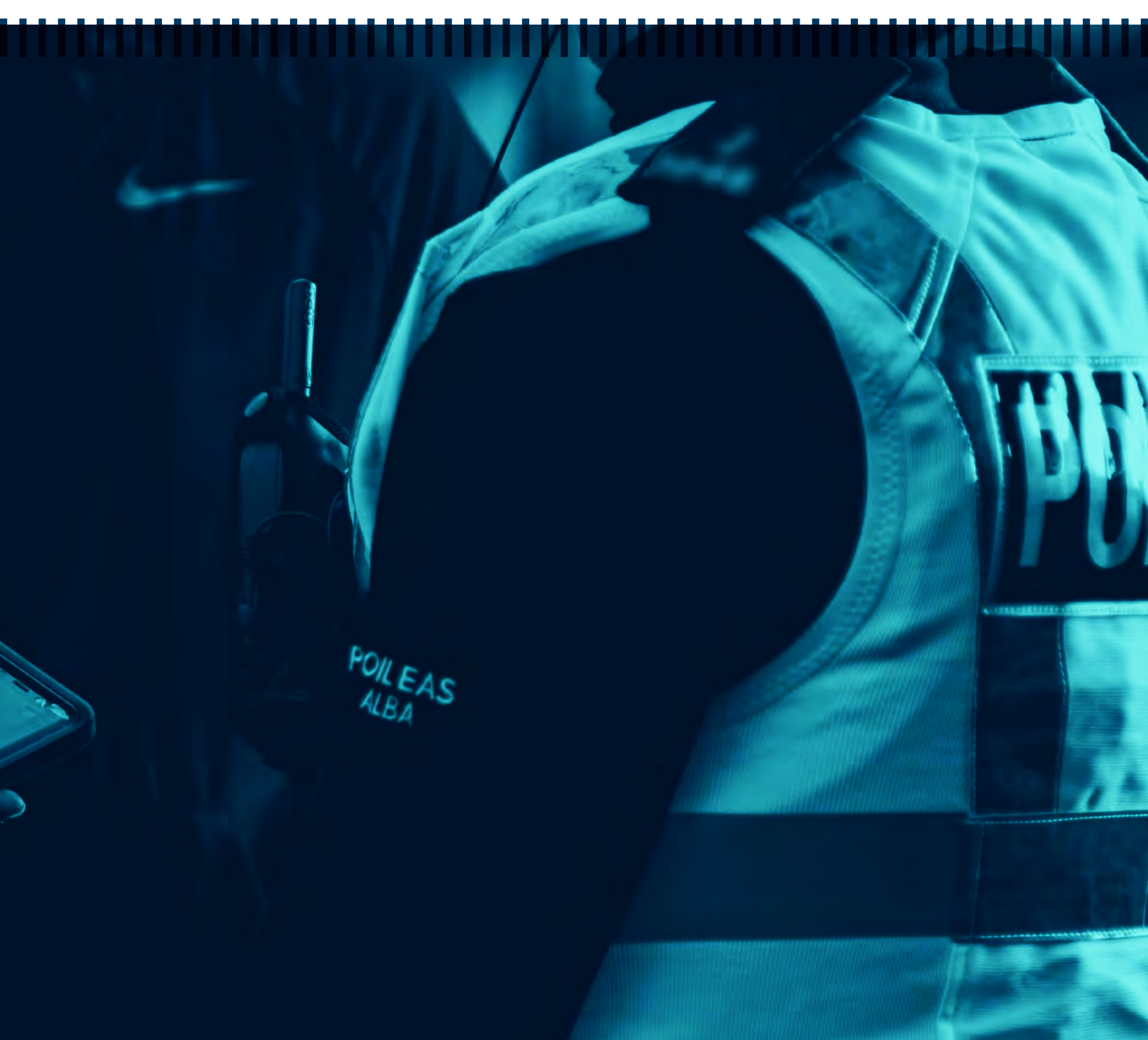


Police Scotland

# Equality and Diversity Employment Monitoring Report 2021/2022



# Contents



<b>Introduction</b>	<b>3</b>
<b>Methodology</b>	<b>4</b>
<b>Equality and Diversity Workforce Profiles</b>	<b>5</b>
<b>Occupational Segregation</b>	<b>13</b>
Vertical Segregation	13
Horizontal Segregation	22
<b>Pay Gap Reporting</b>	<b>24</b>
Gender Pay Gap	24
Pay Gaps by Disability, Race and Sexual Orientation	27
<b>Development and Retention</b>	<b>29</b>
Promotion – Police Officers	29
Promotion – Police Staff	32
<b>Recruitment</b>	<b>35</b>
External Recruitment – Applications Received	35
Newly Appointed – Police Officers, Police Staff and Special Constables	40
<b>Leavers</b>	<b>45</b>

# Introduction



The Equality and Diversity Monitoring Report 2023 is a collection of Police Scotland data at 31 March 2022 and for the reporting period 1 April 2021 to 31 March 2022. The data aims to compare and contrast against data published in our 2021 mainstreaming report that focused on data at 31 March 2020 and for the reporting period 1 April 2019 and 31 March 2020. The [Scottish Police Authority Equality and Diversity Monitoring Report 2023](#).

The publication 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 which is summarised within our [Mainstreaming and Progress Report 2023](#).

Our longer term aim is to develop and advance our Equality & Diversity Monitoring Reports. As part of our refreshed [Equality Outcomes](#). In 2021, we committed to progressing and advancing our data through Equality Outcome 5 relating to Workforce Insights. Our Mainstreaming and Progress Report 2023 outlines the journey so far to continually develop the data and our understanding of the insights it provides.

# 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 what Police Scotland looks like in terms of the workforce, including those who work for us, staff who leave us, individuals who apply to join us and career development.

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

- The data collected is at 31 March 2022 or where relevant for the period 1 April 2021 to 31 March 2022.
- The data is used to identify trends and to address any issues to continue to make progress in meeting and achieving Equality Outcomes 5, 6, 7 and 8.
- Data comparisons have been made against data at 31 March 2020 published in our previous mainstreaming report or where otherwise indicated.
- The equality and diversity data within this report is based upon voluntary individual self-classification where individuals have the option to choose not to disclose.
- The Choose not to Disclose option is available for those individuals who do not wish to identify their information on one or more of the protected characteristics. Not Recorded indicates that no information has been provided by an individual in the self-classification options.
- Percentages have been rounded to the nearest whole number or otherwise indicated.
- Figures are based on headcount and include those on a temporary contract but do not include agency workers.
- Where applicable, the categories that have been used for the protected characteristics follow the 2011 Census for Scotland.
- For the protected characteristic of Race, the ethnic origin categories have been categorised in the following way due to some of them having very small numbers:
  - BME - Mixed or Multiple Ethnic Group, Asian Pakistani, Asian Indian, Asian Bangladeshi, Asian Chinese, Asian Other, African, African Other, Caribbean, Black, Caribbean or Black Other, Arab and Other Ethnic Group.
  - White Minority - White Irish, White Gypsy/Traveller, White Polish and White Other.
  - All Other White British - White English, White Northern Irish, White Welsh and White Other British.
- For the protected characteristic of Religion or Belief some of the categories also have very small numbers and they have been categorised as All Other Religions, which includes those who have self-classified as Buddhist, Hindu, Jewish, Muslim and Sikh. This is to ensure that individuals are not inadvertently identified.
- For the protected characteristics of Sexual Orientation, LGB includes those who have identified as Lesbian, Gay or Bisexual.

# Equality and Diversity Workforce Profiles

## a. Sex

Sex	Police Officer %	Police Officer No:	Police Staff %	Police Staff No:	Special Constable %	Special Constable No:
Male	67%	11342	38%	2079	68%	306
Female	33%	5698	62%	3405	32%	141

### Police Officers

- Increase in the proportion of female police officers from 32% at 31/03/2020 to 33% at 31/03/2022. However, the number of police officers has decreased overall for both males and females.
- 11-15 years' service is the most common length of service for both male and female police officers.

### Police Staff

- The proportion of male police staff remains the same at 38% when compared to 31/03/2020. However, the number has increased from 2051 to 2079.
- The 16-20 and 0-2 years' service bands are the most common for female police staff and the 0-2 years' service band is the most common for male police staff.

