

Our Ref: IM-FOI-2021-2759  
Date: 6<sup>th</sup> January 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.

**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.**

Table 1, Table 2 and Table 3 at the end of this document provide the number of police officers and police staff who joined and left Police Scotland from 2014 to current date, broken down by length of service, gender and division.

Please note that due to Record Retention policy within Strategic Workforce, I am unable to provide you with a breakdown for the 2013/14 period.

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.

**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.**

Police officers and police staff provide their personal sensitive data on a voluntary basis. It is not mandatory for them to provide the information to Police Scotland.

The ethnic origin categories are 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.
- **Choose not to Disclose** – Individuals who do not wish to provide their personal sensitive data.

**OFFICIAL**

- **Not Recorded** – The data is unknown due to the member of staff not having an opportunity to complete the E&D Questionnaire on SCOPE.

The table below provides the number and proportion of police officers who joined between 01/04/2013 and 07/12/2021:

<b>Police Officers Race Profile for those who joined between 01/04/2013 and 07/12/2021</b>	<b>No.</b>	<b>%</b>
White Scottish	5050	77%
All Other White British	641	10%
White Minority	231	3%
BME	138	2%
Choose not to Disclose	104	2%
Not Recorded	424	6%

Between 01/04/2013 and 07/12/2021, 702 police officers who joined Police Scotland left during the first five years of service. This equates to 11% of those who joined during the identified reporting period. 89% are still in service or left after six or more years' service.

The Race Profile for police officers who joined and left during the first five years is identified below:

<b>Police Officers Ethnic Origin</b>	<b>No.</b>	<b>%</b>
White Scottish	402	57%
All Other White British	146	21%
White Minority	24	3%
BME	20	3%
Choose not to Disclose	13	2%
Not Recorded	97	14%

8% of those who identified as White Scottish left during the first five years of service compared to 23% who identified as Other White British, 10% who identified as White Minority, 14% who identified as BME, 12% who identified as Choose not to Disclose and 23% whose data was not recorded.

The following table shows the number by each ethnic origin category split into the length of service for those who left in the first five years:

<b>Police Officers Ethnic Origin</b>	<b>&lt;1 year</b>	<b>1 year</b>	<b>2 years</b>	<b>3 years</b>	<b>4 years</b>	<b>5 years</b>
White Scottish	105	128	77	43	27	22
All Other White British	31	33	35	20	16	11
White Minority	8	7	<5	<5	<5	<5
BME	<5	7	<5	5	<5	<5
Choose not to Disclose	<5	<5	<5	5	<5	<5
Not Recorded	86	8	<5	<5	<5	<5

For police officers who joined between 01/04/2013 and 07/12/2021 and left in the first five years, the most common lengths of service by each ethnic origin category are as follows:

**OFFICIAL**

- 1 years' service was the most common for those identifying as White Scottish or BME
- 2 years' service was the most common for those identifying as Other White British
- <1 year service was the most common for those identifying as White Minority or whose data was unknown and therefore not recorded.
- 3 years' service was the most common for those who identified as Choose not to Disclose

The table below shows the number and proportion of police staff who joined between 01/04/2013 and 07/12/2021:

<b>Police Staff Race Profile for those who joined between 01/04/2013 and 07/12/2021</b>	<b>No.</b>	<b>%</b>
White Scottish	2690	81%
All Other White British	289	9%
White Minority	91	3%
BME	97	3%
Choose not to Disclose	39	1%
Not Recorded	125	4%

Between 01/04/2013 and 07/12/2021, 906 police staff who joined Police Scotland left during the first five years of service. This equates to 27% of those who joined during the identified reporting period. 73% are still in service or left after six or more years' service

It should be noted that police staff are employed on different terms and conditions than those for police officers. Police staff can be employed on temporary contracts for short periods of time. The roles carried out by police staff are varied and this may impact on the length of time and individual chooses to work for Police Scotland.

The Race Profile for police staff who joined and left during the first five years is identified below:

<b>Police Staff Ethnic Origin</b>	<b>No.</b>	<b>%</b>
White Scottish	699	77%
All Other White British	83	9%
White Minority	26	3%
BME	34	4%
Choose not to Disclose	16	2%
Not Recorded	48	5%

26% of those who identified as White Scottish left during the first five years of service compared to 29% who identified as Other White British, 29% who identified as White Minority, 35% who identified as BME, 41% who identified as Choose not to Disclose and 38% whose data was not recorded.

