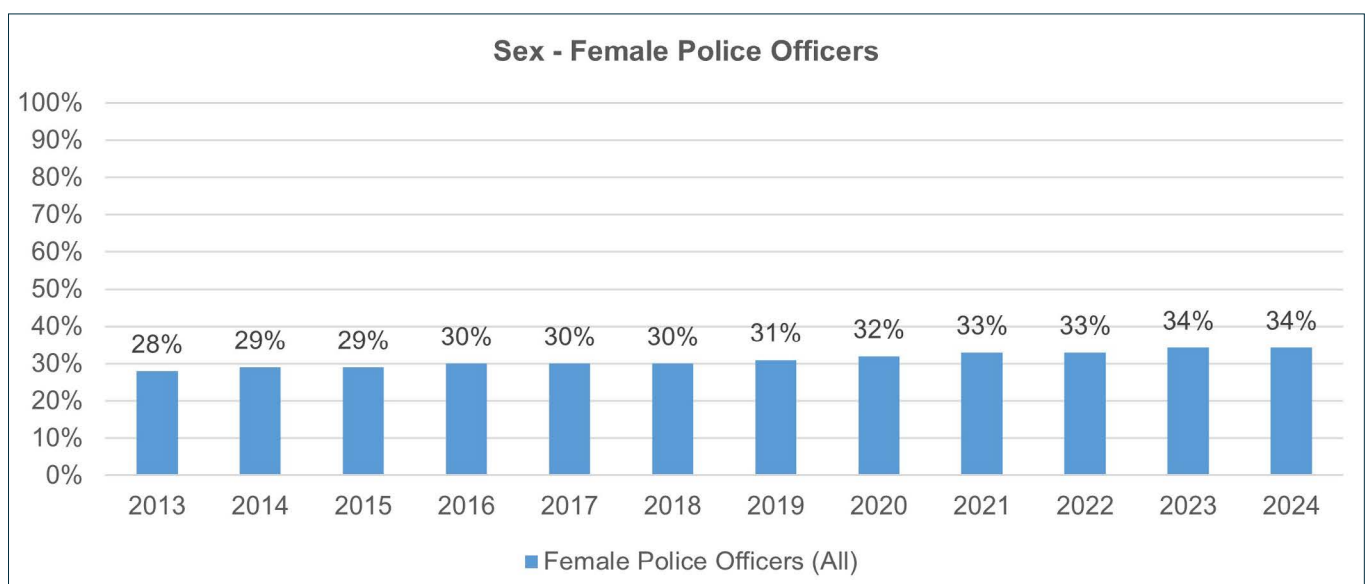


a. Sex

Sex	Police Officer %	Police Officer No.	Police Staff %	Police Staff No.	Special Constable %	Special Constable No.
Male	65.74%	10951	37.83%	2095	69.27%	266
Female	34.26%	5708	62.17%	3443	30.73%	118

Police Officers

- The proportion of female police officers has increased when compared to our published Equality and Diversity Employment Monitoring Report at 31/03/2022. The graph below shows that the proportion of female police officers remains consistent with the profile at 31/03/2023 and this is despite the overall decrease in the number for both male and female police officers.
- The graph below shows the proportion of female police officers at 31st March of each year.





- 11-15 years' service continues to be the most common length of service for both male and female police officers.

Police Staff

- The proportion of male and female police staff remains consistent, this has been a similar trend since 2013.
- The 0-2 and 16-20 years' service bands continue to be the most common for female police staff and the 0-2 years' service band continues to be the most common for male police staff.

Special Constables

- The proportion of female special constables has decreased when compared to our published Equality and Diversity Employment Monitoring Report at 31/03/2022. The number of special constables has continued to decrease on an annual basis and the proportion of has fluctuated between 31% and 32% since 2017.
- There has been a shift in the most common service band for female special constables where the 3-5 years' service band is the most common for female special constables at 31/03/2024 compared to the 0-2 years' service band at 31/03/222. 0-2 years' service remains the most common service band for male special constables.



b. Age

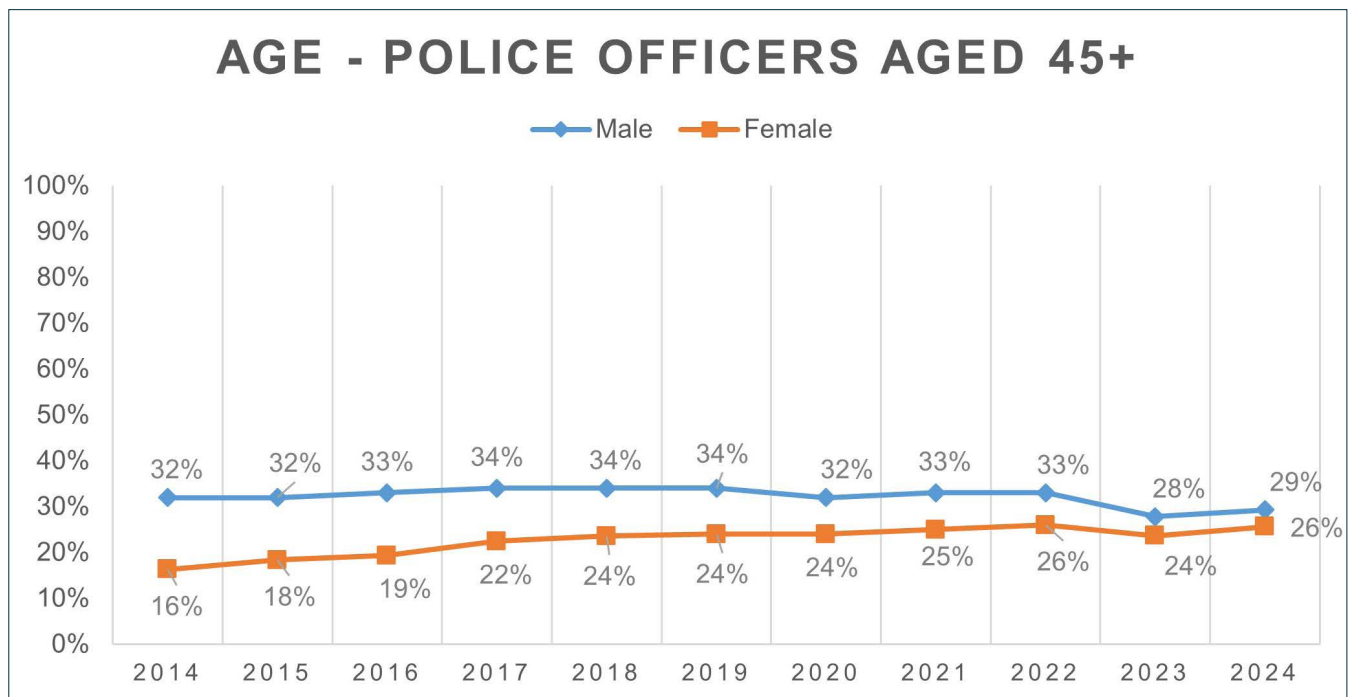
Age is one of the protected characteristics that has an impact across all of the protected characteristics.

Age Group	Police Officer %	Police Officer No.	Police Staff %	Police Staff No.	Special Constable %	Special Constable No.
16-24	3.91%	652	2.33%	129	9.90%	38
25-34	29.89%	4980	17.14%	949	19.01%	73
35-44	38.18%	6361	22.61%	1252	23.96%	92
45-54	25.34%	4221	28.31%	1568	21.61%	83
55-64	2.65%	442	26.81%	1485	21.61%	83
65+	0.02%	3	2.80%	155	3.91%	15

Police Officers

- The 35-44 age group remains the most common age group for police officers for both males and females. 35-44 has been the most common age group since 2013.
- The average age of a police officer is 39 years old (38 years old for females and 39 years old for males).

The following graph shows the proportion of male and female police officers who are aged 45 and over since 2014. We can see that for male police officers, the proportion has remained fairly steady over the years. However, since 2014 there has been an increase in the proportion of female police officers who are aged 45 and over.



Police Staff

- The 44-54 age group remains the most common age group for police staff. This has been the trend since 2013. The 45-54 age group is the most common for female police staff. The 55-64 age group is the most common for male police staff.
- The average age of police staff is 46 years old (45 years old for females and 48 years old for males).

Special Constables

- The 35-44 age group is the most common age group for special constables, which is a change in trend from the 45-54 age group being the most common since 2020.
- The 35-44 age group is the most common age group for female special constables compared to the 45-54 and 55-64 age groups for male special constables.

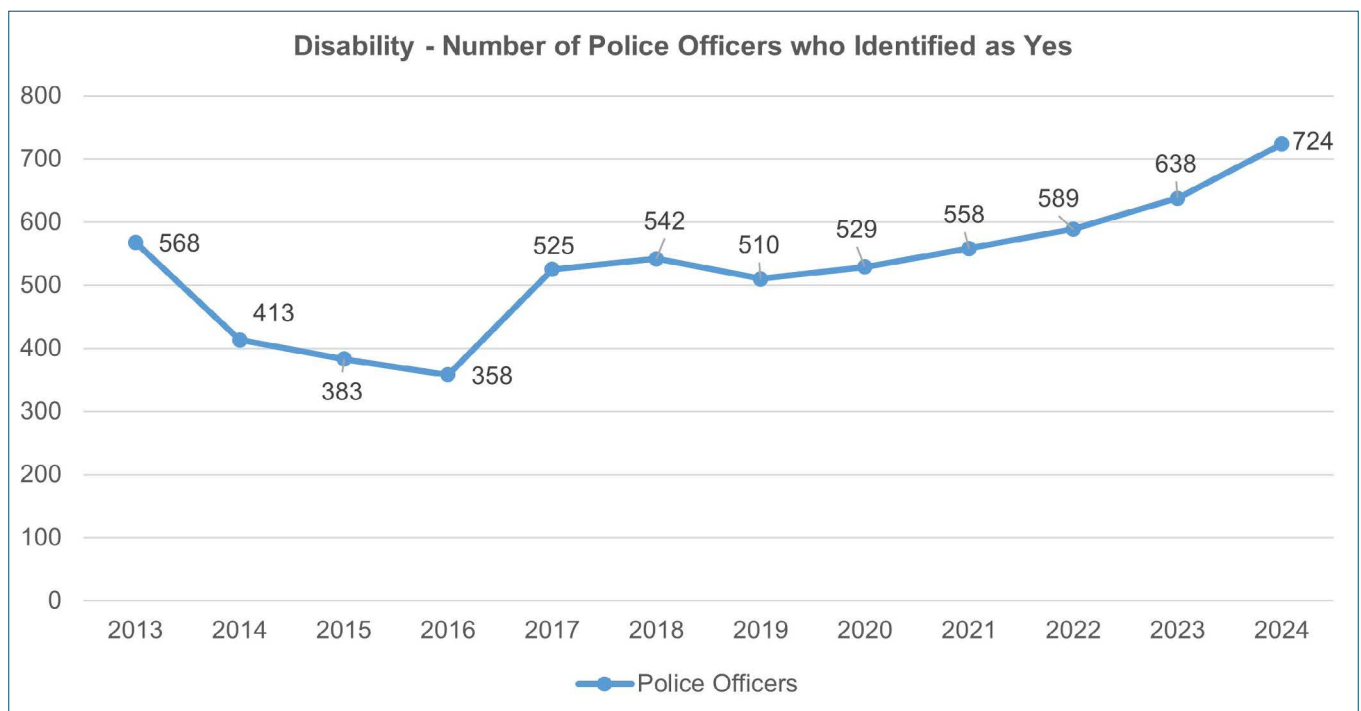


c. Disability

Disability	Police Officer %	Police Officer No.	Police Staff %	Police Staff No.	Special Constable %	Special Constable No.
Yes	4.35%	724	7.48%	414	0.78%	3
No	84.52%	14081	85.73%	4748	78.91%	303
Choose Not to Disclose	7.88%	1313	5.11%	283	3.39%	13
Not Recorded	3.25%	541	1.68%	93	16.93%	65

Police Officers

- The number of police officers who identified as Yes continues to increase, which has been the trend since 2019 as illustrated in the graph below.
- The proportion of police officers who identified as Yes also continues to increase; in 2014 the proportion was 2% compared to 4.35% in 2024.





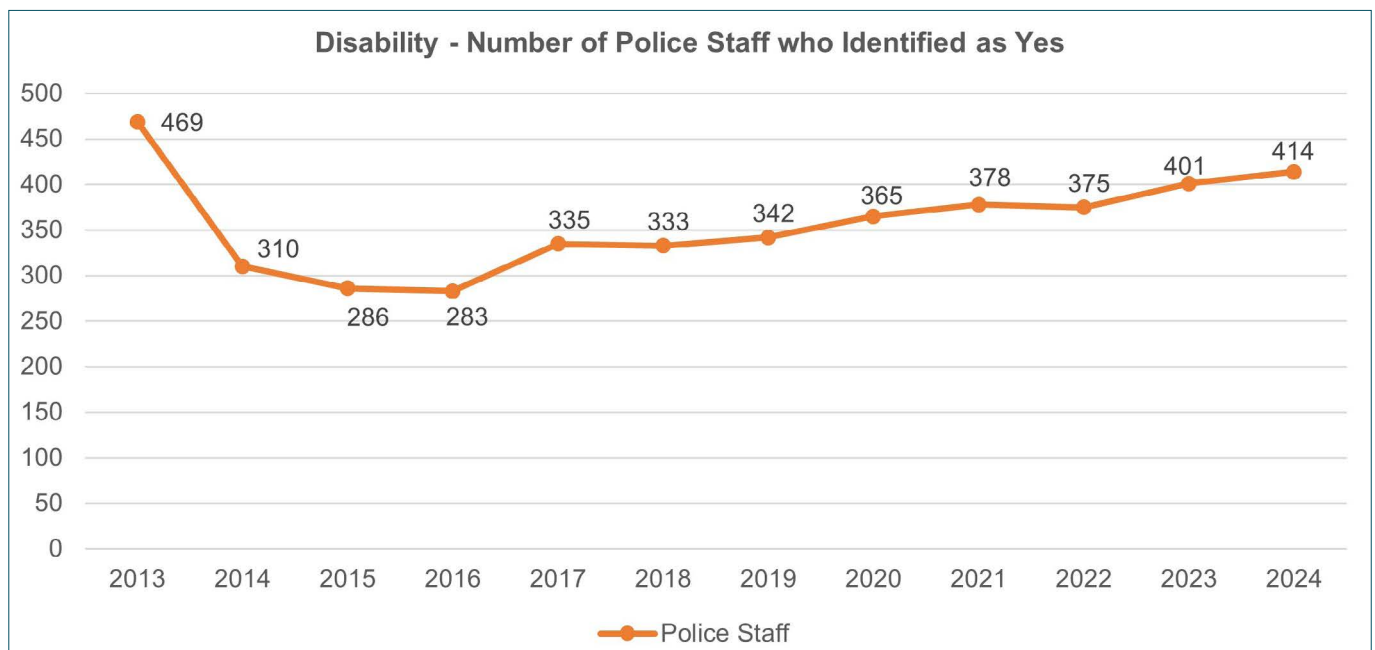
- 35-44 and 45-54 are equally the most common age groups for police officers who identified as Yes. 35-44 continues to be the most common age group for those who identified as No. This reflects the overall Police Officer Age Workforce Profile at 31/03/2024.
- In 2023, we started to see a shift in the age demographic of police officers who identified as Yes and this trend has continued into 2024. Prior to this, the 45-54 age group had always been the most common age group for police officers who identified as Yes. However, the overall age demographic of police officers who identified as Yes is still older when compared to those who identified as No.
- The increase in the number of police officers identifying as Yes and the shift in the age demographic is likely to be linked to a variety of awareness raising activities that have been ongoing within Police Scotland over the last couple of years. This includes:
 - A focus on health and wellbeing by our previous Chief Constable Sir Ian Livingstone and the continued focus by our current Chief Constable Jo Farrell.
 - A visible executive sponsor for Disability and the Disability and Carers Association (DACA).
 - Improved awareness of Access to Work and the increase in requests for reasonable adjustments.
 - Improved awareness around neurodiversity.
 - Ongoing work for the duty modification project.
- There was no difference in the proportions of male and female police officers who identified as Yes to having a disability.
- 11-15 years' service continues to be the most common length of service for police officers who have identified as Yes or No. This reflects the most common service band for police officers overall.



Police Staff

- The number of police staff who identified as Yes continues to increase when compared to the published Equality and Diversity Employment Monitoring Report at 31/03/2022,

as illustrated in the graph below. The proportion remains consistent at around 7%, which has been the trend since 2017.



- The trend in the Police Scotland profile shows that the proportions of males and female who identify as Yes is not too dissimilar.
- 45-54 is the most common age group for police staff who identified as Yes and for those who identified as No and reflects the most common age group within the Police Staff Workforce Profile by Age at 31/03/2024.
- The 16-20 years' service continues to be the most common service band for police staff who identified as Yes compared to 0-2 years for those who identified as No. 0-2 years' service is the most common service band within the Police Staff Workforce Profile by Service at 31/03/2024 followed by the 16-20 and 3-5 years' service bands.



Special Constables

- The number of special constables who identified as Yes remains small and minimal trends can be established in relation to the most common age group or most common service band. There is likely to be a link due to the higher proportion of those whose information is not recorded.
- The proportion and number of special constables who Choose not to Disclose for the protected characteristic of disability has remained consistent since 2021.