### Special Constables

- The proportion of female special constables remains the same at 32% when compared to 31/03/2020. However, the number of special constables has decreased overall for both males and females.
- 0-2 years' service is the most common service band for both male and female special constables.

**b. Age**

Age Group	Police Officer %	Police Officer No:	Police Staff %	Police Staff No:	Special Constable %	Special Constable No:
<b>16-24</b>	3%	570	2%	140	11%	51
<b>25-34</b>	31%	5234	17%	912	24%	107
<b>35-44</b>	36%	6091	23%	1249	20%	88
<b>45-54</b>	28%	4775	30%	1661	26%	116
<b>55-64</b>	2%	370	25%	1378	16%	70
<b>65+</b>	0%	0	3%	144	3%	15

**Police Officers**

- The 35-44 age group remains the most common age group for police officers for both males and females.
- The average age of a police officer is 39 years old (38 years old for females and 40 years old for males).

**Police Staff**

- The 44-54 age group remains the most common age group for police staff.
- 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 45-54 age group is the most common age group for special constables, (closely followed by the 25-34 age group). This has been the trend since 2021. The 25-34 age group was the most common between 2013 and 2020.
- 25-34 is the most common age group for female special constables and the 45-54 age group is the most common for male special constables.

### c. Disability

Disability	Police Officer %	Police Officer No:	Police Staff %	Police Staff No:	Special Constable %	Special Constable No:
Yes	3%	589	7%	375	1%	5
No	86%	14698	86%	4710	81%	364
Choose not to Disclose	9%	1527	6%	315	3%	12
Not Recorded	1%	226	1%	84	15%	66

The proportion of those with a Recorded Disability (Yes) remains the same across each of the staff groups when compared to 31/03/2020.

#### Police Officers

- The number of police officers with a Recorded Disability (Yes) has increased from 529 at 31/03/2020 to 589 at 31/03/2022.
- 45-54 is the most common age group for police officers with a Recorded Disability compared to the 35-44 age group for those who identified as No.
- 11-15 years' service is the most common length of service for police officers who have a Recorded Disability (Yes). This is also the most common length of service for those who identified as No.
- The proportion and number of police officers who Choose not to Disclose has reduced from 10% (1737) at 31/03/2020 to 9% (1527) at 31/03/2022.

#### Police Staff

- The number of police staff with a Recorded Disability (Yes) has increased from 365 at 31/03/2020 to 375 at 31/03/2022.
- 45-54 is the most common age group for police staff with a Recorded Disability (Yes) and for those for those who identified as No.
- 16-20 years' service is the most common service band for police staff who have a Recorded Disability (Yes) compared to 0-2 years' for those who have identified as No.
- The proportion and number of police staff who Choose not to Disclose has reduced from 7% (359) at 31/03/2020 to 6% (315) at 31/03/2022.

#### Special Constables

- The proportion and number of special constables with a Recorded Disability (Yes) remains the same at 1% (5) when compared to 31/03/2020.
- 45-54 is the most common age group for special constables with a Recorded Disability (Yes) and the most common for those who identified as No.
- 6-10 years' service is the most common for special constables who have a Recorded Disability (Yes) compared to 11-15 years' service those who identified as No.
- The proportion of special constables who Choose not to Disclose has increased from 2% at 31/03/2020 to 3% at 31/03/2022. However, the number has decreased from 13 to 12.

#### d. Race

Ethnic Origin	Police Officer %	Police Officer No:	Police Staff %	Police Staff No:	Special Constable %	Special Constable No:
<b>White Scottish</b>	79.50%	13547	84%	4621	70%	312
<b>All Other White British</b>	8.44%	1439	7%	395	9%	41
<b>White Minority</b>	2.21%	376	1%	78	2%	11
<b>BME</b>	1.62%	276	2%	104	2%	9
<b>Choose not to Disclose</b>	6.86%	1169	4%	200	2%	8
<b>Not Recorded</b>	1.37%	233	2%	86	15%	66

#### Police Officers

- Increase in the number of police officers identifying as BME from 253 at 31/03/2020 to 276 at 31/03/2022.
- The most common ethnic origin categorised as BME for police officers was Mixed or Multiple Ethnic Group. This is also the most common for female police officers. Pakistani is the most common for male police officers.
- Increase in the number of police officers identifying as White Minority from 341 at 31/03/2020 to 376 at 31/03/2022.
- Other White Ethnic Group was the most common ethnic origin category for police officers identifying as White Minority.
- Reduction in number of police officers who choose not to disclose from 1312 at 31/03/2020 to 1169 at 31/03/2022.
- The 35-44 age group is the most common for all ethnic origin categories with the exception of those whose data is not recorded where the 25-34 age group is the most common.
- 11-15 years' service is the most common band for police officers identifying as BME, White Scottish and Other White British and 0-2 years' service is the most common service band for police officers identifying as White Minority.

#### Police Staff

- Increase in the number of police staff identifying as BME from 87 at 31/03/2020 to 104 at 31/03/2022.
- The most common ethnic origin categorised as BME is Indian or Pakistani. Pakistani is the most common ethnic origin category for male police staff compared to Indian for female police staff.



- Decrease in the number of police staff identifying as White Minority from 81 at 31/03/2020 to 78 at 31/03/2022.
- The most common ethnic origin categorised as White Minority is Other White Background for both male and female police staff.
- There has been a reduction in the number of police staff who choose not to disclose from 224 at 31/03/2020 to 200 at 31/03/2022.
- 35-44 is the most common age group for police staff identifying as BME or White Minority compared to 45-54 for those who identify as White Scottish or Other White British.
- 0-2 years' service is the most common band for police staff identifying as BME, Other White British and White Scottish and 3-5 years' service is the most common for police staff identifying as White Minority.

### Special Constables

- The proportion of special constables identifying as BME remains the same at 2% when compared to 31/03/2020. However, the number has decreased from 10 to 9.
- The most common ethnic origin categorised as BME is Pakistani for both male and female special constables.
- The proportion of special constables identifying as White Minority remains the same at 2% when compared to 31/03/2020. The number has increased from 9 to 11.
- The most common ethnic origin categorised as White Minority is Other White Background for both male and female special constables.
- There has been a small increase in the number of special constables who choose not to disclose when compared to 31/03/2020.
- 45-54 is the most common age group for those identifying as BME, Other White British and White Scottish compared to the 25-34 age group for those identifying as White Minority.
- The most common lengths of service vary across each of the ethnic origin categories. 3-5 years' service the most common for special constables who identify as BME compared to 0-2 years' for those who identify as White Minority, 6-10 years' service for those who identify as Other White British and 11-15 years' service for those who identify as White Scottish.

### e. Religion or Belief

Religion or Belief	Police Officer %	Police Officer No:	Police Staff %	Police Staff No:	Special Constable %	Special Constable No:
<b>None</b>	52%	8783	47%	2601	40%	181
<b>Church of Scotland</b>	18%	3134	24%	1335	28%	124
<b>Roman Catholic</b>	11%	1899	13%	721	7%	33
<b>Other Christian</b>	2%	397	2%	115	3%	13
<b>All Other Religions</b>	1%	167	1%	65	2%	9
<b>Other</b>	1%	184	<1%	40	1%	5
<b>Choose not to disclose</b>	13%	2232	9%	518	4%	16
<b>Not Recorded</b>	1%	244	2%	89	15%	66

- Increase in the proportion of all staff groups identifying as None when compared to 31/03/2020.
- Reduction in the proportion of police officers and police staff identifying as Church of Scotland and an increase in proportion for special constables.
- Proportion remains the same for police officers and police staff identifying as Roman Catholic. Reduction in the proportion of special constables who identify as Roman Catholic.
- Increase in the number for police officers and police staff identifying as All Other Religions.
- Muslim is the most common religion for those categorised as All Other Religions for all staff groups.
- Reduction in the number and proportion of police officers and police staff who choose not to disclose. For special constables, the proportion remains the same with a small decrease in the number.