The following table shows the comparison for each ethnic origin category for those who joined and left within the first five years:

**OFFICIAL**

<b>Police Staff Ethnic Origin</b>	<b>&lt;1 year</b>	<b>1 year</b>	<b>2 years</b>	<b>3 years</b>	<b>4 years</b>	<b>5 years</b>
<b>White Scottish</b>	271	230	88	61	36	13
<b>All Other White British</b>	37	15	15	7	<5	<5
<b>White Minority</b>	6	6	5	5	<5	<5
<b>BME</b>	13	<5	<5	<5	<5	<5
<b>Choose not to Disclose</b>	6	6	<5	<5	<5	<5
<b>Not Recorded</b>	39	<5	<5	<5	<5	<5

For police staff who joined between 01/04/2013 and 07/12/2021 and left in the first five years, the most common lengths of service by each ethnic origin category are as follows:

- <1 year was the most common for all ethnic origin categories with the exception of those identifying as White Minority where 1 year was the most common.
- 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.**

Table 4 and Table 5 at the end of this document provide the number of police officers and police staff who left Police Scotland from 2014 to current date, broken down by leaving reason and division.

Please be advised however that Police Scotland does not record if someone is 'burnout' etc. The only possible way to determine the reason for an individual leaving would be to carry out case by case assessment of all personnel files.

As illustrated by the tables below, this would involve individually examining a vast number of files, and in some cases, the reason for leaving may not even be recorded.

As you may be aware the current cost threshold is £600 and I estimate that it would cost well in excess of this amount to process your request.

As such, and in terms of Section 16(4) of the Freedom of Information (Scotland) Act 2002 where Section 12(1) of the Act (Excessive Cost of Compliance) has been applied, this represents a refusal notice for the information sought.

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

**OFFICIAL**

**OFFICIAL**

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.

**OFFICIAL**

**OFFICIAL**

**Table 1: Number of Police Officers and Police Staff Recruited, by division and gender.**  
 Period: 1<sup>st</sup> April 2014 – 6<sup>th</sup> January 2022

2014/2015	Division	Recruited – Police Officer			Recruited – Police Staff		
		Male	Female	Total	Male	Female	Total
	A Division	51	37	88	4	13	17
	B Division	35	24	59	2	3	5
	D Division	44	21	65	1	1	2
	N Division	39	23	62	2	2	4
	C Division	21	10	31		2	2
	E Division	80	29	109	2	6	8
	J Division	46	19	65		1	1
	P Division	26	14	40			0
	G Division	152	64	216	2		2
	K Division	33	14	47		1	1
	L Division	30	10	40			0
	Q Division	80	39	119			0
	U Division	36	12	48			0
	V Division	20	6	26		1	1
	Contact Command Control Division			0	24	35	59
	Corporate Service Division	1		1	48	100	148
	Criminal Justice Division			0		1	1
	Custody Division			0	1	2	3
	Operational Support Division			0	7	12	19
	Scottish Police Authority			0	5	22	27
	Specialist Crime Division			0	6	8	14
	<b>Total</b>	<b>694</b>	<b>322</b>	<b>1016</b>	<b>104</b>	<b>210</b>	<b>314</b>
<b>2015/2016</b>	A Division	86	39	125	1	10	11
	D Division	49	12	61		1	1
	N Division	20	10	30	1	7	8
	C Division	17	11	28		2	2
	E Division	73	38	111		4	4
	J Division	49	28	77		3	3

**OFFICIAL**

	P Division	22	17	39		1	1
	G Division	151	58	209	1	5	6
	K Division	38	18	56			0
	L Division	50	19	69			0
	Q Division	68	35	103			0
	U Division	24	13	37		2	2
	V Division	20	5	25		5	5
	Contact Command Control Division			0	71	151	222
	Corporate Service Division	1		1	33	69	102
	Criminal Justice Division			0	3	9	12
	Licensing Violence Reduction Division			0		3	3
	Operational Support Division			0	2	13	15
	Scottish Police Authority			0	4	12	16
	Specialist Crime Division			0	7	9	16
	<b>Total</b>	<b>668</b>	<b>303</b>	<b>971</b>	<b>123</b>	<b>306</b>	<b>429</b>
<b>2016/2017</b>	A Division	104	47	151	1	1	2
	D Division	53	24	77			
	N Division	20	12	32			
	C Division	16	12	28			
	E Division	58	25	83		2	2
	J Division	40	15	55		2	2
	P Division	32	14	46			
	G Division	64	22	86			
	K Division	24	8	32			
	L Division	10	6	16			
	Q Division	54	26	80			
	U Division	18	5	23			
	V Division	8	4	12			
	Contact Command Control Division			0	41	76	117
	Corporate Service Division	1		1	19	21	40
	Criminal Justice Division			0	3	1	4
	Operational Support Division			0	2	8	10
	Scottish Police Authority			0	2	10	12

