

Our Ref: IM-FOI-2022-2285
Date: 22nd November 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.

I must first of all advise you that Equality and Diversity data provided by staff is provided on a voluntary basis.

Police Scotland are unable to provide department information as the department an individual joined may not be the department they were in when they left and naming conventions due to reorganisation of divisions and departments may not always remain the same.

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.

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

- 1. **How many (a) police officers and (b) police staff who joined Police Scotland in each year since April 2013, left within (i) 1 year (ii) 2 years (iii) 3 years, (iv) 4 years and (v) 5 years, also broken down by (A) gender and (B) department.**

The table below, shows the number and proportion by gender for police officers and police staff recruited between 01/04/2013 and 31/03/2022.

Recruited between 01/04/2013-31/03/2022	Police Officers		Police Staff	
	%	No:	%	No:
Female	35%	2403	59%	1998
Male	65%	4372	41%	1362
Total	100%	6775	100%	3360

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The following table shows the Profile by gender (number and proportion) for police officers and police staff who were recruited between 01/04/2013 and 31/03/2022 and who left Police Scotland during the same timeframe.

Recruited between 01/04/2013 and 31/03/2022 and who left during the same timeframe	Police Officers		Police Staff	
	Sex	%	No:	%
Female	31%	274	63%	677
Male	69%	608	37%	397
Total	100%	882	100%	1074

Police Officers

- 13% of police officers recruited between 01/04/2013 and 31/03/2022 left during the same timeframe.
- 11% of females recruited between 01/04/2013 and 31/03/2022 left during the same timeframe compared to 14% of males.

Police Staff

- 32% of police staff recruited between 01/04/2013 and 31/03/2022 left during the same timeframe.
- 34% of females recruited between 01/04/2013 and 31/03/2022 left during the same timeframe compared to 29% of males.

The table below outlines the length of time the police officers and police staff were employed by Police Scotland prior to them leaving (for those recruited between 01/04/2013 and 31/03/2022):

Length of Service on Leaving Police Scotland	Police Officers				Police Staff			
	Female	%	Male	%	Female	%	Male	%
	92	34%	168	28%	258	38%	164	41%
1 year	65	24%	145	24%	204	30%	121	30%
2 years	46	17%	107	18%	85	13%	57	14%
3 years	32	12%	62	10%	56	8%	27	7%
4 years	18	6%	45	7%	35	5%	15	4%
5 years	6	2%	41	7%	18	3%	3	<1%
Over 6 years	15	5%	40	7%	21	3%	10	3%
Total	274	100%	608	100%	677	100%	397	100%

- Leaving in the first year was the most common for both male and female police officers.
- Leaving in the first year was the most common for both male and female police staff.

2. How many BAME (a) officers and (b) staff who joined Police Scotland in each year since April 2013, left within (i) 1 year, (ii) 2 years, (iii) 3 years, (iv) 4 years and (v) 5 years, and how does this compare to the retention rates for Police Scotland officers and staff as a whole.

The table below, shows the number and proportion by Race for police officers and police staff recruited between 01/04/2013 and 31/03/2022.

Recruited between 01/04/2013-31/03/2022	Police Officers		Police Staff	
	%	No:	%	No:
White Scottish	74%	5016	81%	2708
All Other White British	11%	720	8%	280
White Minority	3%	233	3%	85
BME	2%	141	3%	100
Choose not to Disclose	2%	108	1%	38
Not Recorded	8%	557	4%	149
Total	100%	6775	100%	3360

The following table shows the Race Profile (number and proportion) of police officers and police staff who were recruited between 01/04/2013 and 31/03/2022 and who left Police Scotland during the same timeframe.

Recruited between 01/04/2013 and 31/03/2022 and who left during the same timeframe	Police Officers		Police Staff	
	%	No:	%	No:
White Scottish	58%	511	77%	831
All Other White British	21%	186	9%	100
White Minority	3%	30	3%	31
BME	3%	25	4%	42
Choose not to Disclose	2%	21	2%	18
Not Recorded	12%	109	5%	52
Total	100%	882	100%	1074

Police Officers

- 13% of police officers recruited between 01/04/2013 and 31/03/2022 left during the same timeframe.
- 18% of police officers recruited between 01/04/2013 and 31/03/2022 and who left during the same timeframe identified as BME compared to 10% who identified as White Scottish; 26% who identified as Other White British; 13% who identified as White Minority; 19% who identified as Choose not to Disclose and 20% whose data was not recorded.