## 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%	683	4%	202	6%	27
Heterosexual	82%	14053	85%	4688	74%	330
Choose not to Disclose	12%	2063	9%	506	5%	24
Other	0%	0	0%	0	0%	0
Not Recorded	1%	241	2%	88	15%	66

Reduction in the proportion and number identifying as Choose not to Disclose for all staff groups.

### Police Officers

- Increase in the proportion and number of police officers identifying as LGB from 3% (614) at 31/03/2020 to 4% (683) at 31/03/2022.
- 25-34 is the most common age group for police officers identifying as LGB compared to the 35-44 age group being the most common for those identifying as Heterosexual.
- 6-10 years' service is the most common service band for police officers who identified as LGB compared to 11-15 years' service for those who identify as Heterosexual.

### Police Staff

- Increase in the proportion and number of police staff identifying as LGB for from 3% (178) at 31/03/2020 to 4% (202) at 31/03/2022.
- 25-34 is 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.
- 0-2 years' service is the most common service band for police staff who identified as LGB or Heterosexual.

### Special Constables

- Increase in proportion of special constables identifying as LGB from 5% at 31/03/2020 to 6% at 31/03/2022. However the number has decreased from 28 to 27.
- 25-34 is 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
- 0-2 years' service is the most common 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	<1%	24
No	92%	21225
Choose not to Disclose	6%	1336
Not Recorded	2%	386

- The number of staff identifying as Yes to the following question “Do you currently or have you previously considered yourself as transgender?” has decreased from 25 at 31/03/2020 to 24 at 31/03/2022. The proportion, remains the same at <1%.
- Reduction in the number identifying as Choose not to Disclose from 1483 at 31/03/2020 to 1336 at 31/03/2022.

# 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.

## Vertical Segregation

### Police Officer Rank Profile

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

Overall, 22% of police officers are in a promoted rank (sergeant and above) and 78% are constables.

## Sex

Rank	Female %	Female No:	Male %	Male No:
Chief Constable	0%	0	100%	1
Deputy Chief Constable	33%	1	67%	2
Assistant Chief Constable	20%	2	80%	8
Chief Superintendent	32%	12	68%	26
Superintendent	30%	38	70%	90
Chief Inspector	28%	70	72%	179
Inspector	26%	230	74%	645
Sergeant	29%	725	71%	1791
Constable	35%	4620	65%	8600
<b>Police Scotland Profile</b>	<b>33%</b>	<b>5698</b>	<b>67%</b>	<b>11342</b>

- Increase in the proportion and number of females in the promoted ranks of sergeant and above from 27% (993) at 31/03/2020 to 28% (1078) at 31/03/2022.
- 19% of female police officers are in a promoted rank (sergeant and above) and 81% are in the rank of constable.
- 24% of males in a promoted rank (sergeant and above) and 76% in the rank of constable.

## Age

Age Group	Sergeant & Above at 31/03/2022 %	Sergeant & Above at 31/03/2022 No:	Constable at 31/03/2022 %	Constable at 31/03/2022 No:
18-24	0%	0	4%	570
25-34	6%	247	38%	4987
35-44	43%	1656	33%	4435
45-54	47%	1800	22%	2975
55-64	3%	117	2%	253
65+	0%	0	0%	0

- Continue to see an increase in the proportion of police officers in the ranks of sergeant and above in the 35-44 age group from 40% (1509) at 31/03/2020 to 43% (1656) at 31/03/2022.

## Disability

Disability	Sergeant & Above at 31/03/2022 %	Sergeant & Above at 31/03/2022 No:	Constable at 31/03/2022 %	Constable at 31/03/2022 No:
Yes	3%	124	3%	465
No	86%	3297	86%	11401
Choose not to Disclose	10%	394	9%	1133
Not Recorded	<1%	5	2%	221

- The proportion of police officers in the ranks of sergeant and above who have a Recorded Disability (Yes) reflects the overall Police Scotland profile at 31/03/2022.
- The proportion and number of police officers in promoted ranks (sergeant and above) with a recorded disability has increased from 2% (91) at 31/03/2020 to 3% (124) at 31/03/2022.
- 21% of police officers with a Recorded Disability (Yes) are in a promoted rank of sergeant and above and 79% 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 %
Constable	3%	97%
Sergeant	4%	96%
Inspector	3%	97%
Chief Inspector	2%	98%
Superintendent + Above	1%	99%
Police Scotland Profile	3%	97%

The proportion of police officers with a Recorded Disability (Yes) starts to decrease from the rank of Inspector upwards. However, 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 progress during 2023 to address this issue.

## Race

Ethnic Origin	Sergeant & Above at 31/03/2022 %	Sergeant & Above at 31/03/2022 No:	Constable at 31/03/2022 %	Constable at 31/03/2022 No:
White Scottish	80.97%	3093	79.08%	10454
All Other White British	8.12%	310	8.54%	1129
White Minority	1.41%	54	2.44%	322
BME	1.20%	46	1.74%	230
Choose not to Disclose	8.17%	312	6.48%	857
Not Recorded	<1%	5	1.72%	228

- The number of police officers in the ranks of sergeant and above identifying as BME has increased from 44 at 31/03/2020 to 46 at 31/03/2022.
- The number of police officers in the ranks of sergeant and above identifying as White Minority has increased from 49 at 31/03/2020 to 54 at 31/03/2022.
- 17% of police officers who identify as BME are in a promoted rank (sergeant and above) and 83% are in the rank of Constable.
- 14% of police officers who identify as White Minority are in promoted rank (sergeant and above) and 86% are in the rank of Constable.
- 23% of police officers who identify as White Scottish are in promoted rank (sergeant and above) and 77% are in the rank of Constable.
- 22% of police officers who identify as Other White British are in promoted rank (sergeant and above) and 78% are in the rank of Constable.

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
Constable	79.08%	8.54%	2.44%	1.74%	6.48%	1.72%
Sergeant	79.81%	8.35%	1.35%	1.27%	9.10%	<1%
Inspector	83.54%	7.31%	1.71%	0.80%	6.63%	0.00%
Chief Inspector	85.14%	6.02%	1.20%	0.80%	6.83%	0.00%
Superintendent + above	78.89%	11.67%	1.11%	2.78%	4.44%	1.11%
Police Scotland Profile	79.50%	8.44%	2.21%	1.62%	6.86%	1.37%



## Religion or Belief

Religion or Belief	Sergeant & Above at 31/03/2022 %	Sergeant & Above at 31/03/2022 No:	Constable at 31/03/2022 %	Constable at 31/03/2022 No:
None	40%	1523	55%	7260
Church of Scotland	27%	1037	16%	2097
Roman Catholic	11%	435	11%	1464
Other Christian	3%	120	2%	277
Other Religions	1%	34	1%	133
Other	<1%	30	1%	154
Choose not to Disclose	16%	632	12%	1600
Not Recorded	<1%	9	2%	235

- The trends identified within the overall Workforce Profile on page 10 are reflected within the profile for those in the ranks of Sergeant and above.

## Sexual Orientation

Sexual Orientation	Sergeant & Above at 31/03/2022 %	Sergeant & Above at 31/03/2022 No:	Constable at 31/03/2022 %	Constable at 31/03/2022 No:
Lesbian/Gay/Bisexual (LGB)	3%	121	4%	562
Heterosexual	83%	3165	82%	10888
Other	0%	0	0%	0
Choose not to Disclose	14%	528	12%	1535
Not Recorded	<1%	6	2%	235

- Increase in the number of police officers in the ranks of sergeant & above who identify as LGB from 105 at 31/03/2020 to 121 at 31/03/2022.

## Police Staff Grade Profile

- Overall, 8% of police staff are grade 8 and above and 92% are grade 7 or below.

### Sex

Sex	Grade 8 and Above 31/03/2022 %	Grade 8 and Above 31/03/2022 No:	Grade 7 and Below 31/03/022 %	Grade 7 and Below 31/03/022 No:
Male	60%	250	36%	1829
Female	40%	167	64%	3238

- Decrease in the number of males who are grade 7 and below from 1872 at 31/03/2020 to 1829 at 31/03/2022.
- Decrease in the number of females who are grade 7 and below from 3268 at 31/03/2020 to 3238 at 31/03/2022.
- Increase in the number of males who are grade 8 and above from 179 at 31/03/2020 to 250 at 31/03/2022.
- Increase in the number of females who are grade 8 and above from 136 at 31/03/2020 to 167 at 31/03/2022.