**OFFICIAL**

**OFFICIAL**

	Specialist Crime Division			<b>0</b>		<b>1</b>	<b>1</b>
	<b>Total</b>	<b>502</b>	<b>220</b>	<b>722</b>	<b>68</b>	<b>122</b>	<b>190</b>
<b>2017/2018</b>	A Division	77	28	<b>105</b>	2	6	<b>8</b>
	D Division	33	11	<b>44</b>			<b>0</b>
	N Division	15	12	<b>27</b>	1	3	<b>4</b>
	C Division	22	11	<b>33</b>	0	3	<b>3</b>
	E Division	64	28	<b>92</b>	2	6	<b>8</b>
	J Division	41	26	<b>67</b>	0	2	<b>2</b>
	P Division	22	3	<b>25</b>	0	0	<b>0</b>
	G Division	70	25	<b>95</b>	2	4	<b>6</b>
	K Division	27	16	<b>43</b>			<b>0</b>
	L Division	22	20	<b>42</b>			<b>0</b>
	Q Division	44	30	<b>74</b>		1	<b>1</b>
	U Division	20	9	<b>29</b>			<b>0</b>
	V Division	14	10	<b>24</b>	2	1	<b>3</b>
	Contact Command Control Division			<b>0</b>	39	106	<b>145</b>
	Corporate Service Division			<b>0</b>	77	93	<b>170</b>
	Criminal Justice Division			<b>0</b>	3	5	<b>8</b>
	Operational Support Division			<b>0</b>	7	5	<b>12</b>
	Scottish Police Authority			<b>0</b>	2	11	<b>13</b>
	Specialist Crime Division			<b>0</b>	1	7	<b>8</b>
	<b>Total</b>	<b>471</b>	<b>229</b>	<b>700</b>	<b>138</b>	<b>253</b>	<b>391</b>
<b>2018/2019</b>	A Division	47	50	<b>97</b>	2	5	<b>7</b>
	D Division	39	36	<b>75</b>		1	<b>1</b>
	N Division	17	9	<b>26</b>		4	<b>4</b>
	C Division	31	12	<b>43</b>		1	<b>1</b>
	E Division	59	45	<b>104</b>	3	4	<b>7</b>
	J Division	48	25	<b>73</b>	3	4	<b>7</b>
	P Division	35	29	<b>64</b>		1	<b>1</b>
	G Division	128	65	<b>193</b>	3	2	<b>5</b>
	K Division	24	21	<b>45</b>		2	<b>2</b>
	L Division	23	21	<b>44</b>			<b>0</b>
	Q Division	64	33	<b>97</b>		2	<b>2</b>

**OFFICIAL**



**OFFICIAL**

	U Division	12	5	17			0
	V Division	18	8	26		3	3
	Contact Command Control Division			0	39	120	159
	Corporate Service Division	1	1	2	104	110	214
	Criminal Justice Division			0	82	64	146
	Operational Support Division			0	8	6	14
	Scottish Police Authority			0	18	36	54
	Specialist Crime Division			0	23	14	37
	<b>Total</b>	<b>546</b>	<b>360</b>	<b>906</b>	<b>285</b>	<b>379</b>	<b>664</b>
<b>2019/2020</b>	A Division	58	44	102	3	6	9
	D Division	44	21	65		4	4
	N Division	16	16	32	1	1	2
	C Division	21	17	38		2	2
	E Division	97	50	147	4	4	8
	J Division	31	31	62	2	2	4
	P Division	18	14	32	2	3	5
	G Division	164	107	271	2	5	7
	K Division	21	16	37		1	1
	L Division	19	20	39	1	1	2
	Q Division	79	49	128	1		1
	U Division	26	21	47	1		1
	V Division	23	18	41		3	3
	Contact Command Control Division			0	44	89	133
	Corporate Service Division			0	135	138	273
	Criminal Justice Division			0	39	36	75
	Operational Support Division			0	14	20	34
	Scottish Police Authority			0	15	45	60
	Specialist Crime Division			0	10	6	16
	<b>Total</b>	<b>617</b>	<b>424</b>	<b>1041</b>	<b>274</b>	<b>366</b>	<b>640</b>
<b>2020/2021</b>	A Division	24	23	47	2	5	7
	D Division	11	12	23	4	1	5
	N Division	17	18	35	2	2	4
	C Division	3	2	5		1	1

