

Our Ref: IM-FOI-2022-0047  
Date: 01 February 2022



## FREEDOM OF INFORMATION (SCOTLAND) ACT 2002

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

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

**Please provide a detailed breakdown of racial/ethnic origin of Police Scotland's employees:**

- 1) Per division
- 2) Per role.

**For the avoidance of doubt, data can be presented either as a count, or as ratio/percentage.**

The data provided by our staff is on a voluntary basis. An explanation of the categories used within our response is noted below:

- **Choose not to Disclose** – Police Officers/Police Staff have chosen not to provide their sensitive personal data.
- **Not Recorded** – Police Officers/Police Staff have not completed the online equality & diversity monitoring form.

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

- **BME** - Mixed or Multiple Ethnic Group, Asian Pakistani, Asian Indian, Asian Bangladeshi, Asian Chinese, Asian Other, African, African Other, Caribbean, Black, Caribbean or Black Other, Arab and Other Ethnic Group.
- **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.

### Police Officer Race Profile by Division at 31<sup>st</sup> March 2021

Division	White Scottish %	Other White British	White Minority %	BME %	Choose not to Disclose	Not Recorded %
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		%			%	
Contact, Command and Control	77%	8%	2%	2%	10%	0%
Corporate Services	81%	8%	2%	2%	7%	<1%
Criminal Justice Services	84%	6%	2%	1%	7%	0%
Local Policing	79%	8%	2%	1%	6%	3%
Operational Support	75%	10%	2%	1%	11%	<1%
PPCW*	80%	10%	1%	4%	5%	0%
Specialist Crime	78%	8%	2%	2%	10%	<1%
<b>Police Scotland Profile</b>	<b>79%</b>	<b>8%</b>	<b>2%</b>	<b>1%</b>	<b>7%</b>	<b>2%</b>

\* **Note:** PPCW is a smaller division when compared to the other division.

**Police Staff Race Profile by Division at 31<sup>st</sup> March 2021**

Division	White Scottish %	Other White British %	White Minority %	BME %	Choose not to Disclose %	Not Recorded %
Contact, Command and Control	87%	6%	1%	1%	3%	<1%
Corporate Services	82%	7%	2%	3%	3%	2%
Criminal Justice Services	84%	7%	2%	1%	5%	1%
Local Policing	88%	8%	<1%	<1%	3%	<1%
Operational Support	87%	6%	1%	1%	4%	<1%
Specialist Crime	82%	7%	1%	2%	6%	<1%
<b>Police Scotland Profile</b>	<b>85%</b>	<b>7%</b>	<b>1%</b>	<b>2%</b>	<b>4%</b>	<b>1%</b>

**Note:** Number of police staff in PPCW is too small to provide a profile.

**Police Officer Rank Profile by Race at 31<sup>st</sup> March 2021**

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

Rank 31/03/2021	White Scottish	Other White British	White Minority	BME	Choose not to Disclose	Not Recorded
Constable	78%	9%	2%	2%	7%	3%
Sergeant	81%	8%	1%	1%	9%	<1%
Inspector	83%	7%	1%	<1%	8%	0%
Chief Inspector	85%	6%	1%	1%	6%	0%
Superintendent + above	82%	10%	1%	1%	5%	0%

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<b>Sgt &amp; Above</b>	<b>82%</b>	<b>8%</b>	<b>1%</b>	<b>1%</b>	<b>8%</b>	<b>&lt;1%</b>
<b>Police Scotland Profile</b>	<b>79%</b>	<b>8%</b>	<b>2%</b>	<b>1%</b>	<b>7%</b>	<b>2%</b>

**Police Staff Grade Profile by Race at 31<sup>st</sup> March 2021**

<b>Grade</b>	<b>White Scottish</b>	<b>Other White British</b>	<b>White Minority</b>	<b>BME</b>	<b>Choose not to Disclose</b>	<b>Not Recorded</b>
Grade 7 and Below	85%	7%	1%	2%	4%	1%
Grade 8 and Above	79%	10%	3%	2%	4%	2%
<b>Police Scotland Profile</b>	<b>85%</b>	<b>7%</b>	<b>1%</b>	<b>2%</b>	<b>4%</b>	<b>1%</b>

Should you require any further assistance please contact Information Management - Dundee quoting the reference number given.

If you are dissatisfied with the way in which Police Scotland has dealt with your request, you are entitled, in the first instance, to request a review of our actions and decisions.

Your request must specify the matter which gives rise to your dissatisfaction and it must be submitted within 40 working days of receiving this response - either by email to [foi@scotland.pnn.police.uk](mailto:foi@scotland.pnn.police.uk) or by post to Information Management (Disclosure), Police Scotland, Clyde Gateway, 2 French Street, Dalmarnock, G40 4EH.

If you remain dissatisfied following the outcome of that review, you are thereafter entitled to apply to the Office of the Scottish Information Commissioner within six months for a decision. You can apply [online](#), by email to [enquiries@itspublicknowledge.info](mailto:enquiries@itspublicknowledge.info) or by post to Office of the Scottish Information Commissioner, Kinburn Castle, Doubledykes Road, St Andrews, Fife, KY16 9DS.

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

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

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