

Our Ref: IM-FOI-2022-2082  
Date: 19 October 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.

### Clarified: Police Officers only

1. The number of males over the past two years who-  
b) have subsequently submitted a formal application  
d) have subsequently been appointed

2. The number of females over the past two years who-  
b) have subsequently submitted a formal application  
d) have subsequently been appointed

3. The number of BAME identifying individuals who -  
b) have subsequently submitted a formal application  
d) have subsequently been appointed

	2020/21		2021/22	
	Formal Application	Appointed	Formal Application	Appointed
Male	3706	252	1478	240
Female	1792	178	754	202
BME/WME	427	46	210	47

### a) have made an initial enquiry to join Police Scotland

I can advise you that this information is not recorded, As such, in terms of Section 17 of the Freedom of Information (Scotland) Act 2002, this represents a notice that the information you seek is not held by Police Scotland.

### c) have subsequently been shortlisted for interview

Police Scotland do not shortlist candidates for interviews. Their initial application is shortlisted and if successful they are entered into the recruitment process where candidates progress through various stages, one of which is an 'Assessment Day' which includes an interview element.

## OFFICIAL

Should you require any further assistance please contact Information Management - Dundee at [foidundee@scotland.police.uk](mailto:foidundee@scotland.police.uk) 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.police.uk](mailto:foi@scotland.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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