**OFFICIAL**

**OFFICIAL**

	E Division	24	14	<b>38</b>	2		<b>2</b>
	J Division	18	16	<b>34</b>	3	2	<b>5</b>
	P Division	19	10	<b>29</b>		2	<b>2</b>
	G Division	69	45	<b>114</b>	1	1	<b>2</b>
	K Division	13	16	<b>29</b>			<b>0</b>
	L Division	27	7	<b>34</b>		2	<b>2</b>
	Q Division	24	16	<b>40</b>			<b>0</b>
	U Division	2	1	<b>3</b>			<b>0</b>
	V Division			<b>0</b>			<b>0</b>
	Contact Command Control Division			<b>0</b>	34	67	<b>101</b>
	Corporate Service Division	1	1	<b>2</b>	91	92	<b>183</b>
	Criminal Justice Division			<b>0</b>	18	27	<b>45</b>
	Operational Support Division			<b>0</b>	7	9	<b>16</b>
	Scottish Police Authority			<b>0</b>	7	8	<b>15</b>
	Specialist Crime Division			<b>0</b>	12	3	<b>15</b>
	<b>Total</b>	<b>252</b>	<b>181</b>	<b>433</b>	<b>183</b>	<b>222</b>	<b>405</b>
<b>2021/2022</b>	A Division	45	30	<b>75</b>	3		<b>3</b>
	D Division	22	23	<b>45</b>	1	1	<b>2</b>
	N Division	19	9	<b>28</b>	1	1	<b>2</b>
	C Division	7	5	<b>12</b>		2	<b>2</b>
	E Division	26	20	<b>46</b>	1	2	<b>3</b>
	J Division	20	19	<b>39</b>	1	1	<b>2</b>
	P Division	16	14	<b>30</b>	2	1	<b>3</b>
	G Division	39	54	<b>93</b>			<b>0</b>
	K Division	13	9	<b>22</b>			<b>0</b>
	L Division	16	4	<b>20</b>		1	<b>1</b>
	Q Division	13	16	<b>29</b>			<b>0</b>
	U Division			<b>4</b>			<b>0</b>
	V Division	4		<b>0</b>	1		<b>1</b>
	Contact Command Control Division			<b>0</b>	14	53	<b>67</b>
	Corporate Service Division			<b>0</b>	89	88	<b>177</b>
	Criminal Justice Division			<b>0</b>	16	35	<b>51</b>
	Operational Support Division			<b>0</b>	3	3	<b>6</b>

**OFFICIAL**

**OFFICIAL**

	Partnerships Prevention and Community Wellbeing Division			<b>0</b>	1	1	<b>2</b>
	Scottish Police Authority			<b>0</b>	2	3	<b>5</b>
	Specialist Crime Division			<b>0</b>	5	4	<b>9</b>
	<b>Total</b>	<b>240</b>	<b>203</b>	<b>443</b>	<b>140</b>	<b>196</b>	<b>336</b>

**OFFICIAL**

**Table 2: Number of Police Officer Leavers by Division and Gender**  
 Period: 1<sup>st</sup> April 2014 – 6<sup>th</sup> January 2022

2014/ 2015	Division	Leavers – Police Officer											
		<1		1		2		3		4		5	
		M	F	M	F	M	F	M	F	M	F	M	F
	A Division	2	4										
	B Division	1	1										
	N Division	1											
	E Division		2										
	J Division	1											
	G Division	3	2										
	Q Division		1										
	V Division	1											
	<b>Total</b>	<b>9</b>	<b>10</b>										
<b>2015/ 2016</b>	A Division	5	3	4	1								
	D Division	1		3	1								
	N Division		1	1									
	E Division	5	1										
	J Division	1	1										
	P Division	2	2										
	G Division	7	3	1									
	K Division		1	1									
	L Division	3	1										
	Q Division	2	4	2									
	U Division			1	1								
	V Division	1	1	1	1								
	Custody Division	1	1										
	<b>Total</b>	<b>28</b>	<b>19</b>	<b>14</b>	<b>4</b>								
<b>2016/ 2017</b>	A Division	10	3	2	1	5	2						
	D Division	2		2	1		1						

**OFFICIAL**

	N Division	1	1									
	C Division	1		1	1							
	E Division	1	1	4	3	1						
	J Division		2	1		1	3					
	P Division	1		1		1						
	G Division	1	1	4	4	1						
	K Division	1	1	1	1	1	1					
	L Division	2		1	1							
	Q Division	2	1		1	1						
	U Division	1	1	3		1						
	V Division			2		1						
	<b>Total</b>	<b>23</b>	<b>11</b>	<b>22</b>	<b>13</b>	<b>13</b>	<b>7</b>	<b>0</b>				
<b>2017/ 2018</b>	A Division	6	1	4		4	2	1				
	D Division	2	1	1		2	1					
	N Division		2			2		1				
	C Division	1	1	1			1	1				
	E Division	2	1	5	1	4	1					
	J Division		1			2		3				
	P Division			1		1			1			
	G Division	1	1	4	1	4	3	1	1			
	K Division			1	3	1		1				
	L Division			2		1						
	Q Division	2		2				1				
	U Division	1										
	V Division	1				2						
	Contact Command Control Division							1				
	Corporate Service Division					1						
	<b>Total</b>	<b>16</b>	<b>8</b>	<b>21</b>	<b>5</b>	<b>24</b>	<b>8</b>	<b>10</b>	<b>2</b>			
<b>2018/ 2019</b>	A Division	1	2	7	4	1	3	2	2	1	1	
	D Division	2		2	1	2		1				