A lower proportion of female police staff are grade 8 and above.

- 95% of females are grade 7 or below compared to 88% of males.
- 5% of females are grade 8 or above compared to 12% of males.

The following table shows the grade profile by male and female.

Grade	Female %	Male %
SPA DIR	29%	71%
Grade 13	39%	61%
Grade 12	44%	56%
Grade 11	41%	59%
Grade 10	56%	44%
Grade 9	40%	60%
Grade 8	32%	68%
Grade 7	43%	57%
Grade 6	44%	56%
Grade 5	51%	49%
Grade 4	62%	38%
Grade 3	74%	26%
Grade 2	68%	32%
Grade 1	90%	10%
Police Scotland Profile	62%	38%

## Age

Age Group	Grade 8 and Above 31/03/2022 %	Grade 8 and Above 31/03/2022 No:	Grade 7 and Below 31/03/022 %	Grade 7 and Below 31/03/022 No:
18-24	0%	0	3%	140
25-34	7%	31	17%	881
35-44	28%	116	22%	1133
45-54	39%	164	29%	1497
55-64	24%	102	25%	1276
65+	1%	5	3%	139

- The 45-54 age group continues to be the most common for both those who are grade 8 and above and for those who are grade 7 and below.

## Disability

Disability	Grade 8 and Above 31/03/2022 %	Grade 8 and Above 31/03/2022 No:	Grade 7 and Below 31/03/022 %	Grade 7 and Below 31/03/022 No:
Yes	3%	12	7%	363
No	90%	377	85%	4333
Choose not to Disclose	5%	22	6%	293
Not Recorded	1%	6	1%	78

- Increase in the number of police staff who are grade 7 and below who have a Recorded Disability from 356 at 31/03/2020 to 363 at 31/03/2022.
- Increase in the number of police staff who are grade 8 and above who have a Recorded Disability from 9 at 31/03/2020 to 12 at 31/03/2022.
- 3% of police staff who have a Recorded Disability are grade 8 or above and 97% are grade 7 or below.
- 8% of police staff who have identified as No are grade 8 or above and 92% are grade 7 or below.

## Race

Ethnic Origin	Grade 8 and Above 31/03/2022 %	Grade 8 and Above 31/03/2022 No:	Grade 7 and Below 31/03/2022 %	Grade 7 and Below 31/03/2022 No:
White Scottish	77%	320	85%	4301
All Other White British	12%	48	7%	347
White Minority	3%	12	1%	66
BME	3%	13	2%	91
Choose not to Disclose	4%	18	3%	182
Not Recorded	1%	5	2%	81

- Increase in the number of police staff at Grades 7 and below identifying as BME from 81 at 31/03/2020 to 91 at 31/03/2022.
- Decrease in the number of police staff at Grades 7 and below identifying as White Minority from 74 at 31/03/2020 to 66 at 31/03/2022.
- Increase in the number of police staff at Grades 8 and above identifying as BME from 6 at 31/03/2020 to 13 at 31/03/2022.
- Increase in the number of police staff at Grades 8 and above identifying as White Minority from 7 at 31/03/2020 to 12 at 31/03/2022.

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.

- 12% of police staff who identify as BME are grade 8 and above and 88% are grade 7 and below.
- 15% of police staff who identify as White Minority are grade 8 and above and 85% are grade 7 and below.
- 7% of police staff who identify as White Scottish are grade 8 and above and 93% are grade 7 and below.
- 12% of police staff who identify as Other White British are grade 8 and above and 88% are grade 7 and below.

## Religion or Belief

Religion or Belief	Grade 8 and Above 31/03/2022 %	Grade 8 and Above 31/03/2022 No:	Grade 7 and Below 31/03/022 %	Grade 7 and Below 31/03/022 No:
None	47%	194	48%	2407
Church of Scotland	22%	91	25%	1244
Roman Catholic	13%	56	13%	665
Other Christian	5%	19	2%	96
Other Religions	2%	8	1%	57
Other	<1%	1	<1%	39
Choose not to Disclose	10%	42	9%	476
Not Recorded	1%	6	2%	83

There are no significant differences within the grade profile when compared to the Police Scotland Profile on page 10.

## Sexual Orientation

Sexual Orientation	Grade 8 and Above 31/03/2022 %	Grade 8 and Above 31/03/2022 No:	Grade 7 and Below 31/03/022 %	Grade 7 and Below 31/03/022 No:
Lesbian/Gay/ Bisexual (LGB)	3%	12	4%	190
Heterosexual	89%	371	85%	4317
Other	0%	0	0%	0
Choose not to Disclose	7%	28	9%	478
Not Recorded	1%	6	2%	82

- Increase in the proportion and number of police staff identifying as LGB for those who are grade 7 and below from 3% (168) to 4% (190).
- Increase in the number of police staff identifying as LGB for those who are grade 8 and above from 10 at 31/03/2020 to 12 at 31/03/2022.

A lower proportion of police staff who are grade 8 and above identify as LGB.

- 6% of police staff who identify as LGB are grade 8 or above and 94% are grade 7 and below.
- 8% of police staff who identify as Heterosexual are grade 8 or above and 92% are grade 7 and below.

## Horizontal Segregation

On an annual basis, divisions and departments are provided with an equality and diversity profile. This feeds into their People Plans to inform decision making and identify activities to continue to improve representation. Our main 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	39%	61%	7%	93%
Corporate Services	31%	69%	6%	94%
Criminal Justice Services	33%	67%	10%	90%
Local Policing	35%	65%	3%	97%
Operational Support	17%	83%	3%	97%
Partnerships, Prevention & Community Wellbeing	44%	56%	5%	95%
Professionalism, Digital & Transformation	37%	63%	8%	92%
Specialist Crime Division	33%	67%	2%	98%
Police Scotland Profile	33%	67%	3%	97%

Division	White Scottish %	Other White British %	White Minority %	BME %	Choose not to Disclose %	Not Recorded %
Contact, Command and Control	76.93%	8.78%	2.23%	2.23%	9.82%	0.00%
Corporate Services	78.14%	10.70%	3.72%	1.86%	5.58%	0.00%
Criminal Justice Services	81.62%	7.40%	1.43%	1.67%	7.64%	<1%
Local Policing	80.26%	7.95%	2.64%	1.67%	5.77%	1.92%
Operational Support	75.18%	11.15%	1.75%	1.17%	10.63%	<1%
Partnerships, Prevention & Community Wellbeing	78.99%	7.97%	1.45%	4.35%	7.25%	0.00%
Professionalism, Digital & Transformation	81.59%	9.89%	1.92%	<1%	5.49%	<1%
Specialist Crime	78.84%	8.56%	1.25%	1.64%	9.71%	0.00%
Police Scotland Profile	79.50%	8.44%	2.21%	1.62%	6.86%	1.37%

## Police Staff

The number of police staff in Partnerships, Prevention & Community Wellbeing is too small to provide a profile to ensure individuals are not identified.

Division	Female %	Male %	Recorded Disability %	No Recorded Disability %
Contact, Command and Control	71%	29%	9%	91%
Corporate Services	58%	42%	4%	96%
Criminal Justice Services	57%	43%	7%	93%
Local Policing	77%	23%	10%	90%
Operational Support	69%	31%	7%	93%
Professionalism, Digital & Transformation	50%	50%	5%	95%
Specialist Crime	56%	44%	6%	94%
Police Scotland Profile	62%	38%	7%	93%

Division	White Scottish %	Other White British %	White Minority %	BME %	Choose not to Disclose %	Not Recorded %
Contact, Command and Control	87%	7%	<1%	1%	3%	1%
Corporate Services	85%	7%	2%	1%	3%	2%
Criminal Justice Services	84%	7%	1%	2%	4%	2%
Local Policing	86%	87%	1%	1%	3%	1%
Operational Support	87%	6%	1%	2%	4%	<1%
Professionalism, Digital & Transformation	81%	8%	2%	3%	3%	3%
Specialist Crime	81%	7%	2%	3%	5%	1%
Police Scotland Profile	84%	7%	1%	2%	4%	2%

# Pay Gap Reporting

In addition to the Gender Pay Gap calculation that Police Scotland is required to 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 has also been 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.

