

Our Ref: IM-FOI-2022-0288
Date: 1 March 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.

Firstly with regards to figures prior to 2013 I can advise that Police Scotland does not hold this information. In terms of Section 17 of the Act, this letter represents a formal notice that information is not held. By way of explanation Police Scotland came into existence in 2013.

1. How many British Muslim employees have you recruited? Please provide figures for every year since 2010.

CLARIFICATION

For question 1 - Do you want the number of recruited people or the number of employees who are in service? Do you want this broken down by Police Officers and Police Staff or does this only refer to Police Staff or Police Officers?

Response

Recruited and all staff.

Between 01 April 2013 and 31 March 2021 86 (1%) individuals who were newly appointed as police officers or police staff identified their religion or belief as Muslim.

Please note this figure includes those who have chosen to complete the religion and belief information and is unclear whether this was provided on appointment or during the course of their employment.

2. What is the average length of service?

The average length of service for Police Officers and Police Staff at 31 March 2021 who identified as Muslim is eight years' service (0-2 and 3-5 years' service are the most common service bands).

3. How many British Muslims have you employed in communications/media roles since 2010?

I can advise that Police Scotland does not hold this information. In terms of Section 17 of the Act, this letter represents a formal notice that information is not held. By way of explanation information is not recorded in a way that this information can be provided.

Should you require any further assistance please contact Information Management – Glasgow at foiglasgow@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.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 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.