**OFFICIAL**

**OFFICIAL**

	N Division		1		1		1						
	C Division	1			3			1					
	E Division	4	1	1	1	4	1	2	1	1			
	J Division	2	1	2	1	2		1		1			
	P Division	1		1									
	G Division	2		3		4	2	2	1	2			
	K Division					1		2					
	L Division	1			1				3				
	Q Division	1		2		3		2		1			
	V Division			2									
	Corporate Service Division					1							
	Criminal Justice Services Division					1							
	Operational Support Division									1			
	Specialist Crime Division										1		
	<b>Total</b>	<b>15</b>	<b>5</b>	<b>20</b>	<b>12</b>	<b>19</b>	<b>7</b>	<b>13</b>	<b>7</b>	<b>8</b>	<b>2</b>		
<b>2019/2020</b>	A Division	3	3	4	1	3	2	2		2		1	
	D Division		1			2		2		2			
	N Division					1						1	
	E Division	5	1	2	2	2	1	2		2		1	
	J Division	1		4	3	2		1		1			
	P Division			2	1							1	
	G Division	3		1	2	1	1	2	1	2			
	K Division				1			2		2			
	L Division	2			1			1		1	1		
	Q Division	1							1			1	
	U Division			1		1			1				
	V Division	1	2						1				
	Contact Command Control Division											1	
	Corporate Service Division											1	
	<b>Total</b>	<b>16</b>	<b>7</b>	<b>14</b>	<b>11</b>	<b>12</b>	<b>4</b>	<b>12</b>	<b>4</b>	<b>12</b>	<b>1</b>	<b>7</b>	<b>0</b>

**OFFICIAL**

**OFFICIAL**

<b>2020/ 2021</b>	A Division		1	5		2	2	2	2	2		2	1
	D Division		1	1	1				1	1	1		
	N Division		2		1								
	C Division									1			
	E Division	2			1		2						
	J Division	2		2		1		1	1		2	1	
	P Division			3			1						
	G Division	1	1	1			1					1	
	K Division	1				2							
	L Division	1			1			1			1	1	
	Q Division	1			1	2							
	U Division			1								1	
	V Division			1									
	Contact Command Control Division					1			1				
	Operational Support Division									2			
	<b>Total</b>	<b>8</b>	<b>5</b>	<b>14</b>	<b>5</b>	<b>8</b>	<b>6</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>4</b>	<b>6</b>	<b>1</b>
<b>2021/ 2022</b>	A Division	2			1				1		1		1
	D Division					2					1	3	
	N Division	1	1		2								
	C Division					1							
	E Division	1	1	2	1	1		3			1	2	
	J Division	1											
	P Division	1				1	2					1	
	G Division		1	3								2	1
	K Division	1	2			1						1	
	L Division	1		1	1			1				1	
	Q Division	1	1			2			1			2	
	V Division			2	1	1							
	Contact Command Control Division					1							

**OFFICIAL**

**OFFICIAL**

	Operational Support Division									2		1	
	Specialist Crime Division									1			
	<b>Total</b>	<b>9</b>	<b>6</b>	<b>8</b>	<b>6</b>	<b>10</b>	<b>2</b>	<b>4</b>	<b>2</b>	<b>3</b>	<b>3</b>	<b>13</b>	<b>2</b>



**OFFICIAL**

**Table 3: Number of Police Staff Leavers, by Division and Gender**  
 Period: 1<sup>st</sup> April 2014 – 6<sup>th</sup> January 2022

2014/ 2015	Division	Leavers – Police Staff											
		<1		1		2		3		4		5	
		M	F	M	F	M	F	M	F	M	F	M	F
	A Division		5										
	N Division	1	1										
	E Division		1										
	G Division		2										
	Contact Command Control Division	1											
	Corporate Service Division	17	43										
	Criminal Justice Services Division		1										
	Operational Support Division		2										
	Specialist Crime Division		1										
	<b>Total</b>	<b>19</b>	<b>53</b>										
<b>2015/ 2016</b>	A Division	1	2										
	B Division		2										
	D Division			1									
	N Division	2											
	C Division		1										
	E Division		1		1								
	G Division	1	3		1								
	Contact Command Control Division	7	9		2								
	Corporate Service Division	3	28	5	12								
	Criminal Justice Services Division			2									
	Licensing Violence Reduction Division	1			1								