## 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 2022.

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	12.0%	12.0%
2021 Mainstreaming Report*	11.2%	11.5%

Gender Pay Gap	Base Pay (for info only)	Average Hourly Earnings
Police Officers	2.9%	3.0%
2021 Mainstreaming Report*	2.9%	3.2%

\*The data presented in the 2021 Mainstreaming Report is at 31 March 2020.

The mean average hourly earnings translates as:

- Female Police Staff are paid £17.40 / hr and Male Staff (All) are paid £19.78 / hr
- Female Police Officers are paid £19.80 / hr and Male Officers are paid £20.41 / hr



## Police Officers

The gender pay gap continues to narrow for police officers when compared to the gender pay gap figure published in 2021. This may be due to the following reasons:

- Increase in proportion of newly appointed females from 40% during 2019-2020 to 46% during 2021-2022. Those who are joining as a probationary constable will earn less than those who have retired.
- Retiral continues to be the most common reason for leaving for both male and female police officers. 48% of males who retired were in a promoted rank compared to 40% of females who retired who were in a promoted rank.
- Increase in proportion of female police officers in the ranks of sergeant and above from 27% to 28%.

## Police Staff

The gender pay gap for police staff has widened when compared to the gender pay gap figure published in 2021. This is a consequence of the change in proportions for the protected characteristic of sex across the organisational structure due to a variety of activities such as pay awards, recruitment and promotions.

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	£17.40	£19.80
Mean Male AHE	£19.78	£20.41
Mean Gender Pay Gap	12.0%	3.0%

Measure – Median	Police Staff	Police Officers
Median Female AHE	£16.59	£20.58
Median Male AHE	£19.39	£20.58
Median Gender Pay Gap	14.4%	0%

The table below splits the pay gap by grade.

Police Staff AHE (£)	Female	Male	Pay Gap
<b>Grades 7 &amp; Below</b>	£16.67	£18.14	8.1%
<b>Grades 8 &amp; Above</b>	£31.78	£31.66	-0.4%

The table below splits the pay gap by rank.

Police Officers AHE (£)	Female	Male	Pay Gap
<b>Constable</b>	£18.60	£18.88	1.5%
<b>Sergeant</b>	£22.48	£22.57	0.4%
<b>Inspector</b>	£27.40	£27.59	0.7%
<b>Chief Inspector</b>	£29.94	£30.17	0.8%
<b>Superintendent</b>	£37.78	£38.46	1.8%
<b>Chief Superintendent</b>	£45.30	£45.51	0.5%
<b>ACC/DCC/CC</b>	£68.77	£69.32	0.8%

## Pay Gaps by Disability, Race and Sexual Orientation

### Disability

AHE (£)	Recorded Disability	No Disability Recorded	Pay Gap
<b>Police Staff</b>	£17.71	£18.35	3.5%
<b>Police Officers</b>	£20.48	£20.20	-1.4%

#### Police Staff

The average hourly earnings reflect the trends identified within the Grade Profile for Disability on page 19.

#### Police Officers

The average hourly earnings link to length of service where those with a Recorded Disability (Yes) have longer average lengths of service compared to those who have no disability recorded. However, although the average hourly earnings appear to be higher, there are lower proportions of those at the ranks of Inspector, Chief Inspector and Superintendent & above who have a recorded disability on their HR personal record as noted under the rank profile on page 15.

### Race

AHE (£)	White Scottish	Other White British	Pay Gap	White Minority	Pay Gap	BME	Pay Gap	Choose not to Disclose	Pay Gap
<b>Police Staff</b>	£18.19	£19.16	-5.3%	£18.97	-4.3%	£18.61	-2.3%	£19.13	-5.2%
<b>Police Officers</b>	£20.19	£20.36	-0.8%	£18.61	7.8%	£19.40	3.9%	£21.44	-6.2%

#### Police Staff

The average hourly earnings reflect the trends identified within the Grade Profile for Race on page 20.

#### Police Officers

The average hourly earnings for each of the ethnic origin categories link to the trends identified for the average lengths of service. Those who identify as BME or White Minority have shorter average lengths of service than those who identify as White Scottish or Other White British.

## Sexual Orientation

AHE (£)	Heterosexual	LGB	Pay Gap	Choose not to Disclose	Pay Gap
<b>Police Staff</b>	£18.36	£17.96	2.2%	£18.09	1.5%
<b>Police Officers</b>	£20.16	£19.03	5.6%	£21.23	-5.3%

### Police Staff

The average hourly earnings reflect the trends identified within the Grade Profile for Sexual Orientation on page 21.

### Police Officers

There is a link between the average hourly earnings, length of service and the protected characteristic of age. The average length of service for those identifying as LGB is shorter than those who identify as Heterosexual.

# Development and Retention

## Promotion – Police Officers

The following profile is based upon police officers who were promoted (either on a temporary or substantive basis) during the reporting period 01/04/2021 to 31/03/2022.

Police officers are required to pass a process for the relevant rank prior to promotion.

### a. Sex

Sex	%	No:
Male	71%	913
Female	29%	370

- When compared to 2019/2020, the proportion of female police officers who were promoted has increased from 27% to 29%.
- The overall average length of service on promotion to Sergeant was 14 years'. This was also the average length of service for males compared to 15 years' for females. 11-15 years' service was the most common service band for both male and female police officers. The average length of service is not too dissimilar when compared to the 2019/2020 figures.

### b. Age

Age Group	%	No:
16-24	0%	0
25-34	15%	191
35-44	53%	684
45-54	30%	387
55-64	2%	21
65+	0%	0

- 35-44 is the most common age group for those promoted. This reflects the most common age group in the overall Police Officer Age profile at 31/03/2022. This was also the trend when compared to 2019/2020.
- The average age on promotion to Sergeant was 39.

### c. Disability

Disability	%	No:
Yes	3%	42
No	87%	1112
Choose not to Disclose	10%	128
Not Recorded	<1%	1

- The promotion profile reflects the Police Officer Disability Workforce Profile at 31/03/2022 for those with a Recorded Disability (Yes).
- Increase in the proportion of police officers promoted with a recorded disability when compared to 2019/2020.
- The average length of service on promotion to Sergeant was 14 years' for both those who have a Recorded Disability (Yes) and those who identified as No. 11-15 years' service is the most common service band for those promoted to Sergeant regardless of disability category.

### d. Race

Ethnic Origin	%	No:
White Scottish	79.81%	1024
All Other White British	9.59%	123
White Minority	1.09%	14
BME	1.25%	16
Choose not to Disclose	8.18%	105
Not Recorded	<1%	1

- The proportion of police officers promoted who identified as BME is not dissimilar to the Police Scotland Race Profile at 31/03/2022. However, for those who identified as White Minority, the proportion is lower.
- When compared to 2019/2020, the proportion of police officers promoted who identified as BME or White Minority remains the same.
- The average length of service on promotion to Sergeant for police officers who identified as White Minority was higher at 19 years' service when compared to those who identified as BME where the average length of service was 15 years' service and 14 years' service for those who identified as Other White British or White Scottish.
- The most common service band on promotion to Sergeant was the 11-15 years' service band for all ethnic origin categories with the exception of White Minority where the most common service band was 16-20 years' service.

### e. Religion or Belief

Religion or Belief	%	No:
None	43%	550
Church of Scotland	26%	332
Roman Catholic	12%	152
Other Christian	2%	32
All Other Religions	1%	14
Other	1%	13
Choose not to disclose	14%	187
Not Recorded	<1%	3

- The trends identified in the overall Police Officer Religion or Belief Workforce Profile at 31/03/2022 are reflected within this Promotion Profile. This includes the increase in the proportion of those identifying as None and a reduction for those identifying as Church of Scotland.
- The most common religion or belief for police officers promoted to the ranks of Sergeant and Inspector is None compared to Church of Scotland for those in the ranks of Chief Inspector and above.
- The most common service band on promotion to Sergeant was the 11-15 years' service band for all religion or belief categories.

