

Our Ref: IM-FOI-2022-0823
Date: 5th May 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.

Having read the Police Scotland Equality Mainstreaming Report:

https://www.scotland.police.uk/spa-media/ftbagc0p/employment-monitoring-report-19-20_4723_21_ar-v1-final.pdf

As the organisation employs over 23,000 employees, I request the below, in line with the Equality Act (2010) Scottish Specific Duties (2012):

2021 or 2022 data headcount and percentages of All Employees (excluding Special Constables) by Ethnicity:

Indian (including Asian Indian or British Indian or Scottish Indian)

Pakistani (including Asian Pakistani or British Pakistani or Scottish Pakistani)

Other Asian (including Asian British or Asian Scottish)

Black/African/Caribbean

White

Total

2021 or 2022 data headcount and percentages of All Employees (excluding Special Constables) by Religion or Belief:

Christian (all groups)

Hindu/Hinduism

Muslim/Islam

Sikh/Sikhism

Other religions or beliefs

Total

Having considered your request, I must first of all advise you that the information below is provided on a voluntary basis by Police Scotland's Officers and Police Staff. An explanation of the categories used within our response is noted below:

- **Choose not to Disclose** – Police Officers/Police Staff have chosen not to provide their sensitive personal data.
- **Not Recorded** – Police Officers/Police Staff have not completed the online equality & diversity monitoring form.

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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.

The table below provides the number and percentage of the overall total for Police Officers and Police Staff for each ethnic category:-

Police Officers / Police Staff at 31/03/2021		
Ethnic Origin	%	No:
White Scottish	80.13%	18454
All Other White British	8.09%	1862
White Minority	1.88%	434
BME	1.59%	367
Choose not to Disclose	6.36%	1465
Not Recorded	1.95%	448
Total		23030

The table below provides the number and percentage of the overall total for Police Officers and Police Staff who identify as BME:-

Police Officers / Police Staff at 31/03/2021		
Ethnic Origin	%	No:
Mixed or Multiple Ethnic Group	<1%	88
Pakistani	<1%	96
Indian	<1%	55
*All Other Asian	<1%	49
*African, Caribbean or Black	<1%	58
*Other Ethnic Group	<1%	21

* All Other Asian includes Bangladeshi, Chinese and Other Asian

* African, Caribbean or Black includes African, Other African, Caribbean, Black or Other Caribbean or Black

* Other Ethnic Group includes Arab and Other Ethnic Group

The table below shows the overall Religion or Belief Workforce Profile for Police Officers and Police Staff at 31/03/2021.

Due to some Religion or Belief categories having very small numbers, they have been categorised as All Other Religions, which include those who have self-classified as Buddhist, Hindu, Jewish, Muslim and Sikh.

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Police Officers / Police Staff at 31/03/2021		
Religion or Belief	%	No:
None	48.84%	11249
Church of Scotland	20.62%	4748
Roman Catholic	11.65%	2684
Other Christian	2.29%	527
All Other Religions	1.01%	232
Other	0.96%	222
Choose not to disclose	12.62%	2906
Not Recorded	2.01%	462
Total		23030

The table below provides the number and percentage of the overall total for Police Officers and Police Staff for the specific Religion or Belief categories categorised in the above table as All Other Religions:-

Police Officers / Police Staff at 31/03/2021		
Religion or Belief	%	No:
Muslim	<1%	114
Buddhist	<1%	54
Sikh	<1%	29
Jewish	<1%	16
Hindu	<1%	19

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. 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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