| Police Scotland logo | Freedom of Information ResponseOur reference: FOI 23-2527Responded to: 25th October 2023 |
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Your recent request for information is replicated below, together with our response.

## I am writing to request the number of employees employed by your force on 1 January 2023 whose roles were specifically focused on promoting equality, diversity and inclusion.

## Please also specify the job title and annual salary of each of these individuals.

## Finally, please provide the same information for 1 January 2019, 1 January 2020, 1 January 2021 and 1 January 2022.

The tables below provide the number of officers and staff who work in either Equality and Diversity, Recruitment, Wellbeing and Inclusion and Safer Communities. It should be noted that this list may not include everyone who has roles promoting Equality, Diversity and Inclusion.

Please also note that we have provided data as at the 31st March for each year.

| **Officer Rank** | **31/03/2019** | **31/03/2020** | **31/03/2021** | **31/03/2022** | **31/03/2023** |
| --- | --- | --- | --- | --- | --- |
| Superintendent  | 1 | 0 | 1 | 1 | 1 |
| Chief Inspector | 1 | 2 | 1 | 1 | 1 |
| Inspector | 3 | 0 | 3 | 5 | 5 |
| Sergeant | 6 | 9 | 6 | 10 | 9 |
| Constable | 11 | 14 | 11 | 16 | 18 |

| **Police Staff** | **31/03/2019** | **31/03/2020** | **31/03/2021** | **31/03/2022** | **31/03/2023** |
| --- | --- | --- | --- | --- | --- |
| Grade 1  | 0 | 1 | 0 | 0 | 0 |
| Grade 2  | 16 | 16 | 4 | 3 | 0 |
| Grade 3  | 12 | 16 | 0 | 0 | 0 |
| Grade 4 | 2 | 1 | 10 | 1 | 1 |
| Grade 5 | 8 | 9 | 9 | 9 | 10 |
| Grade 6 | 3 | 3 | 1 | 6 | 6 |
| Grade 7 | 3 | 3 | 3 | 4 | 3 |
| Grade 8  | 0 | 0 | 0 | 1 | 1 |
| Grade 10 | 1 | 1 | 1 | 2 | 2 |
| Grade 11 | 0 | 0 | 1 | 1 | 1 |
| Grade 12 | 1 | 2 | 1 | 1 | 0 |
| Grade 13 | 0 | 0 | 0 | 0 | 1 |

Police Officer pay and grading structure is publicly available on the Police Scotland website.

As such, in terms of Section 16 of the Freedom of Information (Scotland) Act 2002, I am refusing to provide you with the information sought. Section 16 requires Police Scotland when refusing to provide such information because it is exempt, to provide you with a notice which:

(a) states that it holds the information,

(b) states that it is claiming an exemption,

(c) specifies the exemption in question and

(d) states, if that would not be otherwise apparent, why the exemption applies.

I can confirm that Police Scotland holds the information that you have requested and the exemption that I consider to be applicable is set out at Section 25(1) of the Act - information otherwise accessible:

*“Information which the applicant can reasonably obtain other than by requesting it under Section 1(1) is exempt information”*

The information you are seeking is available via the following link:

[Pay and Grading Structure - Police Scotland](https://www.scotland.police.uk/about-us/finance/pay-and-grading-structure/)

For Police Staff Pay and Grading structure, please see the attached document titled ‘Data01’.

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 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 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.