### f. Sexual Orientation

Sexual Orientation	%	No:
Lesbian/Gay/Bisexual (LGB)	4%	56
Heterosexual	83%	1061
Choose not to Disclose	13%	163
Other	0%	0
Not Recorded	<1%	3

- The proportion of police officers promoted who identify as LGB reflects the overall Police Officer Sexual Orientation Workforce Profile of 4% at 31/03/2022.
- When compared to 2019/2020, the proportion of police officers who were promoted and who identified as LGB is higher.
- The average length of service on promotion to Sergeant for police officers identifying as LGB is 13 years' compared to 14 years' for those who identify as Heterosexual. The most common service band for all sexual orientation categories is the 11-15 years' service band.

## Promotion – 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 2021 and 31 March 2022. As the opportunities to apply for promotion are not comparable on an annual basis, there is no value in comparing the 2019/2020 figures to the 2021/2022 figures.

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

- 61% were promoted on a permanent basis and 39% on a temporary basis.
- Grade 5 was the most common grade overall for this reporting period.

### a. Sex

Sex	%	No:
Male	40%	149
Female	60%	228

- A higher proportion of male police staff were promoted compared to the Police Staff Workforce Profile of 38% at 31/03/2022.
- Grade 5 was the most common grade on promotion for both male and female police staff.
- 83% of female police staff were promoted into grades 7 and below compared to 79% of male police staff.
- 17% of female police staff were promoted into grades 8 and above compared to 21% of male police staff.

### b. Age

Age Group	%	No:
16-24	4%	16
25-34	32%	120
35-44	30%	113
45-54	24%	91
55-64	10%	36
65+	<1%	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 31/02/2022.
- Grade 5 was the most common age group on promotion for all age groups with the exception of the 16-24 age group where grade 4 was the most common grade on promotion.



### c. Disability

Disability	%	No:
Yes	2%	9
No	92%	348
Choose not to Disclose	3%	13
Not Recorded	2%	7

- A lower proportion of police staff with a recorded disability were promoted when compared to the Police Staff Disability Workforce Profile of 7% at 31/03/2022. 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 for police staff with a recorded disability is the 45-54 age group at 31/03/2022.
- There was no common grade on promotion for police staff who identified as Yes compared to grade 5 for those who identified as No.
- 89% of police staff with a Recorded Disability were promoted into grades 7 and below compared to 81% of those who identified as No.
- 11% of police staff with a Recorded Disability were promoted into grades 8 and above compared to 19% of those who identified as No.

### d. Race

Ethnic Origin	%	No:
White Scottish	79%	298
All Other White British	10%	38
White Minority	3%	11
BME	4%	14
Choose not to Disclose	2%	8
Not Recorded	2%	8

- The proportion of BME police staff promoted is higher when compared to the Police Staff Race Workforce Profile of 2% at 31/03/2022.
- The proportion of White Minority police staff who were promoted is higher when compared to the Police Staff Race Workforce Profile of 1% at 31/03/2022.
- Grade 5 was the most common grade for police staff identifying as White Minority, White Scottish and Other White British. For police staff identifying as BME, grades 4 and 5 were the most common.
- 86% of police staff who identified as BME were promoted into grades 7 and below compared to 74% who identified as Other White British and 81% who identified as White Scottish.

- 14% of police staff who identified as BME were promoted into grades 8 and above compared to 26% who identified as Other White British and 19% who identified as White Scottish.

#### e. Religion or Belief

Religion or Belief	%	No:
None	55%	207
Church of Scotland	18%	69
Roman Catholic	14%	52
Other Christian	2%	9
All Other Religions	2%	7
Other	<1%	1
Choose not to disclose	7%	25
Not Recorded	2%	7

- 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 31/03/2022.
- 88% of police staff who identified as None were promoted into grades 7 and below compared to 67% who identified as Church of Scotland, 75% who identified as Roman Catholic and 86% who identified as All Other Religions.
- 12% of police staff who identified as None were promoted into grades 8 and above compared to 33% of those who identified as Church of Scotland, 25% who identified as Roman Catholic and 14% who identified as All Other Religions.

#### f. Sexual Orientation

Sexual Orientation	%	No:
Lesbian/Gay/Bisexual (LGB)	6%	21
Heterosexual	85%	322
Choose not to Disclose	7%	26
Other	0%	0
Not Recorded	2%	8

- The proportion of police staff who identified as LGB is higher than the Police Staff Sexual Orientation Workforce Profile of 4% at 31/03/2022.
- Grade 5 was the most common grade for police staff who identified as LGB or Heterosexual.

# Recruitment

## External Recruitment – Applications Received

An E-recruitment system for the recruitment of police officers, police staff and special constables has been introduced since our previous report in 2021. The implementation of the E-recruitment system has allowed us to carry out equality and diversity monitoring to reduce the risk of unconscious bias within our recruitment and selection processes. It has also allowed us to introduce monitoring of police staff recruitment, which in previous years was very limited.

The E-recruitment system sits in isolation from our HR system (SCoPE), this means that there are some inconsistencies in the categories that have been used for the protected characteristics noted below when compared to the other sections of this report. The reason for the inconsistencies is because the two systems are used for different purposes and are in the process of being aligned. Where there are inconsistencies, this will clearly be identified under each protected characteristic heading where applicable.

The profile includes those who submitted application forms between 01/04/2021 to 31/03/2022 for the roles of police officer, police staff or special constable.

### a. Sex

For the protected characteristic of Sex, the E-recruitment system includes different categories when compared to the Police Scotland HR system (SCoPE) as highlighted above.

Sex	Police Officer %	Police Officer No:	Police Staff %	Police Staff No:	Special Constable %	Special constable No:
Male	70.30%	1837	39.92%	3623	59.37%	206
Female	29.54%	772	58.51%	5310	36.89%	128
Choose not to Disclose	<1%	2	0.86%	78	<1%	1
Intersex	0.00%	0	<1%	1	0.00%	0
Non Binary	<1%	1	<1%	19	0.00%	0
Not Recorded	<1%	1	<1%	45	3.46%	12
<b>Total</b>		2613		9076		347

- Decrease in the proportion of female police officer applicants from 33% to 29.54%.
- Decrease in the proportion of female special constable applicants from 45% to 36.89%.

## b. Age

Police officers and special constables are required to be 18 years' old to join the police.

Age Group	Police Officer %	Police Officer No:	Police Staff %	Police Staff No:	Special Constable %	Special constable No:
16-24	45.31%	1184	19.48%	1768	55.91%	194
25-34	42.98%	1123	36.29%	3294	25.94%	90
35-44	9.64%	252	21.89%	1987	12.10%	42
45-54	1.88%	49	14.48%	1314	3.46%	12
55-64	<1%	4	6.67%	605	2.31%	8
65+	0.00%	0	<1%	8	<1%	1
Choose not to Disclose	<1%	1	<1%	55	0.00%	0
Not Recorded	0.00%	0	<1%	45	0.00%	0
<b>Total</b>		2613		9076		347

- 18-24 continues to be the most common age group for those submitting applications for the roles of police officer or special constable when compared to 2019/2020.

## c. Disability

Disability	Police Officer %	Police Officer No:	Police Staff %	Police Staff No:	Special Constable %	Special constable No:
Yes	2.83%	74	7.56%	686	6.63%	23
No	96.25%	2515	89.28%	8103	87.61%	304
Choose not to Disclose	<1%	23	1.42%	129	2.31%	8
Not Recorded	<1%	1	1.74%	158	3.46%	12
<b>Total</b>		2613		9076		347

- The proportion of applications received from those who identified as Yes to having a disability has increased since the introduction of the new E- recruitment system, Oleo for police officers and special constables.

