| Police Scotland logo | Freedom of Information Response Our reference: FOI 25-2378  Responded to: 22 August 2025 |
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Your recent request for information is replicated below, together with our response.

## Current police officer headcount by ethnic group

## A breakdown of all serving Police Scotland officers by ethnic group, using the same categories as recorded in your HR system (e.g., White, Asian, Black, Mixed, Other, or equivalent).

## For each category, please provide both the number of officers and the percentage they represent of the total police officer headcount.

The responses noted below are per financial year.

Please note that our officers/ staff provide their equality data on a voluntary basis and can choose to not to disclose.

For the number and percentage of serving police officers broken down by ethnic origin, for the period 2024/25, please see table 1 below.

Table 1

| **Ethnic Origin** | **Police Officer %** | **Number of Officers** |
| --- | --- | --- |
| White Scottish | 77.73% | 13075 |
| All Other White British | 8.14% | 1369 |
| White Minority | 2.54% | 427 |
| BME | 1.87% | 314 |
| Choose Not To Disclose | 5.62% | 945 |
| Not Recorded | 4.11% | 692 |

## Historical ethnicity data

## The same breakdown as above for each of the previous three complete years.

## Please specify whether these figures relate to calendar years or financial years.

Police Scotland has a statutory responsibility under The Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012, to gather and use data. Police Scotland has a duty to publish this information every two years, along with reporting on mainstreaming the equality duty and reporting progress against our Equality Outcomes.

You can find the Equality and Diversity Employment Monitoring Reports for the years 2021/22 and 2023/24 on the Police Scotland Website, which includes the information you are looking for in relation to Workforce Profile by Ethnic Origin.

As such the information sought is held by Police Scotland, but I am refusing to provide it in terms of section 16(1) of the Act on the basis that the section 25(1) exemption applies:

“Information which the applicant can reasonably obtain other than by requesting itis exempt information”.

The information sought is publicly available:

[Police Scotland Equality and Diversity Employment Monitoring Report 2021-2022](https://www.scotland.police.uk/spa-media/3jmlr1yq/edi_monitoring_report_21_22_9958_ar.pdf)

[Equality and Diversity Employment Monitoring Report 23/24](https://www.scotland.police.uk/spa-media/1c3b4flz/edi-monitor-employ-report-16694-25-ar.pdf)

Data is published bi-annually. As such data for 2022/23 is not published externally.

For this data, please see table 2 below which indicates the number and percentage of serving police officers broken down by ethnic origin for 2022/23.

Table 2

|  |  |  |
| --- | --- | --- |
| Ethnic Origin | Police Officer % | Police Officer No. |
| White Scottish | 78.52% | 13256 |
| All Other White British | 8.29% | 1399 |
| White Minority | 2.39% | 404 |
| BME | 1.79% | 303 |
| Choose Not to Disclose | 6.37% | 1075 |
| Not Recorded | 2.64% | 446 |

## Current police officer headcount – Muslim officers

## The number of Police Scotland officers who currently self-identify as Muslim.

As of 31 March 2025, 101 (<1%) police officers self-identified as Muslim.

## Historical religion data – Muslim officers

## The same figure as above for each of the previous three complete years.

For the number of Police Officers who self- categorise as being Muslim for the past 3 financial years, please see table 3 below.

Table 3

|  |  |  |
| --- | --- | --- |
| **Year** | **Police Officer Number** | **Police Officer %** |
| 2023/24 | 96 | <1% |
| 2022/23 | 97 | <1% |
| 2021/22 | 83 | <1% |

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.