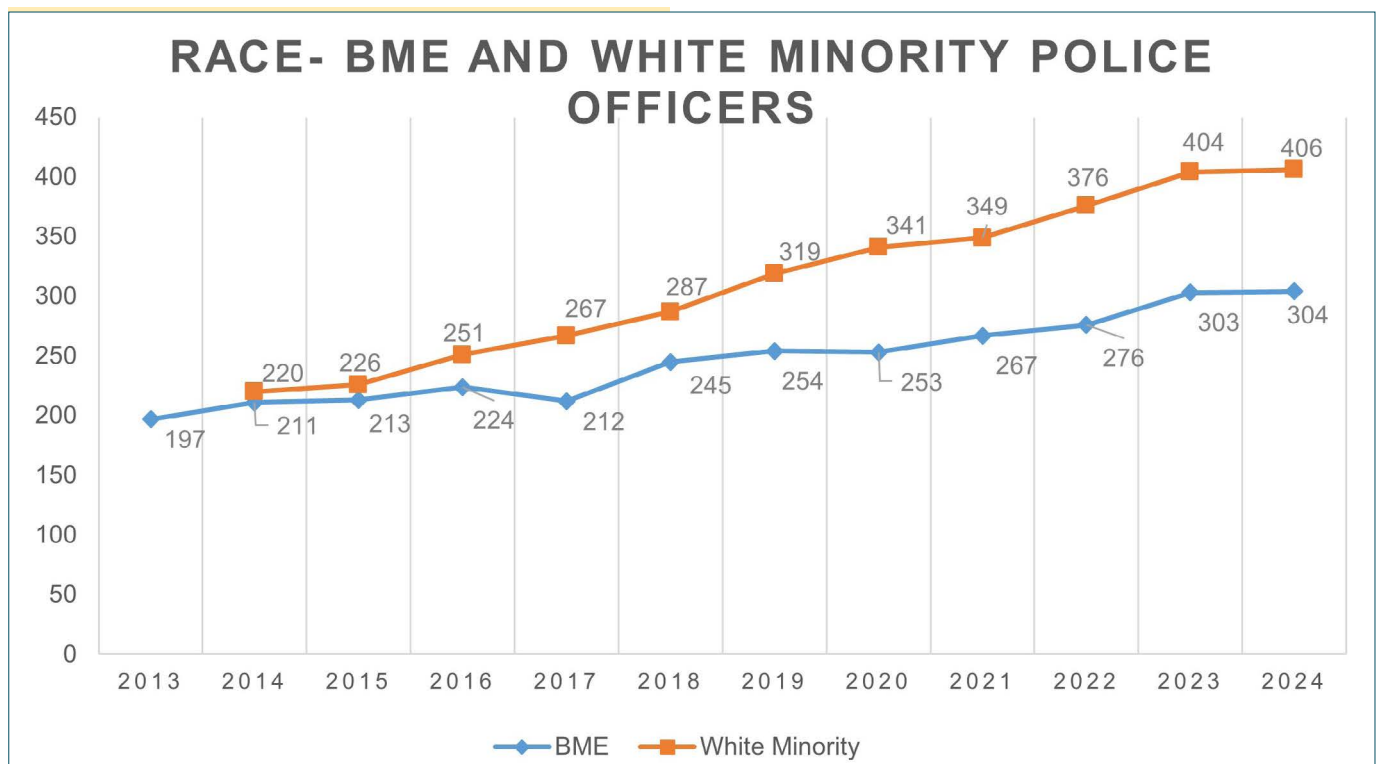
d. Race

Ethnic Origin	Police Officer %	Police Officer No.	Police Staff %	Police Staff No.	Special Constable %	Special Constable No.
White Scottish	78.11%	13013	84.00%	4652	67.19%	258
All Other White British	8.25%	1374	7.06%	391	8.07%	31
White Minority	2.44%	406	1.77%	98	2.60%	10
BME	1.82%	304	2.15%	119	2.86%	11
Choose Not To Disclose	6.08%	1013	3.29%	182	2.34%	9
Not Recorded	3.30%	549	1.73%	96	16.93%	65

Police Officers

- There has been an increase in the number of police officers who identify as BME or White Minority when compared to our previous published Equality and Diversity Employment Monitoring Report at 31/03/2022, with the proportions remaining broadly the same but slowly increasing on an annual basis. This is despite the reduction in the number of police officers over the last couple of years.

The graph below shows the number of police officers identifying as BME or White Minority at 31st March of each year.



- The most common ethnic origin categorised as BME for police officers was Mixed or Multiple Ethnic Group, this was also the most common for female police officers. Pakistani was the most common for male police officers.
- Other White Ethnic Group was the most common ethnic origin category for both male and female police officers identifying as White Minority.
- There was a higher proportion of male police officers who identified as BME, Other White British and Choose not to Disclose and a higher proportion of female police officers identifying as White Scottish. There was no difference in the proportion of male and female police officers who identified as White Minority.



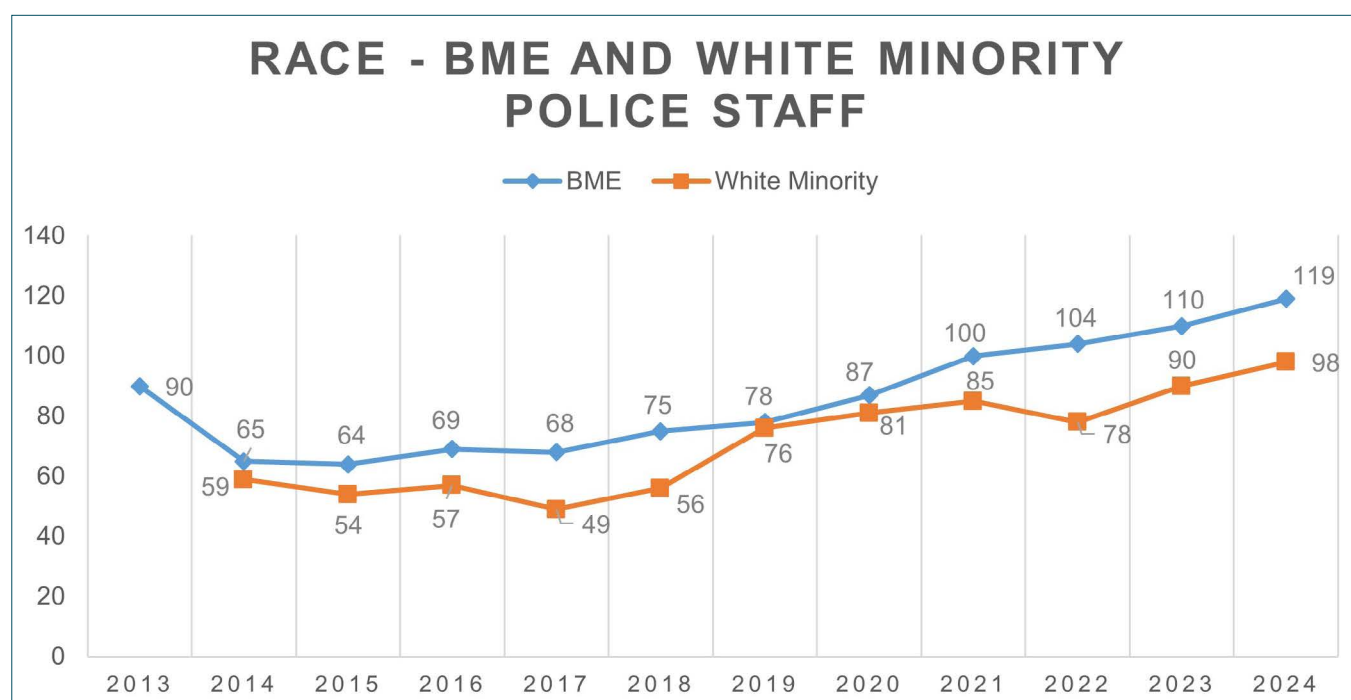
- The 35-44 age group was the most common for all ethnic origin categories except for those whose data was not recorded where the 25-34 age group was the most common age group.
- This was also the trend at 31/03/2022 and is likely to be linked to probationary constables who have yet to complete their Equality and Diversity Questionnaire on SCOPE. These trends reflect the Police Officer Age Workforce Profile at 31/03/2024.
- Trends relating to the most common service band show that those who identify as BME or White Minority have shorter lengths of service with the 6-10 years' service band the most common compared to those who identify as White Scottish or Other White British who have longer lengths of service where the 11-15 years' service band is the most common. Length of service has a link to the pay gap reporting by race as identified on [page 51](#).

Police Staff

- There has been an increase in the number of police staff who identify as BME or White Minority when compared to our Equality and Diversity Employment Monitoring Report at 31/03/2022, with the proportions remaining broadly the same but slowly increasing on an annual basis.



The graph below shows the number of police staff identifying as BME or White Minority at 31st March of each year.



- The most common ethnic origin categorised as BME for police staff was Indian, this was also the most common ethnic origin category for female police staff. The following ethnic origin categories are equally the most common for male police staff, Indian, Mixed or Multiple Ethnic Group and Pakistani.
- There was a higher proportion of male police staff who identified as BME, Other White British and Choose not to Disclose and a higher proportion of female police staff identifying as White Scottish. There was no difference in the proportion of male and female police staff who identified as White Minority
- The most common ethnic origin categorised as White Minority was Other White Ethnic Group for both male and female police staff.



- 35-44 was the most common age group for police staff identifying as BME or White Minority compared to the 45-54 and 55-64 age groups being the most common for those who identify as White Scottish or Other White British. The trends identify that those who identify as BME or White Minority are a younger demographic than those who identified as White Scottish or Other White British.
- 0-2 years' service was the most common service band for police staff identifying as BME, White Minority, White Scottish and Other White British.

Special Constables

- There has been little change to the profile for those who identify as BME, White Minority or Choose not to Disclose when compared to our previously published Equality and Diversity Employment Monitoring Report at 31/03/2022.
- The most common ethnic origin categorised as BME is Indian or Pakistani for both male and female special constables.
- The most common ethnic origin categorised as White Minority is Other White Background for both male and female special constables.
- The most common age group varies across each of the ethnic origin categories, with some categories having more than one common age group. The trends show that special constables who identify as White Minority have a younger average age compared to the other ethnic origin categories.
- The most common lengths of service vary across each of the ethnic origin categories. The trends show that special constables who identify as White Scottish or Choose not to Disclose have longer lengths of service.



e. Religion or Belief

Religion or Belief	Police Officer %	Police Officer No.	Police Staff %	Police Staff No.	Special Constable %	Special Constable No.
Church of Scotland	16.12%	2686	22.34%	1237	26.04%	100
Roman Catholic	10.65%	1775	13.42%	743	7.55%	29
Other Christian	2.28%	380	2.22%	123	2.86%	11
All Other Religions	1.03%	172	1.23%	68	2.86%	11
Other	1.18%	197	0.69%	38	1.30%	5
None	53.48%	8910	49.69%	2752	38.28%	147
Choose not to Disclose	11.87%	1977	8.69%	481	4.17%	16
Not Recorded	3.37%	562	1.73%	96	16.93%	65

Police Officer and Police Staff

- The trends found in the Religion or Belief profiles for police officers and police staff show that there has been an increase in the proportion of those identifying as None and a decrease in the proportion of those identifying as Church of Scotland. We have seen this trend developing since 2013 and the 2022 Census for Scotland shows similar trends within the wider population of Scotland.
- The proportion of police officers and police staff who identify as Roman Catholic remains similar to our previously published Equality and Diversity Employment Monitoring Report at 31/03/2022 and has remained consistent since 2014.
- We have also seen an increase in the number of police officers and police staff identifying as All Other Religions. Muslim is the most common for police officers and police staff categorised as All Other Religions and this trend appears similar to the findings in the 2022 Census for Scotland.



- We have also identified a link between age and how police officers and police staff identify their religion or belief. Police officers who identify as Church of Scotland are an older demographic when compared to the other religion or belief categories. Police staff who identify as Church of Scotland, Other Christian or Other are an older demographic when compared to the other religion or belief categories.
- We also looked at whether the protected characteristic of sex had any impact on how police officers and police staff identified their religion or belief. It was identified that there was no significant difference in the proportion of male and female police staff who identified as None, Church of Scotland, All Other Religions or Choose not to Disclose. A higher proportion of female police staff identified as Roman Catholic. For police officers there was no significant difference in the proportion of males and females who identified as Church of Scotland or Roman Catholic. However, a higher proportion of female police officers identified as None and a higher proportion of male police officers identified as All Other Religions.

Special Constables

- There have been no significant differences in the proportions for each of the religion or belief categories for special constables when compared to our previously published report in 2022.



f. Sexual Orientation

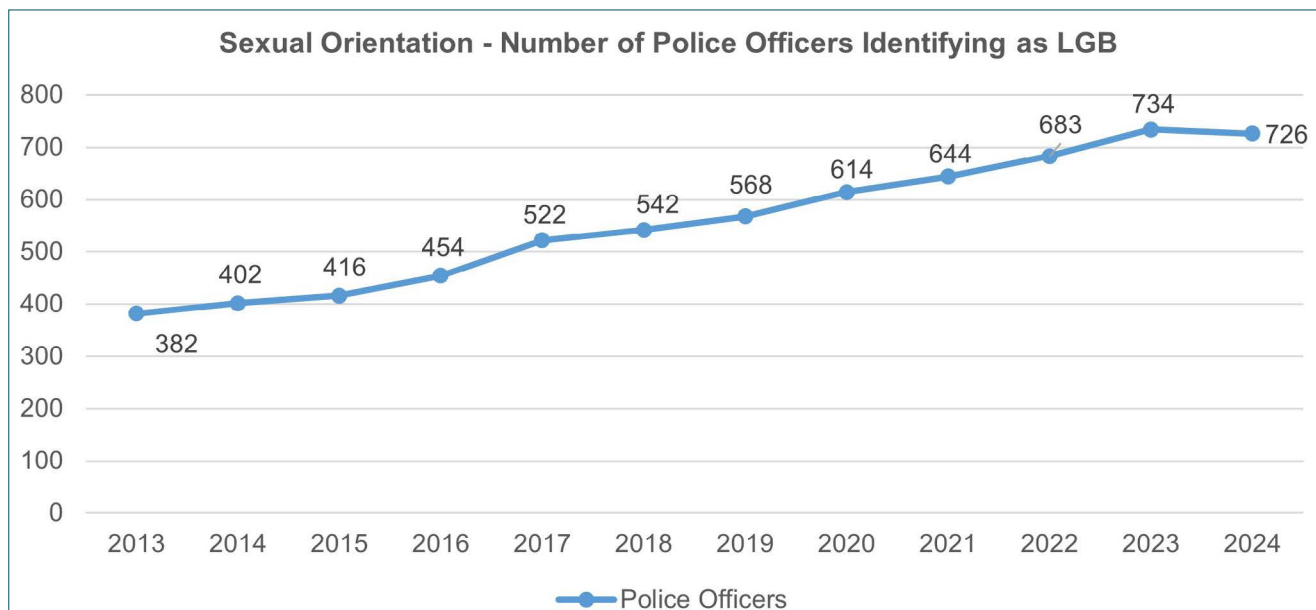
Sexual Orientation	Police Officer %	Police Officer No.	Police Staff %	Police Staff No.	Special Constable %	Special Constable No.
Lesbian/Gay/Bisexual (LGB)	4.36%	726	3.88%	215	6.25%	24
Heterosexual	81.45%	13568	85.68%	4745	70.83%	272
Other	0.00%	0	0.00%	0	0.00%	0
Choose not to Disclose	10.82%	1803	8.70%	482	5.99%	23
Not Recorded	3.37%	562	1.73%	96	16.93%	65

Police Officers

- Since 2013, the number of police officers who identify as LGB has increased on an annual basis. However, the graph below shows a small reduction in the number at 31/03/2024 and this is likely to be linked to the overall reduction in the number of police officers during the last couple of years. The proportion of police officers who identify as LGB continues to sit at around 4%, which has been the trend since 2021.



The graph below shows the number of police officers identifying as LGB at 31st March of each year.