**OFFICIAL**

	Operational Support Division	1	2	1									
	Scottish Police Authority		2										
	<b>Total</b>	<b>16</b>	<b>50</b>	<b>9</b>	<b>17</b>								
<b>2016/ 2017</b>	A Division	1	1	1	3								
	N Division		1		1								
	C Division				1								
	E Division		2		1		1						
	J Division		1		2								
	G Division				1								
	U Division		1										
	V Division				1								
	Contact Command Control Division	12	16	7	9		2						
	Corporate Service Division	6	23	7	18	4	3						
	Criminal Justice Services Division				1								
	Licensing Violence Reduction Division		2		2		1						
	Operational Support Division		1		1		1						
	Scottish Police Authority	1	1	1	1		1						
	Specialist Crime Division		1	1	2	1							
	<b>Total</b>	<b>20</b>	<b>50</b>	<b>18</b>	<b>44</b>	<b>5</b>	<b>9</b>						
<b>2017/ 2018</b>	A Division				1								
	N Division				1		1						
	E Division		1		1								
	J Division		1										
	Contact Command Control Division	1	20	5	15	7	7		2				
	Corporate Service Division	16	25	1	10	6	13	1	1				
	Criminal Justice Services Division								1				

**OFFICIAL**

**OFFICIAL**

	Operational Support Division					3	1	1					
	Scottish Police Authority	1	4		2	1	2						
	Specialist Crime Division				2				2				
	<b>Total</b>	<b>18</b>	<b>51</b>	<b>6</b>	<b>32</b>	<b>17</b>	<b>24</b>	<b>2</b>	<b>6</b>				
<b>2018/2019</b>	A Division	2	2			1			1				
	G Division	1											
	Q Division						1						
	V Division	1					1						
	Contact Command Control Division	6	23	12	12	3	8	3	2				
	Corporate Service Division	30	47	11	8	1	4	5	8		1		
	Criminal Justice Services Division	2											
	Operational Support Division	1			1		2	1	3				
	Scottish Police Authority	1	6	3	5		2		1		1		
	Specialist Crime Division								2				
	<b>Total</b>	<b>44</b>	<b>78</b>	<b>26</b>	<b>26</b>	<b>5</b>	<b>18</b>	<b>9</b>	<b>17</b>		<b>2</b>		
<b>2019/2020</b>	A Division				1						1		1
	D Division		1									1	1
	N Division												
	C Division						1						
	E Division		1		2								
	P Division										1		1
	G Division				1								
	L Division		1										
	V Division										1		
	Contact Command Control Division	3	11	6	11	1	3	2	3	1	4	1	1
	Corporate Service Division	17	37	16	14	3	3		4	2	8	1	1
	Criminal Justice Services Division	7	2	1	1			1					

**OFFICIAL**

**OFFICIAL**

	Operational Support Division		1		1	1	1	1	1		2		
	Scottish Police Authority	2	2		4		1				1		
	Specialist Crime Division	1											
	<b>Total</b>	<b>30</b>	<b>56</b>	<b>23</b>	<b>35</b>	<b>5</b>	<b>9</b>	<b>4</b>	<b>8</b>	<b>3</b>	<b>18</b>	<b>3</b>	<b>5</b>
<b>2020/ 2021</b>	A Division												
	D Division	1			1								
	N Division		1										
	C Division												
	E Division	2											
	G Division			1	1								
	K Division		1										
	L Division		1										1
	U Division			1									
	Contact Command Control Division	7	7	2	2	1	4	1	4	2	1	1	
	Corporate Service Division	8	27	9	17	5	3	5	3		1		2
	Criminal Justice Services Division	4	3	3	8	2		2			1		
	Operational Support Division										1		
	Scottish Police Authority	1		1	2	1		1			1		1
	Specialist Crime Division	2		1	1	1	1	1	1	1			1
	<b>Total</b>	<b>25</b>	<b>40</b>	<b>18</b>	<b>32</b>	<b>10</b>	<b>8</b>	<b>3</b>	<b>5</b>	<b>3</b>	<b>5</b>	<b>1</b>	<b>5</b>
<b>2021/ 2022</b>	A Division				1								
	N Division	1											1
	C Division							1					
	E Division				1								
	J Division								1				
	G Division						1						
	L Division												1
	Contact Command Control Division	2	10	1	8		5	2	3	2	3		3