## d. Race

Ethnic Origin	Police Officer %	Police Officer No:	Police Staff %	Police Staff No:	Special Constable %	Special Constable No:
<b>White Scottish</b>	82.24%	2149	80.86%	7339	76.08%	264
<b>All Other White British</b>	9.38%	245	8.05%	731	8.93%	31
<b>White Minority</b>	3.94%	103	4.13%	375	5.76%	20
<b>BME</b>	4.09%	107	5.18%	470	4.61%	16
<b>Choose not to Disclose</b>	<1%	8	1.26%	114	1.15%	4
<b>Not Recorded</b>	<1%	1	<1%	47	3.46%	12
<b>Total</b>		2613		9076		347

- The proportion of applications received for the role of police officer from those identifying as BME remains consistent at 4% when compared to 2019/2020.
- The proportion of applications received for the role of special constable from those identifying as BME remains consistent at around 5% when compared to 2019/2020.
- The most common ethnic origin category for those submitting application forms for the roles of police officer, police staff or special constable who identified as BME is Asian Pakistani, Pakistani Scottish, Pakistani British.
- The proportion of applications received for the role of police officer for those identifying as White Minority has increased from 3% to 4% when compared to 2019/2020.
- The proportion of applications received for the role of special constable for those identifying as White Minority has increased from 2% to 5.76% when compared to 2019/2020.
- The most common ethnic origin category for those submitting application forms for the roles of police officer, police staff or special constable who identified as White Minority is Other White Ethnic Group.

### e. Religion or Belief

Religion or Belief	Police Officer %	Police Officer No:	Police Staff %	Police Staff No:	Special Constable %	Special Constable No:
None	73.02%	1908	61.88%	5616	69.74%	242
Church of Scotland	9.18%	240	13.34%	1211	9.51%	33
Roman Catholic	10.14%	265	12.36%	1122	5.76%	20
Other Christian	3.64%	95	4.72%	428	4.90%	17
All Other Religions	1.65%	43	2.46%	223	4.90%	17
Other	<1%	20	<1%	44	<1%	2
Choose not to Disclose	1.57%	41	4.24%	385	1.15%	4
Not Recorded	<1%	1	<1%	47	3.46%	12
<b>Total</b>		2613		9076		347

- For those who submitted an application form for the roles of police officer, police staff and special constable, the most common Religion or Belief for those categorised as All Other Religions was Muslim.

### f. Sexual Orientation

Sexual Orientation	Police Officer %	Police Officer No:	Police Staff %	Police Staff No:	Special Constable %	Special Constable No:
Lesbian/Gay/Bisexual (LGB)	8.76%	229	7.83%	711	11.82%	41
Heterosexual	88.83%	2321	87.16%	7911	80.12%	278
Choose not to Disclose	1.99%	52	3.72%	338	2.31%	8
Other	<1%	10	<1%	54	2.31%	8
Not Recorded	<1%	1	<1%	62	3.46%	12
<b>Total</b>		2613		9076		347

- Increase in the proportion of police officer applicants identifying as LGB from 7% to 8.76% when compared to 2019/2020.
- Increase in the proportion of special constable applicants identifying as LGB from 5% to 11.82% when compared to 2019/2020.

### g. Transgender Identity

Transgender Identity	Police Officer %	Police Officer No:	Police Staff %	Police Staff No:	Special Constable %	Special Constable No:
Yes	<1%	8	<1%	34	<1%	2
No	99.35%	2596	96.71%	8777	95.10%	330
Choose not to Disclose	<1%	8	1.07%	97	<1%	3
Not Recorded	<1%	1	1.85%	168	3.46%	12
<b>Total</b>		2613		9076		347

- The proportion of police officer applicants identifying as Yes remains consistent at <1% when compared to 2019/2020.
- The proportion of special constable applicants identifying as Yes has increased from 0% to <1% when compared to 2019/2020.

## 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 01/04/2021 and 31/03/2022.

- As described in the section above, 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 once they complete their initial training. This explains the higher proportion of data that is Not Recorded within this report.
- The number of police officers, police staff and special constables who were newly appointed during 2021/2022 has reduced when compared to 2019/2020.
- 61% 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.

### a. Sex

Sex	Police Officer %	Police Officer No:	Police Staff %	Police Staff No:	Special Constable %	Special Constable No:
Male	54%	242	44%	204	67%	22
Female	46%	205	56%	261	33%	11

- The proportion of newly appointed female police officers has increased from 40% to 46% when compared to 2019/2020.
- The proportion of newly appointed male police staff has decreased from 46% to 44% when compared to 2019/2020.
- The proportion of newly appointed female special constables has decreased from 39% to 33% when compared to 2019/2020.



## Newly Appointed Police Staff Grade Profile

- 35% of newly appointed police staff were appointed to Grade 3 roles.

Grade	Female %	Male %
Grade 1	67%	33%
Grade 2	64%	36%
Grade 3	73%	27%
Grade 4	60%	40%
Grade 5	38%	62%
Grade 6	30%	70%
Grade 7	24%	76%
Grade 8	27%	73%
Grade 9	50%	50%
Grade 10	29%	71%
Grade 11	0%	0%
Grade 12	100%	0%
Grade 13	0%	0%
SPA DIR	0%	0%

- Grade 3 is the most common grade for newly appointed female police staff compared to Grade 5 (closely followed by Grade 3) for newly appointed male police staff.
- 5% of newly appointed female police staff were appointed into roles grade 8 and above compared to 10% of newly appointed male police staff.

### b. Age

Age Group	Police Officer %	Police Officer No:	Police Staff %	Police Staff No:	Special Constable %	Special Constable No:
16-24	38%	168	13%	62	39%	13
25-34	51%	228	30%	141	15%	5
35-44	9%	41	23%	106	21%	7
45-54	2%	10	22%	102	18%	6
55-64	0%	0	11%	51	6%	2
65+	0%	0	<1%	3	0%	0

- The average age of a newly appointed probationary constable is 27 years' old. This was also the trend in 2019/2020.
- The average age of newly appointed police staff is 38 years' old
- The average age of a newly appointed special constable is 33 years' old.

### c. Disability

Disability	Police Officer %	Police Officer No:	Police Staff %	Police Staff No:
Yes	2%	7	3%	14
No	78%	350	86%	401
Choose not to Disclose	<1%	3	2%	7
Not Recorded	19%	87	9%	43

- Grade 3 was amongst the most common grades for police staff who identified as either Yes or No to having a disability.

### d. Race

Ethnic Origin	Police Officer %	Police Officer No:	Police Staff %	Police Staff No:
White Scottish	64.85%	287	77%	356
All Other White British	6.58%	32	9%	42
White Minority	6.12%	27	1.5%	7
BME	2.72%	12	3%	14
Choose not to Disclose	<1%	2	<1%	3
Not Recorded	19.27%	87	9%	43

#### 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 White Other.

#### Police Staff

- Grade 3 was the most common grade for all ethnic origin categories for newly appointed police staff with the exception of White Minority where there was no common grade.
- The most common ethnic origin category for newly appointed police staff identifying as BME was Pakistani.
- The most common ethnic origin categories for newly appointed police staff identifying as White Minority was White Irish or White Polish.

### e. Religion or Belief

Religion or Belief	Police Officer %	Police Officer No:	Police Staff %	Police Staff No:
None	59%	265	55%	255
Church of Scotland	6%	29	14%	67
Roman Catholic	8%	37	13%	63
Other Christian	1%	6	1.5%	7
All Other Religions	2%	7	2%	9
Other	2%	8	<1%	3
Choose not to disclose	2%	7	4%	18
Not Recorded	20%	88	9%	43

- For newly appointed police officers and police staff the most common Religion or Belief for those categorised as All Other Religions was Muslim.
- Grade 3 was the most common religion and belief for police staff identifying as None, Church of Scotland, Roman Catholic, All Other Religions, Choose not to Disclose and Not Recorded.

### f. Sexual Orientation

Sexual Orientation	Police Officer %	Police Officer No:	Police Staff %	Police Staff No:
Lesbian/Gay/Bisexual (LGB)	7%	33	5%	23
Heterosexual	70%	315	83%	385
Choose not to Disclose	3%	12	3%	14
Other	0%	0	0%	0
Not Recorded	19%	87	9%	43

- Grade 3 was the most common grade for police staff who identified as LGB or Heterosexual.

### g. Transgender Identity

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

<b>Transgender Identity</b>	<b>All Staff Groups%</b>	<b>All Staff Groups No:</b>
<b>Yes</b>	0%	0
<b>No</b>	84%	791
<b>Choose not to Disclose</b>	<1%	4
<b>Not Recorded</b>	16%	150

# Leavers

The Leavers Profile noted below covers the reporting period 01/04/2021 to 31/03/2022.