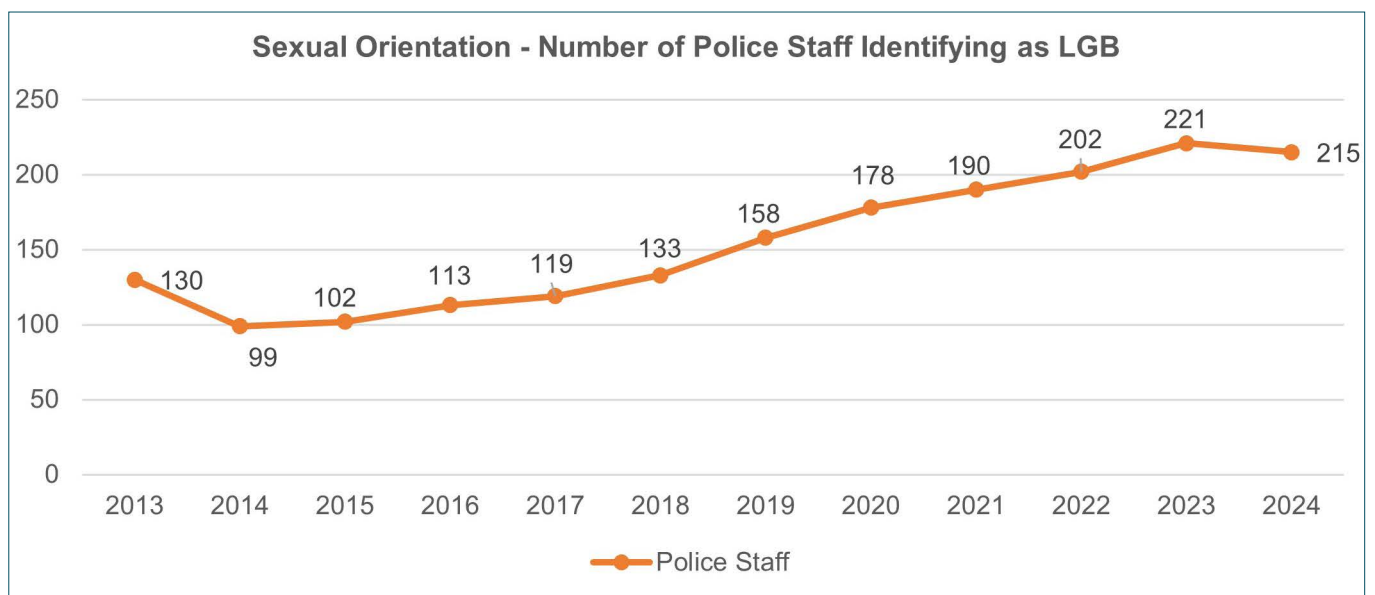
- 35-44 was the most common age group for police officers identifying as LGB or Heterosexual. This was a shift in trend from previous years where the 25-34 age group was the most common for those identifying as LGB. This shift in trend is likely to be linked to retention. However, the age demographic of police officers who identify as LGB is still a younger demographic when compared to police officers who identify as Heterosexual.
- The 6-10 years' service band continues to be the most common for police officers who identified as LGB compared to the 11-15 years' service band being the most common for those who identify as Heterosexual. The general trend sees that police officers who identify as LGB have shorter lengths of service compared to police officers who identify as Heterosexual and the most common age group within the Police Officer Service Profile at 31/03/2024.
- We have seen a trend where a higher proportion of female police officers identify as LGB when compared to male police officers.

Police Staff

- Since 2014, the number of police staff who identified as LGB increased on an annual basis. However, the graph below shows a small reduction in the number for 2024. The proportion of police staff who identify as LGB continues to sit at around 4%, which has been the trend since 2022.



The graph below shows the number of police staff identifying as LGB at 31st March of each year.



- 25-34 is the most common age group for police staff identifying as LGB compared to the 45-54 age group being the most common for police staff identifying as Heterosexual.
- 3-5 years' service is the most common service band for police staff who identified as LGB compared to 0-2 years' service for police staff who identified as Heterosexual. The 0-2 years' service band is the most common for police staff overall.
- We have found that there was no significant difference in the proportion of male and female police staff who identified as LGB.

Special Constables

- The proportion of special constables identifying as LGB or Choose not to Disclose remains consistent at 31/03/2024 when compared to our Equality & Diversity Monitoring Report published in 31/03/2022.
- 35-44 was the most common age group for those identifying as LGB compared to the 45-54 age group being the most common for those identifying as Heterosexual. This is a shift in trend from previous years where the 25-34 age group was the most common for special constables identifying as LGB.



- 3-5 years' service was the most common service band for special constables identifying as LGB compared to 11-15 years' service for those identifying 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 %	All Staff Groups No.
Yes	0.12%	26
No	91.56%	20676
Choose Not to Disclose	5.15%	1163
Not Recorded	3.17%	716

- The number of staff identifying as Yes to the following question "Do you currently or have you previously considered yourself as transgender?" has seen a small increase when compared to our published Equality and Diversity Employment Monitoring Report at 31/03/20222. The proportion has remained consistent since 2013.

Occupational Segregation

Occupational segregation refers to the clustering of sex, race, disability and sexual orientation 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.

a. 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.
- Chief Inspector and above includes the ranks of: Chief Inspector, Superintendent, Chief Superintendent, Assistant Chief Constable, Deputy Chief Constable and Chief Constable.
- Overall, 22% of police officers are in a promoted rank of sergeant and above and 78% are in the rank of constable.



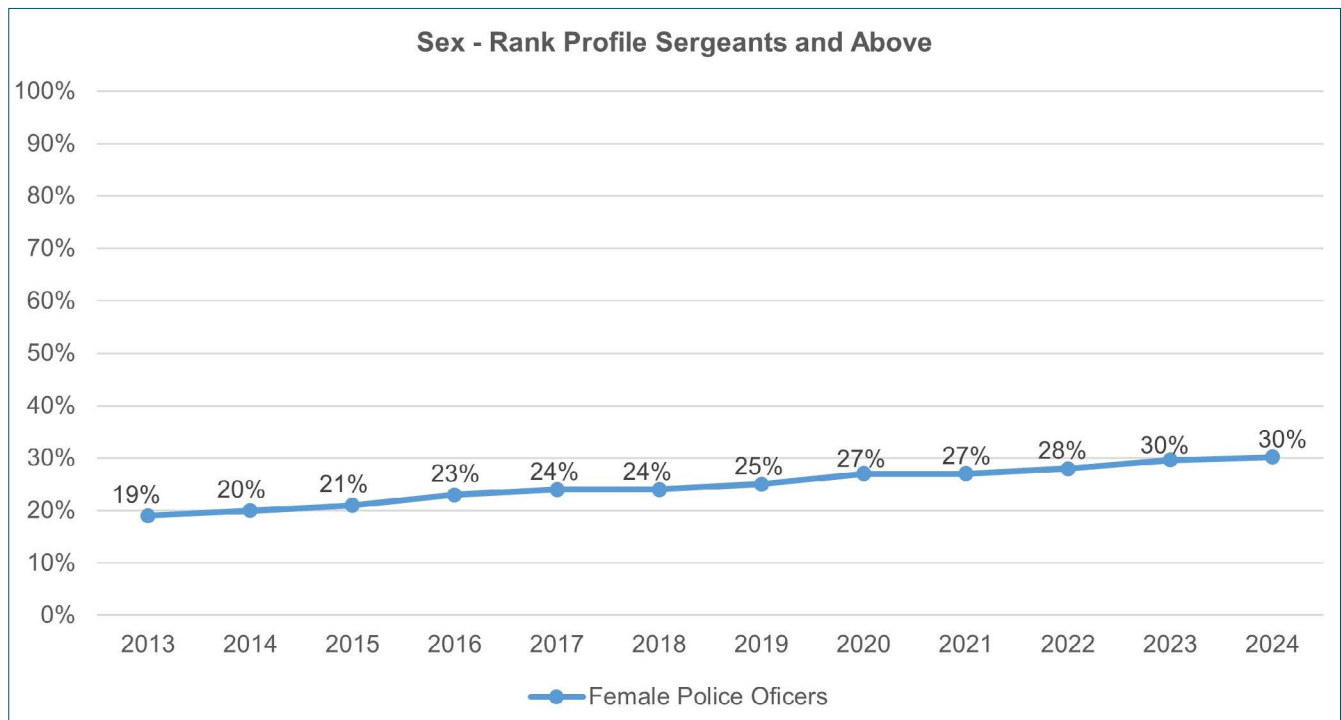
Sex

Rank	Female %	Female No.	Male %	Male No.
Chief Constable	100.00%	1	0.00%	0
Deputy Chief Constable	50.00%	2	50.00%	2
Assistant Chief Constable	22.22%	2	77.78%	7
Chief Superintendent	30.00%	12	70.00%	28
Superintendent	33.93%	38	66.07%	74
Chief Inspector	28.89%	52	71.11%	128
Inspector	26.79%	217	73.21%	593
Sergeant	31.21%	761	68.79%	1677
Sergeant and Above	30.19%	1085	69.81%	2509
Constable	35.38%	4623	64.62%	8442

- The proportion and number of female police officers in the promoted ranks of sergeant and above has increased when compared to our published Equality and Diversity Employment Monitoring Report at 31/03/2022. However, the proportion of female police officers remains consistent with the profile at 31/03/2023 and this is despite the overall decrease in the number of police officers overall.



The graph below shows the proportion of female police officers in the ranks of sergeant and above at 31st March of each year.



- At 31/03/2024, 19% of female police officers are in the ranks of sergeant and above and 81% are in the rank of constable compared to 23% of males in the ranks of sergeant and above and 77% in the rank of constable. The trend for male police officers in the ranks of sergeant and above has remained fairly static ranging between 23% and 25% since 2013. However, since 2013 this has increased from 15% for female police officers in the ranks of sergeant and above and 85% in the rank of constable.



Age

Age Group	Sergeant and Above %	Sergeant and Above No.	Constable %	Constable No.
16-24	0.00%	0	4.99%	652
25-34	5.73%	206	36.54%	4774
35-44	48.50%	1743	35.35%	4618
45-54	42.93%	1543	20.50%	2678
55-64	2.81%	101	2.61%	341
65+	0.03%	1	0.02%	2

- When compared to our published Equality and Diversity Employment Monitoring Report at 31/03/2022, there has been a shift in the most common age group for those in the ranks of sergeant and above from the 45-54 age group to the 35-44 age group. The average age of those in the ranks of sergeant and above is 44 years' old.
- The average age of those at the rank of constable is 37 years old and 43 years old for those at the rank of sergeant.
- There is no difference in the most common age group or the average age for male and female police officers who are in the ranks of sergeant and above.

The following table shows the profile by rank split by age group.

Rank	16-24	25-34	35-44	45-54	55-64	65+
Chief Inspector and Above	0.00%	0.00%	26.88%	69.94%	3.18%	0.00%
Inspector	0.00%	1.85%	42.47%	53.09%	2.59%	0.00%
Sergeant	0.00%	7.83%	53.57%	35.73%	2.83%	0.04%
Constable	4.99%	36.54%	35.35%	20.50%	2.61%	0.02%
Police Scotland Profile	3.91%	29.89%	38.18%	25.34%	2.65%	0.02%

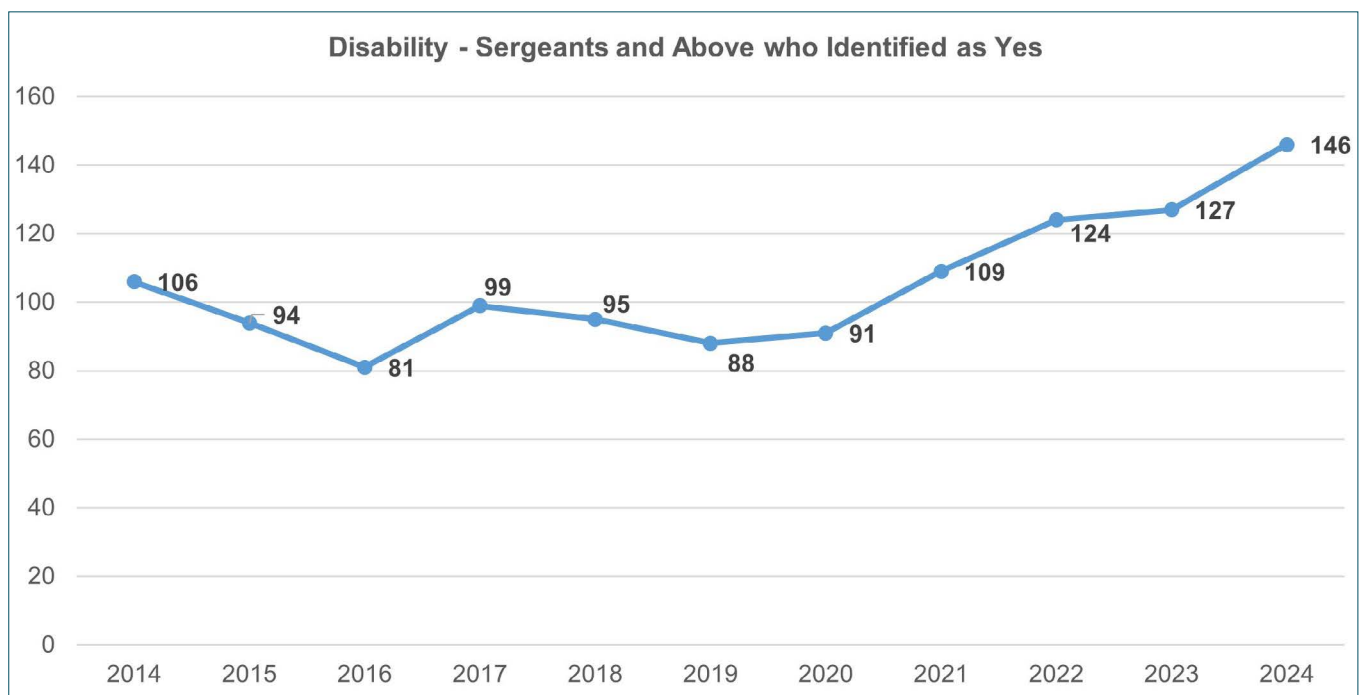


Disability

Disability	Sergeant and Above %	Sergeant and Above No.	Constable %	Constable No.
Yes	4.06%	146	4.42%	578
No	85.81%	3084	84.17%	10997
Choose not to Disclose	10.02%	360	7.29%	953
Not Recorded	0.11%	4	4.11%	537

- The proportion of police officers in the ranks of sergeant and above who have identified as Yes is not too dissimilar to the Police Officer Disability Workforce Profile of 4.35% at 31/03/2024. This is the highest number and proportion of police officers in the ranks of sergeant and above who have identified as Yes.

The graph below shows the number of police officers in the ranks of sergeant and above at 31st March of each year who have identified as Yes. The graph shows the number has continued to steadily increase since 2019.





- 20% of police officers who identified as Yes are in a promoted rank of sergeant and above and 80% are in the rank of constable.
- 22% of police officers who identified as No are in a promoted rank of sergeant and above and 78% are in the rank of constable.

The following table shows the profile by rank split by those who have a recorded disability and those who do not.

Rank	Recorded Disability %	No Recorded Disability %
Chief Inspector and Above	1.73%	98.27%
Inspector	4.07%	95.93%
Sergeant	4.39%	95.61%
Constable	4.42%	95.58%
Overall Profile	4.35%	95.65%

- When compared to our previously published Equality and Diversity Employment Monitoring Report at 31/03/2022, there have been small increases in the proportions at each rank who have identified as Yes. However, the trend where the proportion decreases for those in the ranks of Chief Inspector and above is still relevant. It has been identified that this is likely to be linked to under-recording on the Police Scotland HR System (SCoPE) where individuals have not updated their information for a variety of reasons. Work will continue to address this and investigate the range of factors that may be influencing this trend.



Race

The following table shows the profile for police officers in the ranks of sergeant and above and for the rank of constable by each ethnic origin category.

Ethnic Origin	Sergeant and Above %	Sergeant and Above No.	Constable %	Constable No.
White Scottish	80.33%	2887	77.50%	10126
All Other White British	8.63%	310	8.14%	1064
White Minority	1.45%	52	2.71%	354
BME	1.25%	45	1.98%	259
Choose not to Disclose	8.24%	296	5.49%	717
Not Recorded	0.11%	4	4.17%	545

- The proportion of police officers in the ranks of sergeant and above who identified as BME or White Minority remains similar when compared to our previous published Equality and Diversity Employment Monitoring Report at 31/03/2022.
 - 15% of police officers who identify as BME are in the ranks of sergeant and above and 85% are in the rank of Constable.
 - 13% of police officers who identify as White Minority are in the ranks of sergeant and above and 87% are in the rank of Constable.
 - 22% of police officers who identify as White Scottish are in the ranks of sergeant and above and 78% are in the rank of Constable.
 - 23% of police officers who identify as Other White British are in the ranks of sergeant and above and 77% are in the rank of Constable.
- Police officers who identify as White Scottish or Other White British have a higher proportion in the ranks of sergeant and above compared to those who identify as BME or White Minority as explained below. Trends identified in the Police Officer Race Workforce Profile on [page 16](#), highlight the links between length of service and ethnic origin categories.



The table below shows the rank profile by each of the ethnic origin categories.

Rank	White Scottish	Other White British	White Minority	BME	Choose not to Disclose	Not Recorded
Chief Inspector and Above	80.64%	10.12%	1.45%	1.45%	6.07%	0.29%
Inspector	82.72%	7.90%	1.60%	1.23%	6.54%	0.00%
Sergeant	79.49%	8.65%	1.39%	1.23%	9.11%	0.12%
Constable	77.50%	8.14%	2.71%	1.98%	5.49%	4.17%
Police Scotland Profile	78.11%	8.25%	2.44%	1.82%	6.08%	3.30%

- When compared to our previously published Equality and Diversity Employment Monitoring Report at 31/03/2022, there have been small increases in the proportion of police officers in the ranks of constable and inspector who identify as BME and small increases in the proportion of police officers in the ranks of constable and sergeant who identify as White Minority.

Religion or Belief

Religion or Belief	Sergeant and Above %	Sergeant and Above No.	Constable %	Constable No.
Church of Scotland	24.35%	875	13.86%	1811
Roman Catholic	11.13%	400	10.52%	1375
Other Christian	3.09%	111	2.06%	269
All Other Religions	0.92%	33	1.06%	139
Other	1.17%	42	1.19%	155
None	42.71%	1535	56.45%	7375
Choose not to Disclose	16.42%	590	10.62%	1387
Not Recorded	0.22%	8	4.24%	554



- None is the most common religion or belief for police officers in the ranks of sergeant and above, which follows the overall trend identified in the Police Officer Religion or Belief Workforce Profile at 31/03/2024.
- However, the profile for those in the ranks of sergeant and above has a higher proportion identifying as Church of Scotland and Choose not to Disclose and reflects the trends linked to age identified in the Police Officer Religion or Belief Workforce Profile at 31/03/2024.