**OFFICIAL**

**OFFICIAL**

Corporate Service Division	11	15	10	13	8	5	3	6	1	3		2
Criminal Justice Services Division	2	4	2	2	1	1	1	5	1	1		
Operational Support Division		1	1	1								
Scottish Police Authority			1	3		1						
Specialist Crime Division	2				2		1					
<b>Total</b>	<b>18</b>	<b>30</b>	<b>15</b>	<b>29</b>	<b>11</b>	<b>13</b>	<b>7</b>	<b>16</b>	<b>4</b>	<b>7</b>	<b>0</b>	<b>7</b>

**OFFICIAL**

**Table 4: Number of Police Officer Leavers, by reason for leaving and division**  
 Period: 1<sup>st</sup> April 2014 – 6<sup>th</sup> January 2022

<b>Police Officer Leavers</b>																	
<b>Division</b>	<b>Leaving Reason</b>	<b>2014/15</b>		<b>2015/16</b>		<b>2016/17</b>		<b>2017/18</b>		<b>2018/19</b>		<b>2019/20</b>		<b>2020/21</b>		<b>2021/22</b>	
		<b>M</b>	<b>F</b>	<b>M</b>	<b>F</b>	<b>M</b>	<b>F</b>	<b>M</b>	<b>F</b>	<b>M</b>	<b>F</b>	<b>M</b>	<b>F</b>	<b>M</b>	<b>F</b>	<b>M</b>	<b>F</b>
<b><u>A Division</u></b>	Dismissed													1			
	Resignation	2	4	9	4	16	6	11	3	11	11	12	5	7	6	2	5
	Transfer					1		4		1	1	4	1	5			
<b><u>B Division</u></b>	Resignation	1	1														
<b><u>D Division</u></b>	Resignation	1	2	4	1	4	2	5	2	7	1	5	1	2	4	4	1
	Transfer											1				1	1
<b><u>N Division</u></b>	Resignation	1		1	1	1	1	2	2		3	2			3	1	3
	Transfer							1				1					
<b><u>C Division</u></b>	Resignation					2	1	3	2	2	3			1		1	
<b><u>E Division</u></b>	Resignation		2	5	1	6	4	10	3	10	4	11	4	1	3	7	3
	Transfer							1		3		3		1		2	
<b><u>J Division</u></b>	Death in service									1							
	Dismissed					1											
	Resignation	1		1	1	1	5	4	1	6	2	5	3	8	3	1	
	Transfer							1		1		3					
<b><u>P Division</u></b>	Dismissed							1						1			
	Resignation			2	2	3		1	1	2		3	1	3	2	3	2
	Retirement																
<b><u>G Division</u></b>	Death in service											1					
	Dismissal									1							1
	Resignation	2		8	3	6	5	7	4	10	2	7	2	3	2	5	1
	Retirement																
	Transfer	1						3	2	2	1	1	1				
<b><u>K Division</u></b>	Dismissed									1				1			
	Resignation			1	1	2	3	3	3	1		3	1	2		4	2

**OFFICIAL**

	Transfer					1				1							
<b><u>L Division</u></b>	Resignation			3	1	3	1	3		1	3	3	2	1	2	6	1
	Transfer										1	1		2			
<b><u>Q Division</u></b>	Death in service									1							
	Resignation	1		4	4	3	2	5		8		2	2	3	1	3	3
	Transfer											1				2	
<b><u>U Division</u></b>	Dismissal					1											
	Resignation			1	1	4	1	1				2	1	3			
<b><u>V Division</u></b>	Resignation	1		1	2	3		3		1		1	2	1		2	1
	Retirement			1						1							
	Transfer															2	
<b><u>Contact Command Control Division</u></b>	Resignation											1		1	1		
	Retirement							1							1	1	
<b><u>Corporate Service Division</u></b>	Resignation							1									
	Transfer									1		1					
<b><u>Criminal Justice Services Division</u></b>	Resignation									1							
<b><u>Custody Division</u></b>	Transfer			1	1												
<b><u>Operational Support Division</u></b>	Resignation													2		2	
	Retirement															1	
	Transfer									1				1			
<b><u>Specialist Crime Division</u></b>	Resignation										1						
	Retirement															1	
<b>Total</b>		<b>9</b>	<b>10</b>	<b>42</b>	<b>23</b>	<b>58</b>	<b>31</b>	<b>71</b>	<b>23</b>	<b>75</b>	<b>33</b>	<b>73</b>	<b>27</b>	<b>50</b>	<b>28</b>	<b>51</b>	<b>24</b>

**OFFICIAL**

**OFFICIAL**

**Table 5: Number of Police Staff Leavers, by reason for leaving and reason**  
 Period: 1<sup>st</sup> April 2014 – 6<sup>th</sup> January 2022