## a. Sex

Sex	Police Officer %	Police Officer No:	Police Staff %	Police Staff No:	Special Constable %	Special Constable No:
Male	74%	697	42%	200	71%	32
Female	26%	242	58%	275	29%	13

### Police Officers

- The proportion of female police officer leavers is lower when compared to the overall Police Officer Workforce profile of 33% at 31/03/2022.
- Retiral continues to be the most common reason for leaving for both male and female police officers.
- 66% of female leavers retired compared to 77% of male leavers. The proportion of females who retired has increased from 55% during 2019/2020 to 66% during 2021/2022.
- 27% of female police officers who left resigned compared to 16% of male police officers.
- Average length of service on resignation was six years' (seven years' for females and six years' for males). The 0-2 years' service band was the most common for both males and females.

### Police Staff

- The proportion of male police staff leavers is higher than the Police Staff Workforce Profile of 38% at 31/03/2022.
- Resignation is the most common reason for leaving overall.
- Retiral is the most common reason for leaving for male police staff and Resignation is the most common reason for female police staff.
- 43% of male police staff leavers retired compared to 26% of female police staff.
- 59% of female police staff resigned compared to 42% of male police staff.
- Average length of service on resignation was five years' (five years' for females and three years' for males). The 0-2 years' service band was the most common for males and females who resigned.

## Special Constables

The proportion of female special constable leavers is lower than the overall Special Constable Workforce Profile of 32% at 31/03/2022.

Resignation was the most common reason for leaving for both male and female special constables as anticipated in this voluntary role.

31% of female special constable leavers joined as a police officer compared to 9% of male leavers. However, the number was small overall.

### b. Age

Age Group	Police Officer %	Police Officer No:	Police Staff %	Police Staff No:	Special Constable %	Special Constable No:
16-24	2%	15	4%	17	20%	9
25-34	11%	106	21%	99	29%	13
35-44	7%	67	13%	61	18%	8
45-54	55%	513	16%	74	13%	6
55-64	25%	238	29%	137	20%	9
65+	0%	0	18%	87	0%	0

#### Police Officers

- The age demographic for police officer leavers is an older demographic when compared to the overall Police Officer Age Workforce Profile at 31/03/2022. This is linked to Retiral being the most common reason for leaving.
- The most common age group on Resignation was the 25-34 age group, with an average age of 34 years' old.

#### Police Staff

- The age demographic for police staff leavers is an older demographic when compared to the overall Police Staff Age Workforce Profile at 31/03/2022 where the 45-54 age group was the most common.
- The most common age group on Resignation was the 25-34 age group, with an average age of 40 years' old.
- The most common age group on Retiral was the 65+ age group, closely followed by the 55-64 age group.
- The most common age group on Voluntary Redundancy was the 55-64 age group, with an average age of 54 years' old.

#### Special Constables

- The age demographic for special constable leavers is a younger demographic when compared to the overall Special Constable Age Workforce Profile at 31/03/2022.
- The most common age group for special constable leavers was the 25-34 age group.

### c. Disability

Disability	Police Officer %	Police Officer No:	Police Staff %	Police Staff No:	Special Constable %	Special Constable No:
Yes	5%	43	8%	40	0%	0
No	81%	762	84%	398	78%	35
Choose not to Disclose	12%	117	5%	24	2%	1
Not Recorded	2%	17	3%	13	20%	9

#### Police Officers

- The proportion of police officer leavers with a Recorded Disability (Yes) is higher when compared to the overall Police Officer Disability Workforce Profile of 3% at 31/03/2022. This is linked to the 45-54 age group being the most common age group for police officer leavers. It is also the most common age group for those with a Recorded Disability (Yes) within the Police Officer Disability Workforce Profile at 31/03/2022.
- The most common reason for leaving for those with a Recorded Disability (Yes) is Retirement, this is also the most common reason for those who have identified as No.

#### Police Staff

- The proportion of police staff leavers with a Recorded Disability (Yes) is higher when compared to the overall Police Staff Disability Workforce profile of 7% at 31/03/2022.
- The most common reason for leaving for those with a Recorded Disability (Yes) is Resignation, this is also the most common reason for those who have identified as No.

### d. Race

Ethnic Origin	Police Officer %	Police Officer No:	Police Staff %	Police Staff No:	Special Constable %	Special Constable No:
White Scottish	77.32%	726	83%	394	69%	31
All Other White British	8.95%	84	7%	35	4%	2
White Minority	1.28%	12	2%	12	4%	2
BME	1.06%	10	2%	11	2%	1
Choose not to Disclose	9.48%	89	2%	10	0%	0
Not Recorded	1.92%	18	3%	13	20%	9

## Police Officers

- The proportion of police officer leavers identifying as BME is not dissimilar to the overall Police Officer Race Workforce Profile of 1.62%. For those identifying as White Minority it is lower than the Police Officer Race Workforce Profile of 2.21%.
- Retiral is the most common reason for leaving for those who identified as White Scottish or Other White British.
- Resignation is the most common reason for leaving for those who identified as BME or White Minority.

## Police Staff

- The proportion of police staff leavers identifying as BME reflects the Police Staff Race Workforce Profile at 31/03/2022.
- The proportion of police staff leavers identifying as White Minority is higher than the Police Staff Race Workforce Profile of 1% at 31/03/2022.
- Resignation is the most common reason for leaving for all ethnic origin categories, with the exception of Choose not to Disclose where Retiral was the most common reason.

## Special Constables

- The proportion of leavers whose data is Not Recorded is higher than the Police Scotland profile of 15% at 31/03/2022.

## e. Religion or Belief

Religion or Belief	Police Officer %	Police Officer No:	Police Staff %	Police Staff No:	Special Constable %	Special Constable No:
None	36%	338	46%	221	38%	17
Church of Scotland	28%	267	26%	122	24%	11
Roman Catholic	12%	117	12%	59	7%	3
Other Christian	3%	25	3%	14	0%	0
All Other Religions	<1%	7	2%	11	2%	1
Other	1%	10	<1%	3	0%	0
Choose not to disclose	17%	157	7%	32	9%	4
Not Recorded	2%	18	3%	13	20%	9

## Police Officers

- None was 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 31/03/2022.



- Retirement was the most common reason for leaving across all of the Religion or Belief categories, with the exception of All Other Religions and Not Recorded where Resignation was the most common reason.

### 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 31/03/2022.
- Resignation is the most common reason for leaving for police staff leavers who identified as None, Roman Catholic, Other Religions, Other and Not Recorded.
- Retirement is the most common reason for leaving police staff leavers who identified as Church of Scotland, Other Christian and Choose not to Disclose.

### Special Constables

- The most common religion or belief of None follows the trend identified in the Special Constable Religion or Belief Workforce Profile at 31/03/2022.

### f. Sexual Orientation

Sexual Orientation	Police Officer %	Police Officer No:	Police Staff %	Police Staff No:	Special Constable %	Special Constable No:
Lesbian/Gay/Bisexual (LGB)	2%	17	3%	14	4%	2
Heterosexual	81%	765	86%	410	62%	28
Choose not to Disclose	15%	140	8%	38	13%	6
Other	0%	0	0%	0	0%	0
Not Recorded	2%	17	3%	13	20%	9

### Police Officers

- The proportion of police officer leavers is lower for those identifying as LGB when compared to the Police Officer Sexual Orientation Workforce Profile of 4% at 31/03/2022.
- Retirement was the most common reason for those who identified as LGB or Heterosexual.

### Police Staff

- The proportion of police staff leavers identifying as LGB is lower than the Police Staff Sexual Orientation Workforce Profile of 4% at 31/03/2022.
- Resignation continues to be the most common reason for leaving for police staff who identify as either LGB or Heterosexual.

### Special Constables

- The proportion of special constable leavers identifying as LGB is lower than the Special Constable Sexual Orientation Workforce Profile of 6% at 31/03/2022.

## **g. Transgender Identity**

- For the reporting period 2021/2022, <1% of leavers identified as Yes, which reflects the Police Scotland Transgender Workforce Profile at 31/03/2022. This includes police officers, police staff and special constables.