The table below shows the rank profile by each of the religion and belief categories.

Religion or Belief	Chief Inspector and Above %	Inspector %	Sergeant %	Constable %	Police Scotland Profile at 31/03/2024 %
Church of Scotland	34.10%	27.28%	21.99%	13.86%	16.12%
Roman Catholic	13.29%	11.11%	10.83%	10.52%	10.65%
Other Christian	4.34%	3.46%	2.79%	2.06%	2.28%
All Other Religions	0.87%	0.99%	0.90%	1.06%	1.03%
Other	0.58%	0.99%	1.31%	1.19%	1.18%
None	34.68%	40.00%	44.75%	56.45%	53.48%
Choose not to Disclose	11.85%	15.93%	17.23%	10.62%	11.87%
Not Recorded	0.29%	0.25%	0.21%	4.24%	3.37%

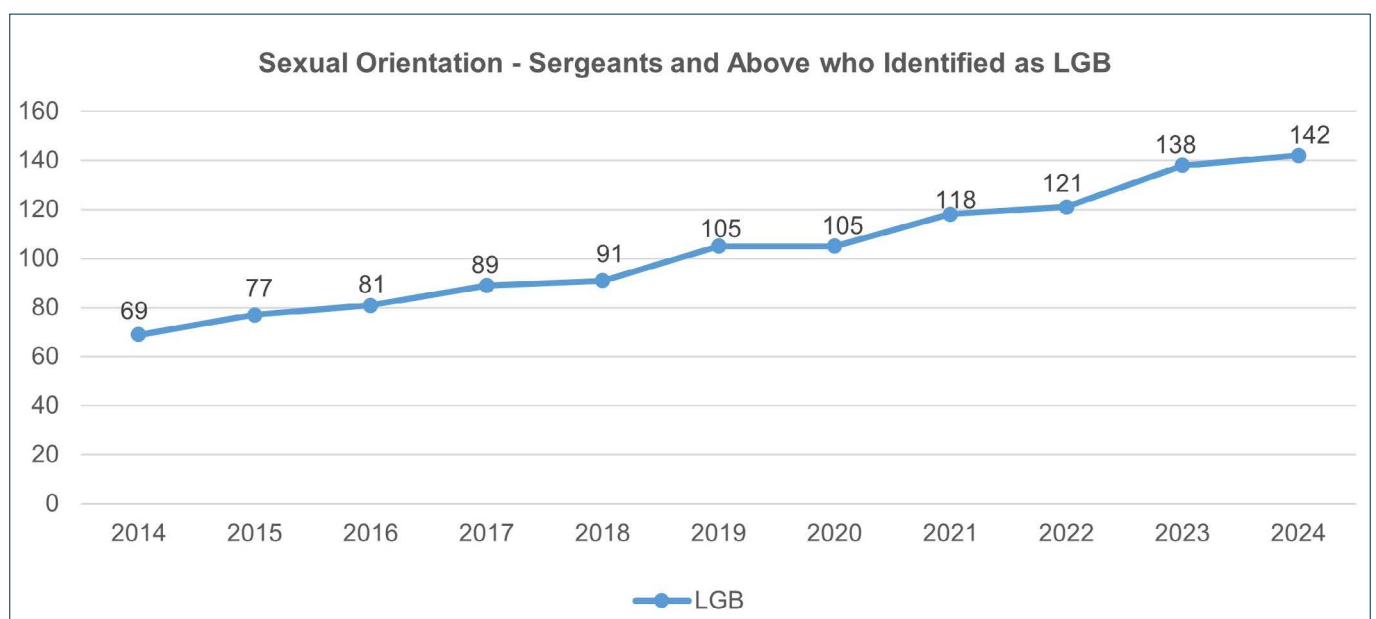


Sexual Orientation

Sexual Orientation	Sergeant and Above %	Sergeant and Above No.	Constable %	Constable No.
Lesbian/Gay/Bisexual (LGB)	3.95%	142	4.47%	584
Heterosexual	82.25%	2956	81.22%	10612
Other	0.00%	0	0.00%	0
Choose Not to Disclose	13.69%	492	10.03%	1311
Not Recorded	0.11%	4	4.27%	558

- The proportion of police officers in the ranks of sergeant and above who have identified as LGB is not too dissimilar to the Police Officer Sexual Orientation Workforce Profile of 4.36% at 31/03/2024.

The graph below shows the number of police officers in the ranks of sergeant and above at 31st March of each year who have identified as LGB. The graph shows the number has continued to steadily increase since 2014.





- As identified in the Police Officer Sexual Orientation Workforce Profile at 31/03/2024, police officers who identify as LGB generally have shorter lengths of service when compared to those who identify as Heterosexual. The most common length of service band for those who are in the rank of sergeant and above and who identify as LGB is 11-15 years' service compared to 16-20 years' service for those who identify as Heterosexual.
- 20% of police officers who identify as LGB are in the ranks of sergeant and above and 80% are in the rank of Constable.
- 22% of police officers who identify as Heterosexual are in the ranks of sergeant and above and 78% are in the rank of Constable.

The table below shows the rank profile by each of the sexual orientation categories.

Rank	LGB	Heterosexual	Choose not to Disclose	Not Recorded
Chief Inspector and Above	1.73%	87.28%	10.69%	0.29%
Inspector	5.06%	82.59%	12.35%	0.00%
Sergeant	3.90%	81.42%	14.56%	0.12%
Constable	4.47%	81.22%	10.03%	4.27%
Police Scotland Profile	4.36%	81.45%	10.82%	3.37%

Police Staff Grade Profile

- Overall, 7.89% of police staff are grade 8 and above and 92.11% are grade 7 or below.
- Grade 3 is the most common grade overall for police staff at 31/03/2024.



Sex

The table below shows the profile for those in roles grades 8 and above and grades 7 and below.

Sex	Grade 8 and Above %	Grade 8 and Above No.	Grade 7 and Below %	Grade 7 and Below No.
Male	58.35%	255	36.07%	1840
Female	41.65%	182	63.93%	3261

- The grade profile for male and female police staff above has remained fairly static since 2020.
- 94.71% of female police staff are grade 7 or below compared to 87.83% of male police staff.
- A lower proportion of female police staff are grade 8 and above.
- 5.29% of female police staff are grade 8 or above compared to 12.17% of male police staff.

The following table shows the grade profile for male and female police staff at 31/03/2024.

Grade	Female %	Male %
Director	22.22%	77.78%
Grade 14	0.00%	100.00%
Grade 13	40.00%	60.00%
Grade 12	33.33%	66.67%
Grade 11	40.00%	60.00%
Grade 10	60.76%	39.24%
Grade 9	42.97%	57.03%
Grade 8	33.94%	66.06%
Grade 7	42.53%	57.47%
Grade 6	46.93%	53.07%
Grade 5	53.52%	46.48%
Grade 4	61.84%	38.16%
Grade 3	74.43%	25.57%
Grade 2	63.36%	36.64%
Grade 1	86.32%	13.68%
Police Scotland Profile	62.17%	37.83%



- Grade 3 is the most common grade for female police staff compared to Grade 4 for male police staff.

Age

The table below shows the profile for police staff in grades 8 and above and grades 7 and below.

Age Group	Grade 8 and Above %	Grade 8 and Above No.	Grade 7 and Below %	Grade 7 and Below No.
16-24	0.00%	0	2.53%	129
25-34	5.49%	24	18.13%	925
35-44	27.23%	119	22.21%	1133
45-54	34.55%	151	27.78%	1417
55-64	30.66%	134	26.49%	1351
65+	2.06%	9	2.86%	146

- The 45-54 age group continues to be the most common for those in roles who are grade 8 and above and for those in roles grade 7 and below.
- Grade 3 is the most common grade for all age groups.

Disability

The table below shows the profile for police staff in grades 8 and above and grades 7 and below.

Disability	Grade 8 and Above %	Grade 8 and Above No.	Grade 7 and Below %	Grade 7 and Below No.
Yes	3.43%	15	7.82%	399
No	91.30%	399	85.26%	4349
Choose not to Disclose	4.35%	19	5.18%	264
Not Recorded	0.92%	4	1.74%	89



- The proportion of police staff in roles grades 8 and above who identified as Yes remains similar when compared to our last published Equality and Diversity Employment Monitoring Report at 31/03/2022.
- Grade 3 is the common grade for police staff who identify as Yes or No.

Disability	Grade 8 and Above %	Grade 7 and Below %
Yes	3.62%	96.38%
No	8.40%	91.60%
Choose not to Disclose	6.71%	93.29%
Not Recorded	4.30%	95.70%

The trends identified in the table above reflects the Disability Pay Gap average hourly earnings on [page 51](#).

Race

The table below shows the profile for police staff in roles grades 8 and above and grades 7 and below.

Ethnic Origin	Grade 8 and Above %	Grade 8 and Above No.	Grade 7 and Below %	Grade 7 and Below No.
White Scottish	78.72%	344	84.45%	4308
All Other White British	10.53%	46	6.76%	345
White Minority	2.29%	10	1.73%	88
BME	3.66%	16	2.02%	103
Choose not to Disclose	3.89%	17	3.23%	165
Not Recorded	0.92%	4	1.80%	92

- The proportion of police staff in roles grade 8 and above who identified as BME or White Minority is not too dissimilar when compared to our last published Equality and Diversity Employment Monitoring Report at 31/03/2022.
- Grade 3 is the most common grade for all ethnic origins, except for Choose not to Disclose where Grade 4 was the most common.



A higher proportion of police staff who identify as BME, White Minority and Other White British are grade 8 and above when compared to police staff who identify as White Scottish, Choose not to Disclose or whose data is Not Recorded as outlined in the table below.

Ethnic Origin	Grade 8 and Above %	Grade 7 and Below %
White Scottish	7.39%	92.61%
All Other White British	11.76%	88.24%
White Minority	10.20%	89.80%
BME	13.45%	86.55%
Choose not to Disclose	9.34%	90.66%

The trends identified in the table above for those who identify as All Other White British, White Minority and BME reflects the pay gap average hourly earnings on [page 51](#).

Religion or Belief

The table below shows the profile for police staff in grades 8 and above and grades 7 and below.

Religion of Belief	Grade 8 and Above %	Grade 8 and Above No.	Grade 7 and Below %	Grade 7 and Below No.
Church of Scotland	23.80%	104	22.21%	1133
Roman Catholic	14.87%	65	13.29%	678
Other Christian	4.35%	19	2.04%	104
All Other Religions	1.83%	8	1.18%	60
Other	0.46%	2	0.71%	36
None	46.00%	201	50.01%	2551
Choose not to Disclose	7.78%	34	8.76%	447
Not Recorded	0.92%	4	1.80%	92

- None is the most common religion or belief for police staff in grades 8 and above and police staff in grades 7 and below, which follows the overall trend identified in the Police Staff Religion or Belief Workforce Profile at 31/03/2024.



- However, the profile for police staff in roles grade 8 and above has higher proportion of police staff identifying as Church of Scotland, Roman Catholic and Other Christian and lower proportions identifying as None when compared to the Police Staff Religion or Belief Workforce Profile at 31/03/2024. Police Staff in roles grade 7 and above appears reflective of the overall Police Staff Religion or Belief Workforce Profile at 31/03/2024.
- Grade 3 was the most common grade for all religion or belief categories.

Sexual Orientation

The table below shows the profile for police staff in grades 8 and above and grades 7 and below.

Sexual Orientation	Grade 8 and Above %	Grade 8 and Above No.	Grade 7 and Below %	Grade 7 and Below No.
Lesbian/Gay/Bisexual (LGB)	2.97%	13	3.96%	202
Heterosexual	90.39%	395	85.28%	4350
Other	0.00%	0	0.00%	0
Choose Not to Disclose	5.72%	25	8.96%	457
Not Recorded	0.92%	4	1.80%	92

- The proportion of police staff in roles grades 8 and above and police staff in roles grade 7 and below who identified as LGB remains similar when compared to our last published Equality and Diversity Employment Monitoring Report at 31/03/2022.
- Grade 3 is the common grade for police staff who identify as LGB or Heterosexual.



A higher proportion of police staff who are in roles grade 8 and above identify as Heterosexual as outlined in the table below.

Sexual Orientation	Grade 8 and Above %	Grade 7 and Below %
Lesbian/Gay/Bisexual (LGB)	6.05%	93.95%
Heterosexual	8.32%	91.68%
Choose not to Disclose	5.19%	94.81%
Not Recorded	4.17%	95.83%

The trends identified in the table above are reflected in the pay gap average hourly earnings on [page 52](#).

- As highlighted in the Police Staff Sexual Orientation Workforce Profile on [page 23](#), those identifying as LGB are a younger demographic when compared to those who identify as heterosexual and may be one of the reasons why there is a lower proportion of police staff who identify as LGB in grades 8 and above.



b. Horizontal Segregation

On an annual basis, divisions and departments will be provided with an equality and diversity profile. This will feed into their People Plan to inform decision making and identify activities to continue to improve representation. The focus is to explore the reasons for horizontal segregation and to take action to challenge unconscious

bias relating to specific roles, particularly as the divisions noted in the table below demonstrate differences in size and the types of roles undertaken. Divisional People Plans link to the Equality Outcomes and Policing Together Strategy activities.

Police Officers

Division	Female %	Male %	Recorded Disability %	No Recorded Disability %
Contact, Command and Control	38.34%	61.66%	7.98%	92.02%
Corporate Services	36.97%	63.03%	13.45%	86.55%
Criminal Justice Services	35.97%	64.03%	12.50%	87.50%
Local Policing	35.43%	64.57%	3.69%	96.31%
Operational Support	16.07%	83.93%	3.91%	96.09%
Professionalism and Assurance	40.11%	59.89%	8.71%	91.29%
Specialist Crime Division	36.98%	63.02%	3.94%	96.06%
Police Scotland Profile	34.26%	65.74%	4.35%	95.65%



Division	White Scottish %	Other White British %	White Minority %	BME %	Choose not to Disclose %	Not Recorded %
Contact, Command and Control	76.53%	9.51%	2.45%	2.30%	8.90%	0.31%
Corporate Services	81.51%	10.08%	0.84%	2.52%	5.04%	0.00%
Criminal Justice Services	81.63%	7.65%	1.53%	1.53%	7.14%	0.51%
Local Policing	78.29%	7.59%	2.72%	1.88%	4.89%	4.64%
Operational Support	74.79%	12.09%	1.72%	1.37%	9.68%	0.34%
Professionalism and Assurance	76.95%	10.89%	2.36%	2.18%	7.44%	0.18%
Specialist Crime Division	79.87%	7.82%	1.53%	1.70%	9.03%	0.05%
Police Scotland Profile	78.11%	8.25%	2.44%	1.82%	6.08%	3.30%

Police Staff

Division	Female %	Male %	Recorded Disability %	No Recorded Disability %
Contact, Command and Control	70.35%	29.65%	10.37%	89.63%
Corporate Services	48.21%	51.79%	4.69%	95.31%
Criminal Justice Services	56.57%	43.43%	6.46%	93.54%
Local Policing	76.79%	23.21%	9.31%	90.69%
Operational Support	68.01%	31.99%	9.56%	90.44%
Professionalism and Assurance	69.10%	30.90%	6.48%	93.52%
Specialist Crime Division	59.38%	40.62%	7.74%	92.26%
Police Scotland Profile	62.17%	37.83%	7.48%	92.52%



Division	White Scottish %	Other White British %	White Minority %	BME %	Choose not to Disclose %	Not Recorded %
Contact, Command and Control	86.72%	5.83%	1.03%	1.46%	2.91%	2.06%
Corporate Services	82.05%	6.74%	2.71%	2.93%	3.22%	2.34%
Criminal Justice Services	82.07%	8.69%	2.00%	1.67%	3.67%	1.89%
Local Policing	86.39%	7.59%	0.72%	1.43%	3.30%	0.57%
Operational Support	87.13%	6.62%	1.84%	1.10%	2.94%	0.37%
Professionalism and Assurance	83.89%	6.15%	1.50%	2.99%	3.32%	2.16%
Specialist Crime Division	82.01%	8.51%	2.13%	2.90%	3.48%	0.97%
Police Scotland Profile	84.00%	7.06%	1.77%	2.15%	3.29%	1.73%

Pay Gap Reporting

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

Reporting continues to be provided in respect of race, disability and sexual orientation. While this is not a requirement under Scottish legislation, additional reporting demonstrates our commitment to report beyond our legislative requirements and progress towards an inclusive workforce. This also links to our support for the Scottish Government Race Commitment and the recommendation that all public authorities subject to the Scottish Specific Public Sector Equality Duty should, as a minimum, voluntarily record and publish their ethnicity pay gap.

1. Gender Pay Gap

The data used to calculate the Gender Pay Gap was based upon police officers and police staff in post at 31 March 2024.

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)	Average Hourly Earnings
Police Staff	11.4%	11.2%
Gender Pay Gap Figure at 31/03/2022	12.0%	12.0%

Gender Pay Gap	Base Pay (for info only)	Average Hourly Earnings
Police Officers	1.9%	1.3%
Gender Pay Gap Figure at 31/03/2022	2.9%	3.0%

The mean average hourly earnings translate as:

- Female police staff are paid **£20.38 / hr** and male police staff are paid **£22.94 / hr.**
- Female police officers are paid **£22.43 / hr** and male police officers are paid **£22.71 / hr.**

The following tables show the comparison between the mean and median average hourly earnings for police staff and police officers:

Measure – Mean	Police Staff	Police Officers
Mean Female AHE	£20.38	£22.43
Mean Male AHE	£22.94	£22.71
Mean Gender Pay Gap	11.2%	1.3%

Measure – Median	Police Staff	Police Officers
Median Female AHE	£19.17	£23.13
Median Male AHE	£21.78	£23.13
Median Gender Pay Gap	12.0%	0.0%



The table below splits the pay gap by police staff grade.

