| Police Scotland logo | Freedom of Information Response Our reference: FOI 23-2842  Responded to: xx November 2023 |
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Your recent request for information is replicated below, together with our response.

## Could I request data on the vetting completion times for members of your police force broken down by ethnicity? I would like this data for the last three years.

I must first advise you that Police Scotland do not ask for an individual’s ethnicity as part of the vetting process and nor does it record this information on the CoreVET database.

In general terms, there is no requirement for staff to provide their personal sensitive information and this is done a voluntary basis. Our staff are given the option of ‘Choose not to Disclose’.

Unfortunately, I estimate that any attempt to provide the requested information in a meaningful or reliable manner would cost well in excess of the current FOI cost threshold of £600 to process this part of your request.

I am therefore refusing to provide the information sought in terms of section 16(4) of the Act, as section 12(1) - Excessive Cost of Compliance - applies.

To explain, researching your request would require us to check in excess of 23,000 personnel records to first ascertain whether or not the individual has a file on either the CoreVET vetting system (post 2015) or in a legacy format - and then to establish whether ethnicity information was held.

We would have to check each record manually as there is no capability within the vetting system to search for this data.

It is estimated that this would take around 5 minutes per staff member/ officer and so it would significantly exceed the cost limit of £600.

If you require any further assistance please contact us quoting the reference above.

You can request a review of this response within the next 40 working days by [email](mailto:foi@scotland.police.uk) or by letter (Information Management - FOI, Police Scotland, Clyde Gateway, 2 French Street, Dalmarnock, G40 4EH). Requests must include the reason for your dissatisfaction.

If you remain dissatisfied following our review response, you can appeal to the Office of the Scottish Information Commissioner (OSIC) within 6 months - [online](http://www.itspublicknowledge.info/Appeal), by [email](mailto:enquiries@itspublicknowledge.info) or by letter (OSIC, Kinburn Castle, Doubledykes Road, St Andrews, KY16 9DS).

Following an OSIC appeal, you can appeal to the Court of Session on a point of law only.

This response will be added to our [Disclosure Log](http://www.scotland.police.uk/access-to-information/freedom-of-information/disclosure-log) in seven days' time.

Every effort has been taken to ensure our response is as accessible as possible. If you require this response to be provided in an alternative format, please let us know.