Police Staff

- 32% of police staff recruited between 01/04/2013 and 31/03/2022 left during the same timeframe.

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- 42% of police staff recruited between 01/04/2013 and 31/03/2022 and who left during the same timeframe identified as BME compared to 31% who identified as White Scottish; 36% who identified as Other White British; 36% who identified as White Minority; 47% who identified as Choose not to Disclose and 35% whose data was not recorded.

The tables at the end of this document outline the length of time the police officers and police staff were employed by Police Scotland prior to them leaving (for those recruited between 01/04/2013 and 31/03/2022).

3. Of the (a) officers and (b) staff who have left employment with Police Scotland since April 2013, how many provided a cause or reason for their departure, broken down by (i) reason for departure and (ii) department, and has Police Scotland measured how many left due to (A) burnout or exhaustion (B) racial discrimination or harassment, or (C) gender discrimination or harassment.

Having considered this question, I must first of all advise you that it is not clear what is meant by “cause of departure”.

The reasons for leaving for Police Staff are likely to be Resignation, Dismissal, End of Temporary Contract, Joining as a Police Officer, Voluntary Redundancy and Retirement.

The reasons for leaving for Police Officers are likely to be Resignation, Transfer to another Force, Dismissal.

Police Scotland does not hold data on the questions asked for A, B and C, for the time period requested as Police Scotland did not have a national system in place to record this following the creation of Police Scotland in 2013 and therefore no reliable national data is held.

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.

To address this data gap, I can advise you that a new Exit Interview process was introduced in October 2021 and data will be available in the future to provide insights to inform our activities within the Equality Outcomes and the Policing Together Strategy.

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.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.

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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.



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Police Officers – Length of Service on Leaving Police Scotland (for those recruited between 01/04/2013 and 31/03/2022)

Length of Service on Leaving Police Scotland	BME	%	White Scottish	%	Other White British	%	White Minority	%	Choose not to Disclose	%	Not Recorded	%
	5	20%	114	22%	38	20%	8	27%	2	9.5%	93	85%
1 year	7	28%	146	29%	38	20%	7	23%	2	9.5%	11	10%
2 years	6	24%	91	18%	42	23%	6	20%	4	19%	4	4%
3 years	6	24%	55	11%	23	12%	4	13%	5	24%	1	1%
4 years	0	0%	38	7%	20	11%	2	7%	2	9.5%	0	0%
5 years	0	0%	29	6%	13	7%	1	3%	4	19%	0	0%
Over 6 years	1	4%	28	7%	12	6%	2	7%	2	9.5%	0	0%
Total	25	100%	511	100%	186	100%	30	100%	21	100%	109	100%

- Leaving during the first year was the most common length of service for each of the ethnic origin categories.

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Police Staff – Length of Service on Leaving Police Scotland (for those recruited between 01/04/2013 and 31/03/2022)

Length of Service on Leaving Police Scotland	BME	%	White Scottish	%	Other White British	%	White Minority	%	Choose not to Disclose	%	Not Recorded	%
	16	38%	313	38%	39	39%	7	23%	5	28%	42	81%
1 year	14	33%	263	32%	28	28%	10	32%	3	17%	8	15%
2 years	3	7%	106	13%	16	16%	7	23%	8	44%	2	4%
3 years	2	5%	66	8%	8	8%	6	19%	0	0%	0	0%
4 years	4	10%	41	5%	4	4%	0	0%	1	6%	0	0%
5 years	2	5%	17	2%	2	2%	0	0%	0	0%	0	0%
Over 6 years	1	2%	25	3%	3	3%	1	3%	1	6%	0	0%
Total	42	100%	831	100%	100	100%	31	100%	18	100%	52	100%

- 1 year was the most common or those identifying as White Minority and 2 years for those identifying as Choose not to Disclose.