Police Staff AHE (£)	Female	Male	Pay Gap
Grades 7 and Below	£19.49	£21.02	7.3%
Grades 8 and Above	£36.23	£36.65	1.1%

The table below splits the pay gap by police officer rank.

Police Officer AHE (£)	Female	Male	Pay Gap
Constable	£21.03	£21.00	-0.1%
Sergeant	£25.52	£25.42	-0.4%
Inspector	£30.52	£30.65	0.4%
Chief Inspector	£33.65	£33.65	0.0%
Superintendent	£42.30	£41.96	-0.8%
Chief Superintendent	£49.31	£51.18	3.7%
ACC/DCC/CC	£89.75	£76.37	-17.5%

The table below splits the pay gap by part time and full time.

Working Pattern AHE (£)	Part Time (less than 1 FTE)	Full Time	Pay Gap
Police Staff	£19.05	£21.90	13.0%
Police Officers	£23.23	£22.58	-2.9%



Police Officers

The gender pay gap continues to narrow for police officers when compared to the gender pay gap figure at 31/03/2022. This is likely to be linked to the following reasons:

- Increase in the proportion of female police officers in the ranks of sergeant and above since our last published Equality and Diversity Employment Monitoring Report from 28.22% at 31/03/2022 to 30.19% at 31/03/2024.
- Retiral continues to be the most common reason for leaving for both male and female police officers with 49.02% of females retiring and 59.80% of males retiring.
- 70.07% of police officer leavers between 01/04/2023 and 31/03/2024 were male and 29.93% were female.

Police Staff

The gender pay gap for police staff has narrowed when compared to the gender pay gap figure at 31/03/2022. This is likely to be linked to the following reasons:

- A higher proportion of male police staff retired in roles grade 8 and above. 10.42% of male police staff who retired were in roles grade 8 and above compared to 1.79% of female police staff who retired.
- 6% of female police staff and 6% of male police staff were newly appointed into roles that were grade 8 or above between 01/04/2023 and 31/03/2024.

Pay Gaps by Disability, Race and Sexual Orientation

Disability

AHE (£)	Recorded Disability (Yes)	No Disability Recorded	Pay Gap
Police Staff	£20.58	£21.41	3.8%
Police Officers	£22.99	£22.60	-1.7%

Police Staff

The average hourly earnings reflect the trends identified within the Grade Profile for Disability on [page 40](#), where there is a lower proportion of those in grades 8 and above who have a recorded disability.

Police Officers

The average hourly earnings links to length of service where there is a higher proportion of police officers with 16 years or more service who identified as Yes when compared to those who identified as No. However, although the average hourly earnings appear to be higher for those with a Recorded Disability (Yes), there are lower proportions of those at the ranks of Chief Inspector and above who have identified as Yes as noted under the rank profile on [page 31](#).

Race

AHE (£)	White Scottish	Other White British	Pay Gap	White Minority	Pay Gap	BME	Pay Gap	Choose not to Disclose	Pay Gap
Police Staff	£21.22	£22.13	-4.3%	£21.58	-1.7%	£21.99	-3.6%	£22.94	-8.1%
Police Officers	£22.66	£23.12	-2.0%	£20.92	7.7%	£21.82	3.7%	£24.44	-7.9%



Police Staff

The average hourly earnings reflect the trends identified within the Grade Profile for Race on [page 40](#), where a higher proportion of police staff who identified as BME, White Minority and Other White British are grades 8 and above when compared to police staff who identify as White Scottish or Choose not to Disclose.

Police Officers

The average hourly earnings for each of the ethnic origin categories links to the trends identified relating to lengths of service. Police officers who identify as BME or White Minority have lower proportions with 16 years or more service compared to police officers who identify as White Scottish or Other White British.

Sexual Orientation

AHE (£)	Heterosexual	LGB	Pay Gap	Choose not to Disclose	Pay Gap
Police Staff	£21.38	£21.12	1.2%	£21.40	-0.1%
Police Officers	£22.65	£21.51	5.0%	£24.00	-5.9%

Police Staff

The average hourly earnings reflect the trends identified within the Grade Profile for Sexual Orientation on [page 42](#), where a lower proportion of police staff who are grades 8 and above identify as LGB.

Police Officers

There is a link between the average hourly earnings, length of service and the protected characteristic of age. Those who identify as LGB have lower proportions of police officers with 16 years or more service compared to police officers who identify as Heterosexual.

Development and Retention

1. Promotion Profile – Police Officers

The following profile is based upon police officers who were promoted (either on a temporary or substantive basis) during the reporting period 01/04/2023 and 31/03/2024. Police officers are required to pass a process for the relevant rank prior to promotion. However, there will be times that police officers will be promoted on a temporary basis to meet specific demand. The profile for those who undertook a promotion process is outlined under point 2 Promotion Process – Police Officers.

- 74.30% (558) were promoted on a permanent basis and 25.70% (193) on a temporary basis.
- 11-15 years' service was the most common service band for those promoted during this reporting period. This was a trend across each of the protected characteristics with no significant differences across each of the categories. However, any notable points have been highlighted under the relevant protected characteristic.
- The overall average length of service on promotion to the rank of sergeant was 14 years.

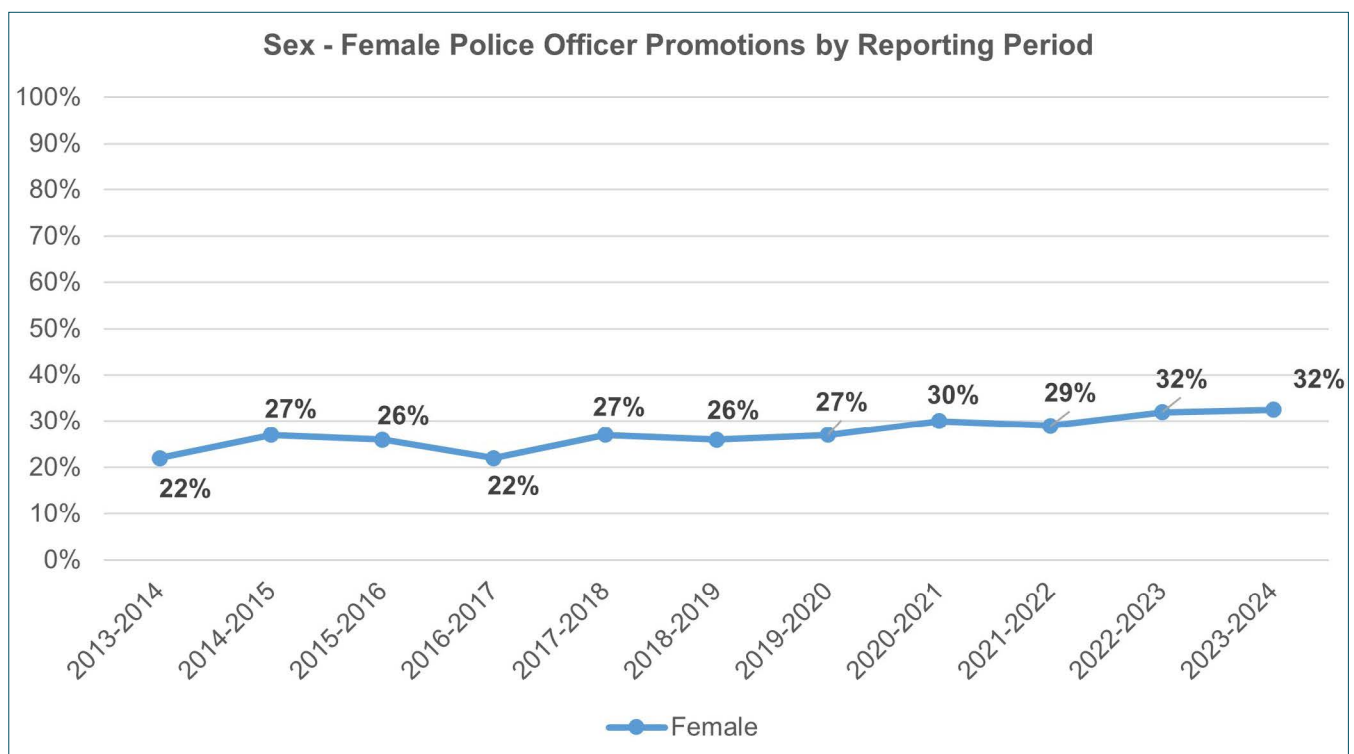


a. Sex

Sex	%	No.
Male	67.51%	507
Female	32.49%	244

- The proportion of female police officers who were promoted during this reporting period remains lower when compared to the Police Officer Workforce Profile of 34.26% at 31/03/2024.

The graph below shows the proportion of female police officers promoted on an annual basis.



- 77.05% of female police officers who were promoted during this reporting period were promoted on a substantive basis compared to 72.98% of male police officers.



The table below shows the proportion and number of male and female police officers who were promoted either on a temporary or substantive basis between 01/04/2023 and 31/03/2024.

Rank Promoted To between 01/04/2023 and 31/03/2024	Female %	Female No.	Male %	Male No.
Chief Constable	100.00%	1	0.00%	0
Deputy Chief Constable	33.33%	1	66.67%	2
Assistant Chief Constable	0.00%	0	100%	2
Chief Superintendent	40.74%	11	59.26%	16
Superintendent	35.85%	19	64.15%	34
Chief Inspector	29.73%	22	70.27%	52
Inspector	26.67%	36	73.33%	99
Sergeant	33.77%	154	66.23%	302

- The average length of service for males promoted to the rank of sergeant was 14 years compared to 15 years for females. 11-15 years' service was also the most common service band for males and females. The average length of service and most common service band is not too dissimilar when compared to previous reporting periods for those promoted to the rank of sergeant.

b. Age

Age Group	%	No.
16-24	0.00%	0
25-34	14.65%	110
35-44	55.93%	420
45-54	28.50%	214
55-64	0.93%	7
65+	0.00%	0



- 35-44 was the most common age group for those promoted during 2023/2024 and reflects the most common age group in the Police Officer Workforce Profile by Age at 31/03/2024. This has been the trend since 2015/2016. The proportion has continued to increase on an annual basis for this age group.
- The average age on promotion to the rank of sergeant was 39 years' old for both males and females. The most common age group on promotion to sergeant was the 35-44 age group. This reflects the average age and most common age group within the Police Officer Workforce Profile by Age at 31/03/2024.
- There is no significant difference in the age profile of males and females promoted during this reporting period.

c. Disability

Disability	%	No.
Yes	3.20%	24
No	88.02%	661
Choose not to Disclose	8.79%	66
Not Recorded	0.00%	0

- The proportion of police officers promoted during 2023/2024 who identified as Yes is lower when compared to the Police Officer Disability Workforce Profile of 4.35% at 31/03/2024. However, as highlighted under the Police Officer Rank Profile on [page 31](#), there is likely to be under reporting of police officers identifying as Yes. This trend has also been identified during equality and diversity employment monitoring of Police Officer Promotion Processes.
- There was no difference in the average length of service on promotion to sergeant for those identifying as Yes or No and reflected the average length of service of 14 years.
- The 11-15 and 16-20 years' service bands were the most common on promotion to sergeant for those who identified as Yes compared to the 11-15 years' service band for those who identified as No. This was also the trend for promotions overall.



d. Race

Ethnic Origin	%	No.
White Scottish	79.76%	599
All Other White British	9.19%	69
White Minority	1.60%	12
BME	2.26%	17
Choose not to Disclose	7.19%	54
Not Recorded	0.00%	0

The proportion of police officers promoted during 2023/2024 who identified as BME or White Minority was not too dissimilar when compared to the Police Officer Workforce Profile by Race at 31/03/2024.

- The most common service band for those promoted during this reporting period was the 11-15 years' service band for all ethnic origin categories except for BME where the 21-25 years' service band was the most common and Choose not to Disclose where the 16-20 years' service band was the most common.
- The average length of service on promotion to the rank of sergeant was shorter for those who identified as BME or White Minority compared to those who identified as White Scottish or Other White British. This trend is reflected in the Police Officer Workforce Profile by Race on [page 16](#). The average length of service on promotion to the rank of sergeant for those who identified as BME or White Minority was 12 years' service compared to 14 years' service for those who identified as White Scottish or Other White British.
- The most common service band on promotion to sergeant was the 11-15 years' service band for those who identified as White Scottish, Other White British and White Minority. For those who identified as BME, the 6-10 years' service band was the most common and the 16-20 years' service band for those who Choose not to Disclose.



e. Religion or Belief

Religion or Belief	%	No.
Church of Scotland	22.10%	166
Roman Catholic	11.85%	89
Other Christian	2.93%	22
All Other Religions	0.67%	5
Other	1.60%	12
None	45.41%	341
Choose not to disclose	15.31%	115
Not Recorded	0.13%	1

- The most common religion or belief for police officers promoted during this reporting period is None, which is reflected in the overall Police Officer Religion or Belief Workforce Profile at 31/03/2024. When compared to previous reporting periods, there has been an increase in the proportion of police officers who have been promoted who identified as None and reduction for those identifying as Church of Scotland and this trend has also been reflected on an annual basis within the Police Officer Religion or Belief Workforce Profiles on [page 21](#).
- The most common service band on promotion to sergeant was the 11-15 years' service band for all religion or belief categories, with the exception of All Other Religions where there was no common service band on promotion to sergeant.
- Police officers who identified as None, Roman Catholic or Other had shorter lengths of service for the most common service bands when compared to other religion or belief categories.



f. Sexual Orientation

Sexual Orientation	%	No.
Lesbian/Gay/Bisexual (LGB)	5.86%	44
Heterosexual	80.96%	608
Other	0.00%	0
Choose not to Disclose	13.18%	99
Not Recorded	0.00%	0

- The proportion of police officers promoted during this reporting period who identified as LGB is higher when compared to the overall Police Officer Sexual Orientation Workforce Profile of 4.36% at 31/03/2024.
- The average length of service on promotion to sergeant for those identifying as LGB is 12 years compared to 14 years for those who identify as Heterosexual. The most common service band on promotion to sergeant was the 11-15 years' service band for all sexual orientation categories.

2. Promotion Process – Police Officers

Work has been undertaken to continually develop and improve equality and diversity employment monitoring as outlined under Equality Outcome 5. A focus has been on building a greater understanding about the trends and themes for police officers who undertake a promotion process. This section focuses on the themes and trends based on police officers who participated in a promotion process that concluded between 01/04/2023 and 31/03/2024.

Note:

- Where possible, profiles have been provided by each process. However, for some ranks there is an overall lack of diversity and coupled with small numbers it has not been possible to publish equality and diversity profiles in their entirety for the protected characteristics of Disability, Race, Religion or Belief and Sexual Orientation. This is to avoid potentially disclosing how an individual identified their protected characteristics.
- Equality and diversity profiles at 31/03/2023 were used to benchmark when carrying out the promotion process monitoring between 01/04/2023 and 31/03/2024. This was to determine how proportionate the applications were to the proportion of police officers in the rank applying for promotion.
- 39% of police officers participating in a promotion process during 2023/2024 were successful.



The police officer promotion processes included for this profile is as follows:

- **Constable to Sergeant** – 38% success rate.
- **Inspector to Chief Inspector** – 45% success rate.
- **Chief Inspector to Superintendent** – 36% success rate (small number of applicants).
- **Superintendent to Chief Superintendent** – 52% success rate (small number of applicants).

Note:

- A Sergeant to Inspector process was run during 2023. However, did not conclude until May 2024 and will be included in the profile for 2024/2025.

a. Sex

The overall profile for police officer promotion processes by sex between 01/04/2023 and 31/03/2024 is noted in the table below.

Sex	% Police Scotland Profile at 31/03/2023	% Applications Received Profile	% Successful through the Process Profile	% Success Rate
Male	65.75%	72.60%	67.22%	36.45%
Female	34.25%	27.40%	32.78%	47.08%

The proportion of applications received from female police officers was lower when compared to the Police Scotland Workforce Profile at 31/03/2023.

- Female police officers had a higher success rate during the promotion processes run during 2023/2024. However, the proportion of those successful through the process was still slightly lower when compared to the Police Scotland Workforce Profile by Sex at 31/03/2023.



The table below shows the proportion of applications received for each promotion process and the proportion of police officers successful through the whole process by sex.

Promotion Process	Applications Received	Applications Received	Successful through the Process	Successful through the Process
	Female Police Officers %	Male Police Officers %	Female Police Officers %	Male Police Officers %
Constable to Sergeant	27.05%	72.95%	31.68%	68.32%
Inspector to Chief Inspector	24.50%	75.50%	30.88%	69.12%
Chief Inspector to Superintendent	36.17%	63.83%	52.94%	47.06%
Superintendent to Chief Superintendent	42.86%	57.14%	45.45%	54.55%

The trends identified for each process showed that: for applications received showed that:

- **Sergeant Process** – The proportion of females applying for the sergeant process was lower when compared to the constables' profile of 35.50% at 31/03/2023. The success rate for females participating in the sergeants' process was 45% compared to 36% for male police officers.
- **Chief Inspector Process** – The proportion of females applying for the chief inspector process was lower when compared to the inspector profile of 27.28% at 31/03/2023. The success rate for females participating in the chief inspector process was 57% compared to 41% for males.
- **Superintendent Process** – The proportion of females applying for the superintendent process was higher when compared to the chief inspector profile of 28.63% at 31/03/2023. The success rate for females participating in the superintendent process was 53% compared to 27% of males.
- **Chief Superintendent Process** – The proportion of females applying for the chief superintendent process was higher when compared to the superintendent profile of 32.20% at 31/03/2023. The success rate for females participating in the chief superintendent process was 56% compared to 50% of males.



b. Age

The overall profile for police officer promotion processes by age group between 01/04/2023 and 31/03/2024 is noted in the table below.