<b>Police Staff Leavers</b>																	
<b>Division</b>	<b>Leaving Reason</b>	<b>2014/15</b>		<b>2015/16</b>		<b>2016/17</b>		<b>2017/18</b>		<b>2018/19</b>		<b>2019/20</b>		<b>2020/21</b>		<b>2021/22</b>	
		<b>M</b>	<b>F</b>	<b>M</b>	<b>F</b>	<b>M</b>	<b>F</b>	<b>M</b>	<b>F</b>	<b>M</b>	<b>F</b>	<b>M</b>	<b>F</b>	<b>M</b>	<b>F</b>	<b>M</b>	<b>F</b>
<b><u>A</u> Division</b>	End of temporary contract		1		1		2		1	1	1						
	Police staff transfer to Police force																1
	Resignation		1	1	1	2	2				2	3	3				1
<b><u>B</u> Division</b>	Resignation				2												
<b><u>D</u> Division</b>	End of temporary contract											1					
	Resignation			1								2	1	1			
<b><u>N</u> Division</b>	End of temporary contract	1	1	1			1										
	Resignation			1			1		1					1			
	Transfer								1								
<b><u>C</u> Division</b>	Resignation				1		1					1					1
<b><u>E</u> Division</b>	End of temporary contract						1										
	Police staff transfer to Police force											1					1
	Resignation		1		2		3		2			2	2				
<b><u>J</u> Division</b>	Resignation								1								1
<b><u>P</u> Division</b>	Police staff transfer to Police force											1					
	Retirement											1					
<b><u>G</u> Division</b>	Dismissal																
	End of temporary contract				2		1										
	Police staff transfer to Police force											1					
	Resignation		2	1	2									1			2
	End of temporary contract											1		1			



**OFFICIAL**

<b><u>L</u></b> <b><u>Division</u></b>	Police staff transfer to Police force															1		
	Resignation																	1
<b><u>U</u></b> <b><u>Division</u></b>	Dismissal						1											
	Resignation													1				
<b><u>V</u></b> <b><u>Division</u></b>	Resignation						1						1					
<b><u>Contact</u></b> <b><u>Comman</u></b> <b><u>d</u></b> <b><u>Control</u></b> <b><u>Division</u></b>	Dismissal							1		1					1			
	End of temporary contract						5				1			1				1
	Police staff transfer to Police force			1	1	3		4	2	11	4	9	6	3	1			1
	Resignation	1		6	10	16	22	8	42	12	40	4	27	9	14	8		30
	Retirement													1				2
	Transfer											1						
<b><u>Corporat</u></b> <b><u>e Service</u></b> <b><u>Division</u></b>	Death on service													1				
	Dismissal						1					1						
	End of temporary contract	13	24	3	13	5	19	9	17	21	33	10	31	8	25	5		9
	Police staff transfer to Police force						1			1	1	1	2	1				
	Redundancy - Voluntary					1			1		1			1	1	1		3
	Resignation	4	19	5	10	10	22	14	31	25	33	27	33	14	28	29		34
	Retirement					1	1	1					1		1	1		
	Transfer	1			1													1
<b><u>Criminal</u></b> <b><u>Justice</u></b> <b><u>Services</u></b> <b><u>Division</u></b>	End of temporary contract													4	8			
	Police staff transfer to Police force											1		3	2	1		
	Resignation		1	2		1	2		1	2		8	3	2	3	6		13
<b><u>Licensin</u></b> <b><u>g</u></b> <b><u>Violence</u></b> <b><u>Reductio</u></b> <b><u>n</u></b> <b><u>Division</u></b>	End of temporary contract			1														
	Resignation						4											
	Transfer			1														

**OFFICIAL**

<b><u>Operational Support Division</u></b>	Police staff transfer to Police force								1	1		1	3				
	Resignation		2	2	2		3	3		1	5	1	2			1	3
	Retirement										1		1		1		
	Transfer							1									
<b><u>Scottish Police Authority</u></b>	Dismissal															1	
	End of temporary contract				1	1	1	1	6	3	10		3	1	1		
	Redundancy - Voluntary														1		
<b><u>Specialist Crime Division</u></b>	Resignation				1	1	2	1	2	1	5	2	5	2	2		3
	End of temporary contract		1											2		1	
	Police staff transfer to Police force														1		
	Redundancy - Voluntary					1								1			
<b><u>Operational Support Division</u></b>	Resignation					1	3		4		1	1		2	1	4	
	Transfer										1						
	<b>Total</b>	<b>19</b>	<b>53</b>	<b>25</b>	<b>67</b>	<b>43</b>	<b>103</b>	<b>43</b>	<b>113</b>	<b>84</b>	<b>141</b>	<b>68</b>	<b>131</b>	<b>61</b>	<b>98</b>	<b>59</b>	<b>110</b>