Age Group	% Police Scotland Profile at 31/03/2023	% Applications Received Profile	% Successful through the Process Profile	% Success Rate
18-24	4.01%	0.00%	0.00%	0.00%
25-34	31.03%	18.08%	15.55%	33.85%
35-44	37.54%	52.54%	57.89%	43.37%
45-54	25.21%	28.44%	26.08%	36.09%
55-64	2.18%	0.94%	0.48%	20.00%
65+	0.04%	0.00%	0.00%	0.00%

The 35-44 age group was the most common for those undertaking a promotion process during 2023/2024 and reflects the most common age group of police officers within Police Scotland at 31/03/2023. The 35-44 age group had the highest success rate and this is likely to be linked to the sergeant process having a larger volume of applications.

- **Sergeant Process** – the 35-44 age group was the most common for those who submitted an application, for those who were successful and was the age group with the highest success rate for this process.
- **Chief Inspector Process** – the 45-54 age group was the most common for those who submitted an application. However, the 35-44 age group was the most common for those who were successful and was the age group with the highest success rate.
- **Superintendent Process** – the 45-54 age group was the most common for those who submitted an application and who were successful through the process. However, those in the 35-44 age group had the highest success rate for this process.
- **Chief Superintendent Process** – the 45-54 age group was the most common for those who submitted an application, for those who were successful and was the age group with the highest success rate.



c. Disability

Disability Category	Police Scotland Profile at 31/03/2023	% Applications Received Profile	% Successful through the Process Profile	% Success Rate
Yes	3.78%	3.58%	2.39%	26.32%
No	85.40%	86.35%	88.28%	40.24%
Choose not to Disclose	8.23%	10.08%	9.33%	36.45%
Not Recorded	2.59%	0.00%	0.00%	0.00%

- The proportion of applications received for police officers undertaking a promotion process who identified as Yes is not too dissimilar to the Police Scotland profile at 31/03/2023. However, the profile for those successful through the whole process is lower and the success rate is also lower for those who identified as Yes. There would appear to be links to the trends identified in the Police Officer Rank Profile on [page 31](#), in relation to under recording of disability in the ranks of chief inspector and above.
- 4.05% of police officers participating in a promotion process between 01/04/2023 and 31/03/2024, had a reasonable adjustment implemented. It is important to note that this is not necessarily the same police officers who voluntarily identified as Yes as noted in the above table. 74.42% of police officers who had a reasonable adjustment implemented during a promotion process were successful.



d. Race

Race Category	Police Scotland Profile at 31/03/2023	% Applications Received Profile	% Successful through the Process Profile	% Success Rate
White Scottish	78.52%	80.32%	78.95%	38.69%
Other White British	8.29%	8.95%	9.81%	43.16%
White Minority	2.39%	1.32%	1.67%	50.00%
BME	1.79%	1.88%	2.39%	50.00%
Choose not to Disclose	6.37%	7.44%	7.18%	37.97%
Not Recorded	2.64%	0.09%	0.00%	0.00%

- There would appear to be a lower proportion of police officers identifying as White Minority who participated in a promotion process during 2023/2024 when compared to the Police Officer Race Profile of 2.39% at 31/03/2023. The other ethnic origin categories were not too dissimilar to the overall Police Scotland profile at 31/03/2023 for applications received and for those who were successful through a process.
- Trends identified in the Police Officer Race Workforce Profile on [page 16](#), highlight the links between length of service and ethnic origin categories.



e. Religion or Belief

Religion or Belief Category	% Police Scotland Profile at 31/03/2023	% Applications Received Profile	% Successful through the Process Profile	% Success Rate
Church of Scotland	16.77%	21.47%	19.62%	35.96%
Roman Catholic	10.84%	11.96%	12.44%	40.94%
Other Christian	2.27%	2.64%	2.87%	42.86%
All Other Religions	1.08%	0.56%	0.24%	16.67%
Other	1.16%	1.41%	1.20%	33.33%
None	52.96%	46.89%	47.85%	40.16%
Choose not to Disclose	12.20%	14.88%	15.79%	41.77%
Not Recorded	2.71%	0.19%	0.00%	0.00%

- None was the most common religion or belief category for applications received and for those successful through the promotion processes run during 2023/2024. This reflects the trends seen in the Police Officer Religion or Belief Workforce Profile at 31/03/2024 and the Police Officer Rank Profile at 31/03/2024.
- Although None was the most common religion or belief, there was a lower proportion when compared to the Police Scotland profile at 31/03/2023 and a higher proportion of police officers identifying as Church of Scotland or Choose not to Disclose, which reflects the overall trends identified in the Police Officer Religion or Belief Workforce Profile on [page 21](#).



f. Sexual Orientation

Sexual Orientation Category	% Police Scotland Profile at 31/03/2023	% Applications Received Profile	% Successful through the Process Profile	% Success Rate
Lesbian/Gay/Bisexual (LGB)	4.35%	4.52%	3.59%	31.25%
Heterosexual	81.77%	80.04%	81.34%	40.00%
Other	0.00%	0.00%	0.00%	0.00%
Choose not to Disclose	11.18%	15.25%	15.07%	38.89%
Not Recorded	2.70%	0.19%	0.00%	0.00%

- The proportion of applications received for police officers undertaking a promotion process who identified as LGB is not too dissimilar to the Police Scotland profile at 31/03/2023. The proportion of police officers successful is also not too dissimilar.
- The trends identified in the Police Officer Sexual Orientation Workforce Profile on [page 23](#) are reflected within this profile for those who undertook a promotion process during 2023/2024.

3. Promotions – Police Staff

The equality and diversity profile by each of the protected characteristics is highlighted below for police staff who were promoted between 1 April 2023 and 31 March 2024. The opportunities to apply for promotion are not comparable on an annual basis and there is little value in comparing the 2021/2022 figures to the 2023/2024 figures.

The career grade structure and promotion process differ for police staff and does not follow the same format as police officers. Police staff apply for a specific role at a higher grade.

Please note there are small numbers for some of the protected characteristics categories.

- Grade 5 was the most common grade overall for police staff who were promoted during this reporting period.
- 14% of police staff were promoted into roles grade 8 and above.

a. Sex

Sex	%	No.
Male	39.58%	57
Female	60.42%	87

- A higher proportion of male police staff were promoted compared to the Police Staff Workforce Profile of 37.83% at 31/03/2024.



Grade Promoted To between 01/04/2023 and 31/03/2024	Female %	Female No.	Male %	Male No.
Grade 12	0.00%	0	100.00%	2
Grade 11	50.00%	1	50.00%	1
Grade 10	60.00%	3	40.00%	2
Grade 9	20.00%	1	80.00%	4
Grade 8	33.33%	2	66.67%	4
Grade 7	29.41%	5	70.59%	12
Grade 6	66.67%	10	33.33%	5
Grade 5	71.74%	33	28.26%	13
Grade 4	75.00%	27	25.00%	9
Grade 3	50.00%	5	50.00%	5

A higher proportion of male police staff were promoted into roles that were grades 8 or above. 23% of males were promoted into roles grade 8 and above compared to 8% of females.

b. Age

Age Group	%	No.
16-24	4.86%	7
25-34	31.94%	46
35-44	20.14%	29
45-54	29.86%	43
55-64	12.50%	18
65+	0.69%	1



- The age demographic appears younger for those who were promoted when compared to the most common age group of 45-54 within the Police Staff Age Workforce Profile at 31/03/2024.
- Grade 4 was the most common grade on promotion for age groups 16-24 and 25-34 whilst grade 5 was the most common for age groups 35-44, 45-54 and 55-64.

c. Disability

Disability	%	No.
Yes	6.25%	9
No	88.19%	127
Chose not to Disclose	5.56%	8
Not Recorded	0.00%	0

- A lower proportion of police staff who identified as Yes were promoted when compared to the Police Staff Disability Workforce Profile of 7.48% at 31/03/2024. This is likely to be linked to the younger age demographic of those who were promoted during this reporting period. The most common age group within the Police Staff Disability Workforce Profile at 31/03/2024 for those who identified as Yes was the 45-54 age group. There was no common age group for police staff who were promoted and who identified as Yes.
- Grades 4 and 5 were the most common on promotion for police staff who identified as Yes compared to grade 5 for those who identified as No.



d. Race

Ethnic Origin	%	No.
White Scottish	79.17%	114
All Other White British	13.19%	19
White Minority	2.78%	4
BME	2.08%	3
Choose not to Disclose	2.78%	4
Not Recorded	0.00%	0

- The proportion of BME police staff promoted is similar when compared to the Police Staff Race Workforce Profile of 2.15% at 31/03/2024.
- The proportion of White Minority police staff promoted is higher when compared to the Police Staff Race Workforce Profile of 1.77% at 31/03/2024.
- Grade 5 was the most common grade on promotion for all ethnic origin categories with the exception of BME where there was no common grade.

e. Religion or Belief

Religion or Belief	%	No.
Church of Scotland	14.58%	21
Roman Catholic	11.81%	17
Other Christian	4.17%	6
All Other Religions	0.69%	1
Other	1.39%	2
None	59.03%	85
Choose not to disclose	7.64%	11
Not Recorded	0.69%	1

- None is the most common religion or belief for police staff promoted during this reporting period, which follows the trend in the overall Police Staff Religion or Belief Workforce Profile at 31/03/2024.



f. Sexual Orientation

Sexual Orientation	%	No.
Lesbian/Gay/Bisexual (LGB)	6.94%	10
Heterosexual	82.64%	119
Other	0.00%	0
Choose not to Disclose	10.42%	15
Not Recorded	0.00%	0

- The proportion of police staff who were promoted and identified as LGB is higher when compared to the Police Staff Sexual Orientation Workforce Profile of 3.88% at 31/03/2024. This is likely to be linked to the younger demographic of police staff who were promoted during this reporting period.
- For police staff promoted during this reporting period there was no common grade for those who identified as LGB compared to grade 5 for those who identified as Heterosexual.

Recruitment

Note: The profile and insights for recruitment processes are reported separately.

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

The following profile includes police officers, police staff and special constables newly appointed to Police Scotland between 01/04/2023 and 31/03/2024.

- The system that records the external recruitment process sits separately to the Police Scotland HR system (SCoPE) and does not automatically update because the data is collected for different purposes. 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 on completion of their initial training. This explains the higher proportion of data that is Not Recorded within this report. For this reason, the analysis is based on what is known at the time the data was extracted from SCoPE and narrative may not be provided.



- 58.97% of data for newly appointed special constables is unknown for the protected characteristics of Disability, Race, Religion or Belief and Sexual Orientation and for this reason the profiles cannot be published due to the small number.
- Grade 3 is the most common grade for newly appointed police staff during this reporting period. This follows the trend for the most common grade within Police Staff Grade Profile at 31/03/2024. 6% of police staff were newly appointed into roles that are Grade 8 or above.

a. Sex

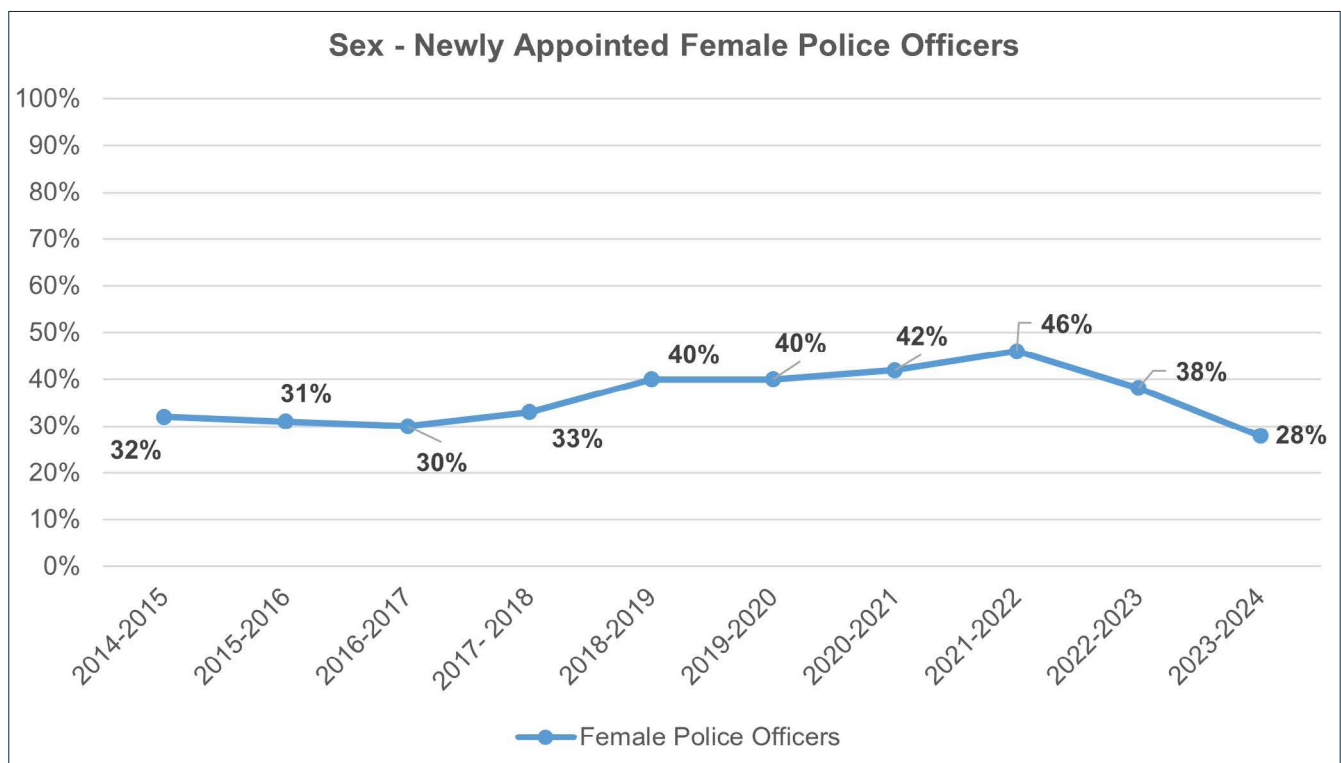
Sex	Police Officer %	Police Officer No.	Police Staff %	Police Staff No.	Special Constable %	Special Constable No.
Male	72.11%	437	41.14%	137	69.23%	27
Female	27.89%	169	58.86%	196	30.77%	12

Police Officer

- The proportion of newly appointed female police officers is lower when compared to the overall Police Officer Workforce Profile by Sex at 31/03/2024. The proportion of female police officers newly appointed has been decreasing since the 2021/2022 reporting period.

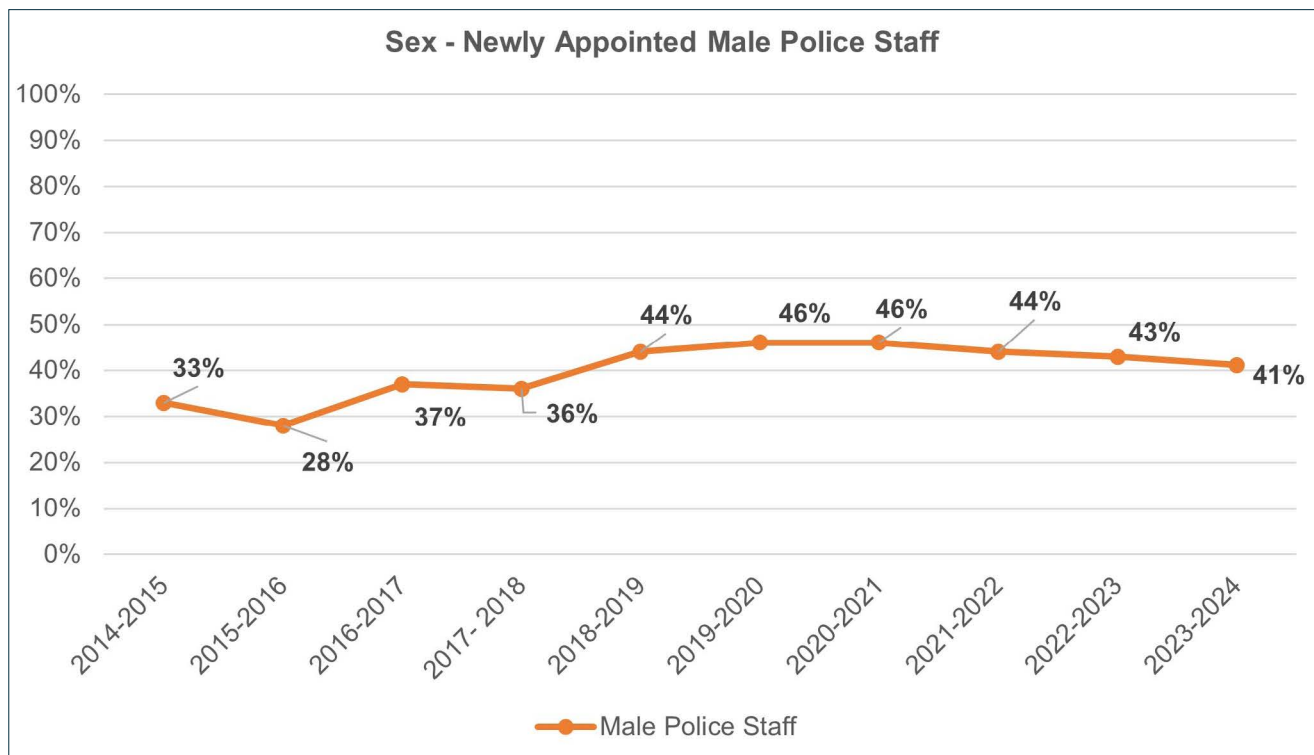


The following graph shows the proportion of newly appointed female police officers since the 2014/2015 reporting period.



Police Staff

- The proportion of newly appointed male police staff is higher when compared to the Police Staff Workforce Profile by Sex at 31/03/2024. However, the proportion of newly appointed male police staff has been decreasing since the 2020/2021 reporting period. The following graph shows the proportion of newly appointed male police staff since 2014/2015.



The following table shows the grade profile for newly appointed police staff between 01/04/2023 and 31/03/2024.

Grade	Female %	Female No.	Male %	Male No.
Director	0.00%	0	0.00%	0
Grade 14	0.00%	0	0.00%	0
Grade 13	0.00%	0	0.00%	0
Grade 12	0.00%	0	100.00%	1
Grade 11	0.00%	0	0.00%	0
Grade 10	100.00%	2	0.00%	0
Grade 9	80.00%	4	20.00%	1
Grade 8	45.45%	5	54.55%	6

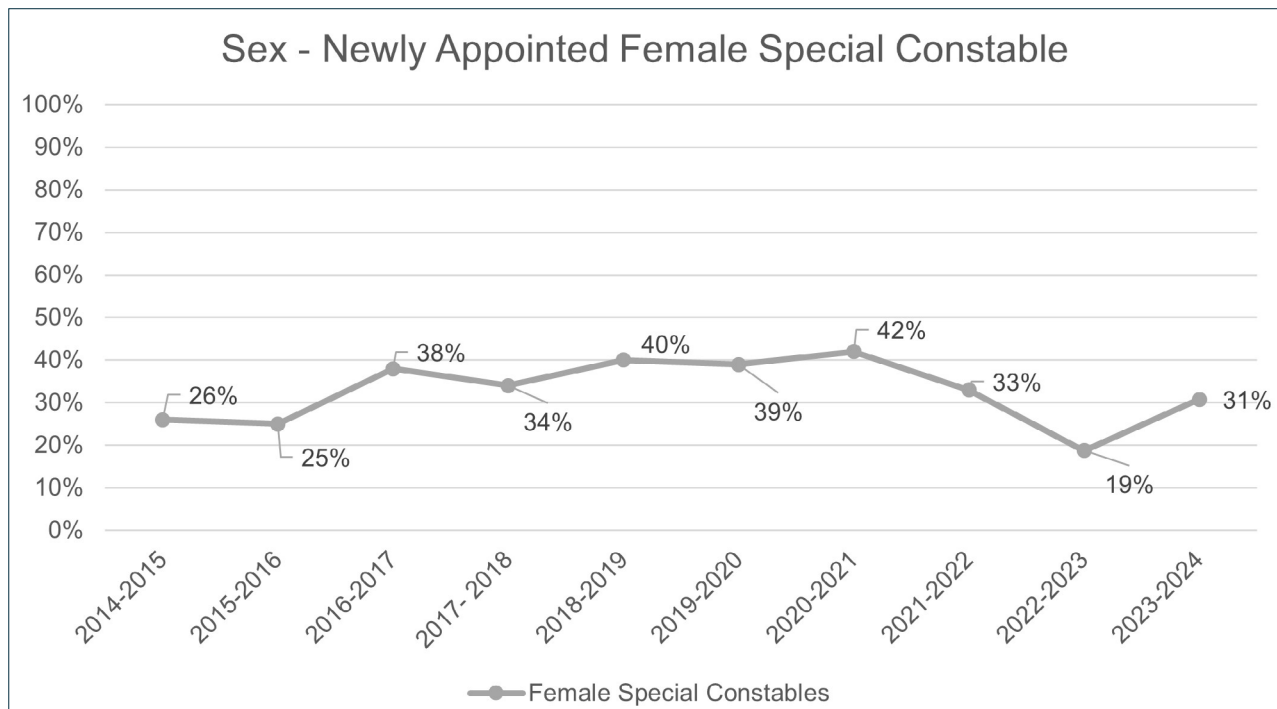


Grade	Female %	Female No.	Male %	Male No.
Grade 7	40.00%	4	60.00%	6
Grade 6	35.29%	6	64.71%	11
Grade 5	48.39%	15	51.61%	16
Grade 4	50.63%	40	49.37%	39
Grade 3	66.19%	92	33.81%	47
Grade 2	65.52%	19	34.48%	10
Grade 1	100.00%	9	0.00%	0

- Grade 3 is the most common grade for newly appointed female and male police staff.
- 6% of female police staff and 6% of male police staff were newly appointed into roles that were grade 8 or above between 01/04/2023 and 31/03/2024 and reflects the overall Newly Appointed Profile for police staff.

Special Constable

- The proportion of newly appointed female special constables reflects the Special Constable Workforce Profile by Sex at 31/03/2024. However, the following graph shows the proportion of newly appointed female special constables has fluctuated across each of the reporting periods.



b. Age

Age Group	Police Officer %	Police Officer No.	Police Staff %	Police Staff No.	Special Constable %	Special Constable No.
16-24	42.24%	256	19.52%	65	33.33%	13
25-34	44.39%	269	33.93%	113	25.64%	10
35-44	10.73%	65	18.32%	61	7.69%	3
45-54	2.48%	15	18.32%	61	25.64%	10
55-64	0.17%	1	9.31%	31	7.69%	3
65+	0.00%	0	0.60%	2	0.00%	0

Police Officer

- The average age of a newly appointed probationary constable is 27 years' old. This is a similar trend seen in previous reporting periods.
- The 25-34 age group has been the most common age group since 2017/2018.



Police Staff

- The average age of newly appointed police staff is 36 years' old. This is not too dissimilar to previous reporting periods.
- The 25-34 age group continues to be the most common for newly appointed police staff.
- Grade 3 is the most common grade across each of the age groups. However, there is a higher proportion of police staff in the 45-54 and 55-64 age groups appointed to roles that are grade 8 and above.

Special Constable

- The average age of a newly appointed special constable is 35 years' old. This has fluctuated over the last two reporting periods.
- The 18-24 age group is the most common for this reporting period and reflects the general trend over previous reporting periods. However, since the 2021/2022 reporting period, there has been an increase in the proportion of newly appointed special constables in the 25-34 and 45-54 age groups.

c. Disability

Disability	Police Officer %	Police Officer No.	Police Staff %	Police Staff No.
Yes	1.82%	11	5.71%	19
No	50.50%	306	81.08%	270
Choose not to Disclose	1.82%	11	2.70%	9
Not Recorded	45.87%	278	10.51%	35

Police Staff

- Grade 3 was the most common grade for newly appointed police staff who identified as either Yes or No, which reflects the most common grade for those newly appointed overall.
- The proportion of police staff who identified as Yes or No who were newly appointed into roles grade 8 or above is not too dissimilar to the overall proportion for those newly appointed.



d. Race

Ethnic Origin	Police Officer %	Police Officer No.	Police Staff %	Police Staff No.
White Scottish	45.21%	274	73.27%	244
All Other White British	4.79%	29	7.21%	24
White Minority	2.81%	17	4.80%	16
BME	1.32%	8	3.60%	12
Choose Not to Disclose	0.00%	0	0.60%	2
Not Recorded	45.87%	278	10.51%	35

Police Officer

- The most common ethnic origin category for newly appointed police officers identifying as BME was Mixed or Multiple Ethnic Group.
- The most common ethnic origin category for newly appointed police officers identifying as White Minority was Other White Ethnic Group.

These trends would appear to follow the overall trends in the Police Officer Race Workforce Profile on [page 16](#).

Police Staff

- The most common ethnic origin category for newly appointed police staff identifying as BME was Indian.
- The most common ethnic origin category for newly appointed police staff identifying as White Minority was Other White Ethnic Group.

- These trends would appear to follow the overall trends in the Police Staff Race Workforce Profile on [page 16](#).
- Grade 3 was the most common grade for all newly appointed police staff regardless of ethnic origin, with the exception of Choose not to Disclose where there was no common grade for those newly appointed. The proportion of police staff who identified as BME who were newly appointed into roles that were grade 8 or above is higher when compared to the overall proportion for those appointed to roles grade 8 and above. However, the number is small.



e. Religion or Belief

Religion or Belief	Police Officer %	Police Officer No.	Police Staff %	Police Staff No.
Church of Scotland	5.12%	31	12.31%	41
Roman Catholic	5.61%	34	12.91%	43
Other Christian	1.82%	11	2.10%	7
All Other Religions	0.66%	4	2.40%	8
Other	0.33%	2	0.00%	0
None	39.60%	240	57.96%	193
Choose Not to Disclose	0.99%	6	1.80%	6
Not Recorded	45.87%	278	10.51%	35

Police Officer

- For newly appointed police officers who have been able to update their personal information, None would appear to be the most common religion or belief, which follows the trends in the overall Police Officer Religion or Belief Workforce Profile at 31/03/2024.
- There was no common religion or belief for police officers categorised under All Other Religions at the time the data was extracted.



Police Staff

- None continues to be the most common religion or belief for newly appointed police staff and reflects the trends identified in the overall Police Staff Religion or Belief Workforce Profile at 31/03/2024.
- The most common religion or belief for newly appointed police staff who identified as All Other Religions is Muslim. This also reflects the trend within the overall Police Staff Religion or Belief Workforce Profile at 31/03/2024.
- Grade 3 was the most common grade for newly appointed police staff who identified as None, Roman Catholic, Other Christian, All Other Religions and Choose not to Disclose. Grade 4 was the most common for those who identified as Church of Scotland.
- Newly appointed police staff who identified as None, Church of Scotland or All Other Religions reflected or had a higher proportion appointed into roles that were grade 8 or above.

f. Sexual Orientation

Sexual Orientation	Police Officer %	Police Officer No.	Police Staff %	Police Staff No.
Lesbian / Gay / Bisexual (LGB)	3.96%	24	6.01%	20
Heterosexual	48.84%	296	79.88%	266
Other	0.00%	0	0.00%	0
Choose Not to Disclose	1.32%	8	3.60%	12
Not Recorded	45.87%	278	10.51%	35

Police Staff

- Grade 3 is the most common grade for police staff who identified as LGB or Heterosexual.
- The proportion of police staff who identified as Heterosexual or Choose not to Disclose who were newly appointed into roles grade 8 or above either reflected or was higher when compared to the overall profile for those newly appointed into roles grade 8 or above.
- Those who were newly appointed and who identified as LGB were a younger demographic when compared to those who identified as 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	%	No.
Yes	0.10%	1
No	65.24%	638
Choose Not to Disclose	0.31%	3
Not Recorded	34.36%	336

- The proportion of newly appointed police officers, police staff and special constables would appear to reflect the overall Police Scotland Transgender Workforce Profile at 31/03/2024 for those who identified as Yes.

Leavers

The Leavers Profile covers the reporting period 01/04/2023 to 31/03/2024.

Key points relevant to the profile are as follows:

- 26-30 years' service is the most common service band for police officers who left during this reporting period. This is linked to retirement being the most common reason for leaving.
- 0-2 years' service is the most common service band for police staff who left during this reporting period.
- Grade 3 is the most common grade for police staff leavers, reflecting the most common grade within Police Scotland for police staff.
- Please note: the number of special constables is low for some protected characteristics and meaningful analysis cannot be provided.

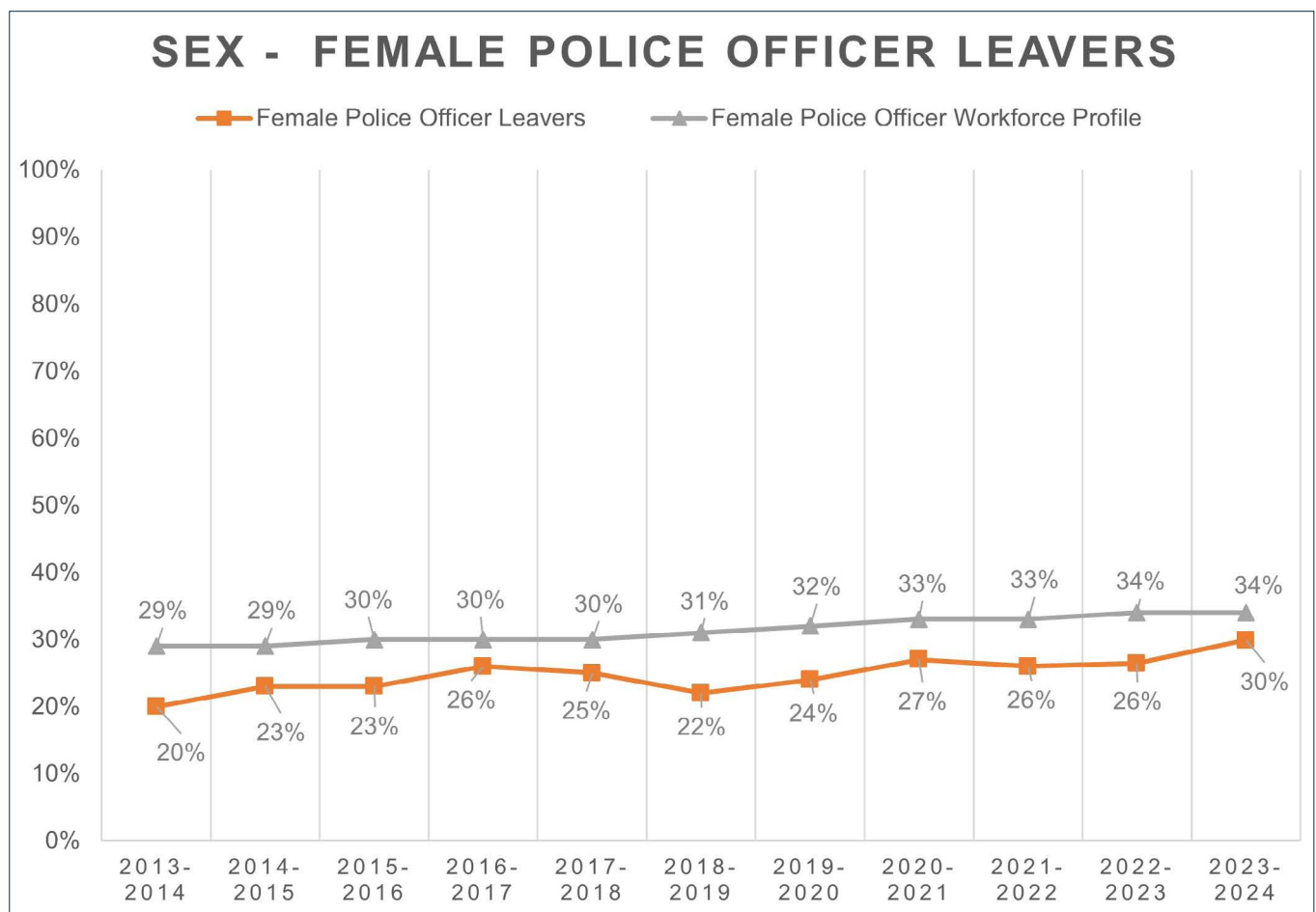
Sex	Police Officer %	Police Officer No.	Police Staff %	Police Staff No.	Special Constable %	Special Constable No.
Male	70.07%	597	39.67%	169	69.84%	44
Female	29.93%	255	60.33%	257	30.16%	19

Police Officers

- The proportion of female police officer leavers is lower when compared to the overall Police Officer Workforce profile of 34.26% at 31/03/2024.
- 86% of police officer leavers left through retirement or resignation.



The following graph shows the proportion of police officers who left who were female since the 2013-2014 reporting period with the Workforce Profile noted for comparison purposes.



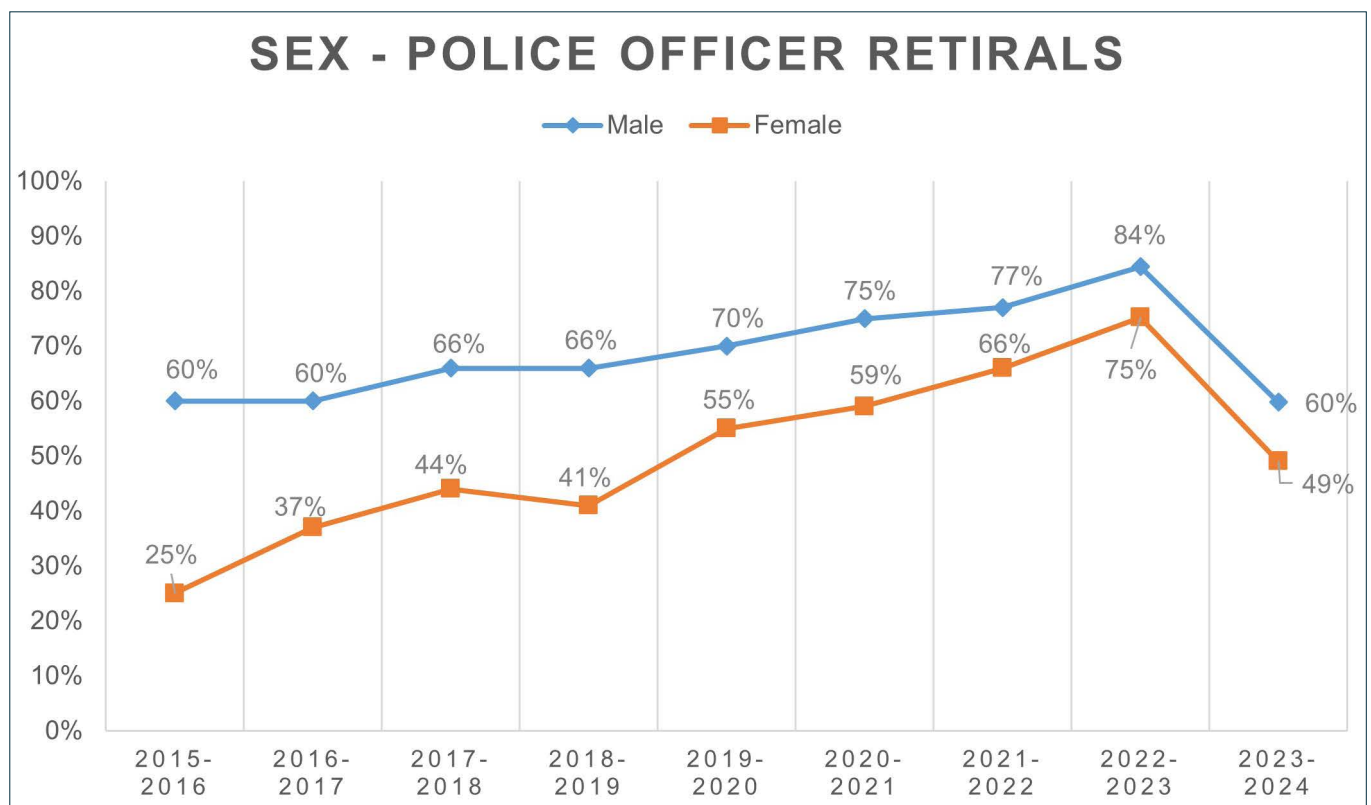
- Retiral continues to be the most common reason for leaving for both male and female police officers. This has been the trend since the 2016-2017 reporting period.
- 26-30 years' service was the most common service band for males and females who left during this reporting period.



The following graph shows the proportion of police officers who left Police Scotland that retired split by male and female for each noted reporting period.

The graph shows that the proportion of males and females who retired has decreased for the most recent reporting period when compared to previous reporting periods.

This is likely to be linked to the change in pension regulations during the last couple of years, which influenced the increase in retirements and the decrease in resignations. This trend appears to have reached its peak and further trends will be captured in the future.

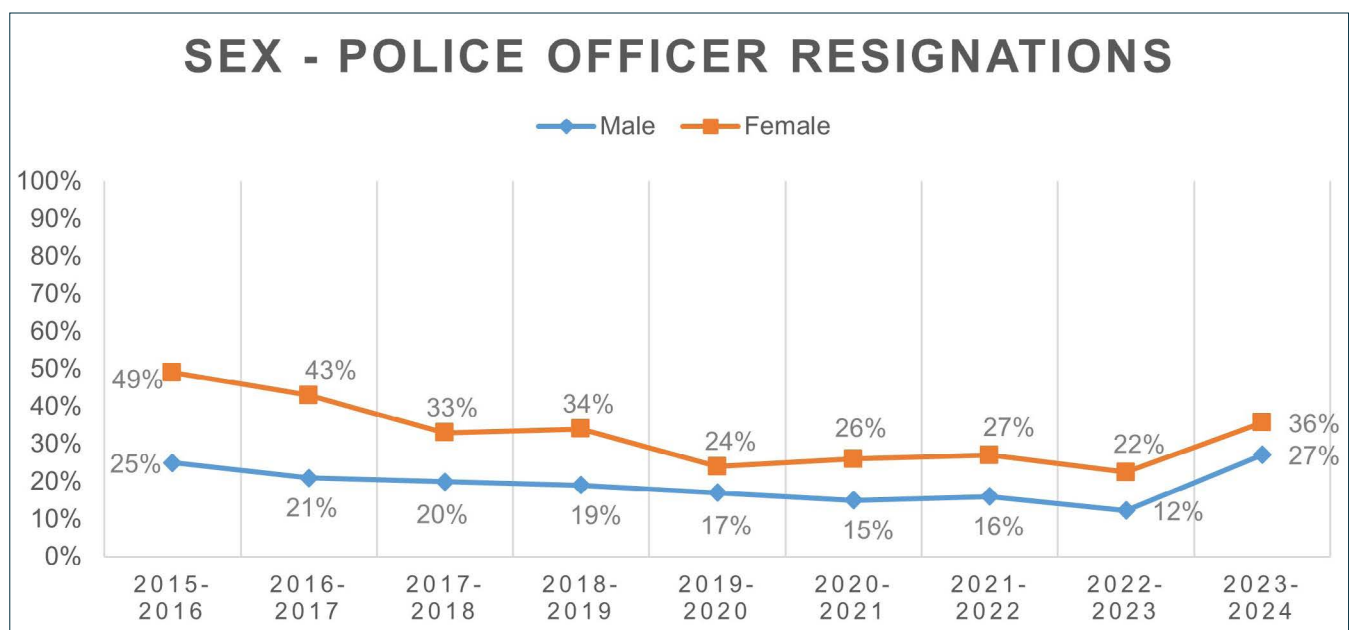


- A higher proportion of female police officers who retired were in a promoted rank of sergeant and above when compared to males who retired.
- 55% of females who retired were in the ranks of sergeant and above and 45% were in the rank of constable compared to 46% of males who retired who were in the ranks of sergeant and above and 54% were in the rank of constable.



The following graph shows the proportion of police officers who left Police Scotland that resigned split by male and female for each noted reporting period.

The graph shows that during the latest reporting period, the proportion of male and female police officers who resigned has increased and will be linked to the reasons identified above.



- Resignation continues to be a more common reason for leaving for female police officers when compared to male police officers.
- There was no difference in the average length of service on resignation for male and female police officers, with an average length of service of six years. The 0-2 years' service band was the most common for both male and female police officers who resigned. However, the 0-2, 6-10 and 21-25 years' service bands had a higher proportion of males and the 3-5 and 11-15 years' service bands had a higher proportion of females.
- There appeared to be no significant difference in the proportion of males and females who held the ranks of sergeant and above and who resigned. 4% of females who resigned held the rank of sergeant and above compared to 5% of males.



Trends identified for other reasons for leaving during this reporting period are as follows:

- A higher proportion of male police officers were dismissed from Police Scotland.
- A higher proportion of female police officers left the organisation on medical retirement.

Police Staff

- The proportion of male police staff leavers is higher when compared to the Police Staff Workforce Profile of 37.83% at 31/03/2024.
- 81% of police staff left Police Scotland through retirement or resignation.
- Resignation was the most common reason for leaving for male and female police staff. However, a higher proportion of female police staff resigned when compared to male police staff. The most common grade for those who resigned was Grade 3 for both male and female police staff. There was no significant difference in the proportion of male and female police staff who resigned from roles grade 8 and above.
- There was no difference in the average length of service on resignation for male and female police staff, with an average length of service of five years. The 0-2 years' service band was the most common for both male and female police staff who resigned, with no significant differences in the proportions. However, the 3-5 and 16-20 years' service bands had a higher proportion of males and the 6-10, 21-25, 26-30 and 30+ service bands had a higher proportion of females.
- A higher proportion of male police staff retired when compared to female police staff. Grade 3 was the most common grade for male and female police staff who retired, which reflects the most common grade for police staff. A higher proportion of male police staff retired in roles grade 8 and above.
- Female police staff had a higher average length of service on retirement when compared to male police staff. The average length of service on retirement was 23 years for female police staff and 18 years for male police staff. The most common service band for female police staff who retired was the 16-20 service band compared to the 11-15 service band for male police staff.



Trends identified for other reasons for leaving during this reporting period are as follows:

- A similar proportion of male and female police staff joined Police Scotland to become a probationary constable. 4% of male police staff leavers joined Police Scotland as a police officer compared to 3% of female police staff leavers.
- A higher proportion of female police staff left during this reporting period on voluntary redundancy.

Special Constables

- The proportion of female special constable leavers is higher when compared to the overall Special Constable Workforce Profile of 30.73% at 31/03/2024.
- Resignation was the most common reason for leaving for both male and female special constables as anticipated in this voluntary role.
- The average length of service on resignation for a female special constable was seven years' and 12 years for a male special constable. The 0-2 years' and 11-15 years' service bands were equally the most common for male and female special constables who resigned.
- A similar proportion of male and female special constables joined as a probationary constable with Police Scotland. The average length of service as a special constable prior to joining as a probationary constable was four years' service, with 0-2 years' service the most common service band.

b. Age

Age Group	Police Officer %	Police Officer No.	Police Staff %	Police Staff No.	Special Constable %	Special Constable No.
16-24	1.88%	16	5.63%	24	7.94%	5
25-34	16.31%	139	21.60%	92	33.33%	21
35-44	13.85%	118	15.96%	68	14.29%	9
45-54	51.76%	441	15.73%	67	22.22%	14
55-64	16.20%	138	26.76%	114	14.29%	9
65+	0.00%	0	14.32%	61	7.94%	5



Police Officers

- The age demographic for police officer leavers is an older demographic when compared to the overall Police Officer Age Workforce Profile at 31/03/2024. This is linked to retirement being the most common reason for leaving.
- Police officers who resigned are a younger demographic, where 25-34 was the most common age group within an average age of 34 years' old.

Police Staff

- The age demographic for police staff leavers is not too dissimilar when compared to the overall Police Staff Age Workforce Profile at 31/03/2024.
- As anticipated, the most common age group on Resignation for police staff is the 25-34 age group, with an average age of

41 years' old. The 55-64 and 65+ are the most common age groups on Retirement, with an average age of 63 years' old.

Special Constables

- The age demographic for special constable leavers is a slightly younger demographic when compared to the overall Special Constable Age Workforce Profile at 31/03/2024.
- The most common age group for special constable leavers continues to be the 25-34 age group when compared to previous reporting periods.
- Joining as a police officer is the most common reason for leaving for special constables in the 18-24 age group compared to resignation for those in the 25-34, 35-44, 45-54 and 55-64 age groups.

c. Disability

Disability	Police Officer %	Police Officer No.	Police Staff %	Police Staff No.	Special Constable %	Special Constable No.
Yes	5.28%	45	9.62%	41	3.17%	2
No	80.05%	682	80.52%	343	80.95%	51
Choose Not to Disclose	11.15%	95	5.16%	22	1.59%	1



Disability	Police Officer %	Police Officer No.	Police Staff %	Police Staff No.	Special Constable %	Special Constable No.
Not Recorded	3.52%	30	4.69%	20	14.29%	9

Police Officers

- The proportion of police officer leavers who identified as Yes is higher when compared to the overall Police Officer Disability Workforce Profile of 4.35% at 31/03/2024. This is linked to the 45-54 age group being the most common age group for police officer leavers as this is one of the most common age groups within the Police Officer Disability Workforce Profile for those who identified as Yes.
- Retiral is the most common reason for leaving for those who identified as Yes, No or Choose not to Disclose. Resignation is the most common reason for those whose information is not recorded.

Police Staff

- The proportion of police staff leavers who identified as Yes is higher when compared to the overall Police Staff Disability Workforce profile of 7.48% at 31/03/2024. This is likely to be linked to 57% of police staff leavers being aged 45 and over and the link between age and disability, which is also the trend within the Police Staff Disability Workforce Profile at 31/03/2024.
- Resignation is the most common reason for leaving for those who identified as Yes, No or whose data is not recorded. Resignation and retirement are equally the most common reasons for leaving for those who Choose not to Disclose.
- Grade 3 is the most common grade on leaving for each of the disability categories.

d. Race

Ethnic Origin	Police Officer %	Police Officer No.	Police Staff %	Police Staff No.	Special Constable %	Special Constable No.
White Scottish	75.94%	647	81.92%	349	69.84%	44
All Other White British	7.75%	66	7.51%	32	9.52%	6
White Minority	2.82%	24	2.11%	9	4.76%	3



Ethnic Origin	Police Officer %	Police Officer No.	Police Staff %	Police Staff No.	Special Constable %	Special Constable No.
BME	1.88%	16	1.17%	5	1.59%	1
Choose Not to Disclose	8.10%	69	2.58%	11	0.00%	0
Not Recorded	3.52%	30	4.69%	20	14.29%	9

Police Officers

- The proportion of police officer leavers identifying as BME reflects the overall Police Officer Race Workforce Profile of 1.82%.
- For police officer leavers identifying as White Minority, the proportion is not too dissimilar to the Police Officer Race Workforce Profile of 2.44%.
- Retiral is the most common reason for leaving for those who identified as White Scottish, Other White British and Choose not to Disclose. Resignation was the most common reason for those who identified as BME, White Minority or whose ethnic origin was not recorded.
- The most common service bands align with the most common reasons for leaving with those identifying as BME or White Minority having shorter lengths of service compared to White Scottish and Other White British having longer lengths of service.

Police Staff

- The proportion of police staff leavers identifying as BME is lower when compared to the Police Staff Race Workforce Profile of 2.15% at 31/03/2024.
- The proportion of police staff leavers identifying as White Minority is not too dissimilar to the Police Staff Race Workforce Profile of 1.77% at 31/03/2024.
- Resignation is the most common reason for all ethnic origin categories with the exception of Choose not to Disclose where Retirement was the most common reason for leaving.
- Grade 3 is the most common grade on leaving for those who identified White Scottish, Other White British or whose information was not recorded. Grade 4 was the most common grade on leaving for those who identified as Choose not to Disclose. There was no common grade for police staff leavers who identified as BME or White Minority.



e. Religion or Belief

Religion or Belief	Police Office %	Police Officer No.	Police Staff %	Police Staff No.	Special Constable %	Special Constable No.
Church of Scotland	21.95%	187	23.94%	102	20.63%	13
Roman Catholic	11.03%	94	14.08%	60	7.94%	5
Other Christian	2.82%	24	1.64%	7	4.76%	3
All Other Religions	1.53%	13	0.70%	3	1.59%	1
Other	1.53%	13	1.17%	5	1.59%	1
None	41.55%	354	47.18%	201	47.62%	30
Choose Not to Disclose	15.96%	136	6.57%	28	1.59%	1
Not Recorded	3.64%	31	4.69%	20	14.29%	9

Trends identified within the Police Scotland Religion or Belief Workforce Profiles since 2023/2014 where the proportion of staff identifying as None continues to increase and the proportion of staff identifying as Church of Scotland has decreased have also been reflected within the Leavers Profile.

Police Officers

- None is the most common religion or belief overall for police officer leavers, which follows the same trend as the overall Police Officer Religion or Belief Workforce Profile at 31/03/2024.
- The proportion of police leavers identifying as Church of Scotland is higher when compared to the Police Officer Religion or Belief Workforce Profile at 31/03/2024 and this is likely to be linked to age and how individuals identify their religion or belief. This trend was identified in the 2011 Census for Scotland and has been evident in the trends within Police Scotland.
- Retiral is the most common reason for leaving across all the Religion or Belief categories, with the exception of All Other Religions where resignation and retirement are the most common reasons.



Police Staff

- None is the most common religion or belief for police staff leavers, which follows the same trend as the overall Police Staff Religion or Belief Workforce Profile at 31/03/2024.
- Resignation is the most common reason for all religion or belief categories for police staff leavers with the exception of Church of Scotland where resignation and retirement are the most common reasons for leaving.

Special Constables

- None is the most common religion or belief for special constable leavers, which follows the same trend as the overall Special Constable Religion or Belief Workforce Profile at 31/03/2024.

f. Sexual Orientation

Sexual Orientation	Police Officer %	Police Officer No.	Police Staff %	Police Staff No.	Special Constable %	Special Constable No.
Lesbian/Gay/Bisexual (LGB)	3.99%	34	7.28%	31	11.11%	7
Heterosexual	77.93%	664	81.92%	349	69.84%	44
Other	0.00%	0	0.00%	0	0.00%	0
Choose Not to Disclose	14.55%	124	6.10%	26	4.76%	3
Not Recorded	3.52%	30	4.69%	20	14.29%	9

Police Officers

- The proportion of police officer leavers identifying as LGB is reflective of the Police Officer Sexual Orientation Workforce Profile of 4.36% at 31/03/2024.
- Resignation is the most common reason for leaving for those who identified as LGB and Retirement is the most common for those who identified as Heterosexual or Choose not to Disclose.
- 45-54 is the most common age group for leavers who identified as LGB, Heterosexual or Choose not to Disclose.



Police Staff

- The proportion of police staff leavers identifying as LGB is higher when compared to the Police Staff Sexual Orientation Workforce Profile of 3.88% at 31/03/2024.
- Resignation continues to be the most common reason for leaving for police staff who identify as either LGB or Heterosexual.
- Grade 3 was the most common grade for each of the sexual orientation categories.

Special Constables

- The proportion of special constable leavers identifying as LGB is higher than the Special Constable Sexual Orientation Workforce Profile of 6.25% at 31/03/2024. However, consideration should be given to the small number.

g. Transgender Identity

- For the reporting period 2023/2024, 0.07% of leavers identified as Yes, which reflects the Police Scotland Transgender Workforce Profile at 31/03/2024. This includes police officers, police staff and special constables.

