| Police Scotland logo | Freedom of Information Response Our reference: FOI 23-1299  Responded to: 06 July 2023 |
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Your recent request for information is replicated below, together with our response.

## How many black and minority ethnic (BAME) (a) police staff (b) police officers, broken down by rank, are there currently?

In response to your request, I regret to inform you that I am unable to provide you with the information you have requested, as it would prove too costly to do so within the context of the fee regulations.

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.

By way of explanation, while officers and staff provide the original data, the data is grouped into categories for statutory reporting. As such, in order to provide you with the breakdown of rank of officers and grade of staff identifying as BAME each personnel record would need to be manually examined. With respect to only officers, Police Scotland have an excess of 17,000 officers, a conservative estimate is that it would take 4 minutes to examine a single personnel record to determine rank and ethnicity. This would equate to an excess of 1,133 hours of work, greatly exceeding the cost threshold set out within the Act, this is before taking staff members into account.

Police Scotland have assessed that the £600 cost limit within the Act equates to 40 hours of work and so this part of your request would breach the cost threshold.

Whilst I would normally suggest a way to amend your request in order to provide the information requested due to the manner in which the data is held, I do not believe there is a way this question can be answered within cost in its current form.

To be of assistance I have extracted the following data from the 2021/2022 Equality and Diversity Employment Monitoring report. I can advise that 104 members of police staff identify as BAME. Statutory reporting provides that 13 of these staff members that identify as BAME are grade 8 and above, and 91 staff members are grade 7 and below.

Likewise, 276 police officers identify as BAME. 230 of those officers hold the rank of constable and 46 of those officers have attained the rank of sergeant or above.

Should you wish to view the full the report please see the link below.

[Police Scotland Equality and Diversity Employment Monitoring Report 2021-2022](https://www.scotland.police.uk/spa-media/3jmlr1yq/edi_monitoring_report_21_22_9958_ar.pdf)

The 2022/2023 Equality and Diversity Employment Monitoring report is currently being compiled.

## Please also provide details of how many police staff and police officers of each rank there are in total.

In response to this question please see the two tables below.

The first table provides the number of police officers broken by rank as of 31 March 2023.

| Police Officers | Headcount | Full Time Equivalent |
| --- | --- | --- |
| Chief Constable | 1 | 1 |
| Deputy Chief Constable | 3 | 3 |
| Assistant Chief Constable | 10 | 10 |
| Chief Superintendent/ Detective Superintendent | 37 | 37 |
| Superintendent / Detective Superintendent | 121 | 121 |
| Chief Inspector / Detective Chief Constable | 223 | 222.8 |
| Inspector/Detective Inspector | 852 | 849.332 |
| Sergeant / Detective Sergeant | 2452 | 2436.69 |
| Police Constable / Detective Constable | 13109 | 12933.89 |
| Total | 16808 | 16614.71 |

The table below provides the number of police staff broken by pay grade as of 31 March 2023.

| Police Staff | Headcount | Full Time Equivalent |
| --- | --- | --- |
| Grade 1 | 127 | 86.573 |
| Grade 2 | 387 | 360.289 |
| Grade 3 | 1899 | 1722.424 |
| Grade 4 | 1445 | 1383.177 |
| Grade 5 | 832 | 806.093 |
| Grade 6 | 402 | 390.788 |
| Grade 7 | 482 | 473.063 |
| Grade 8 | 268 | 260.685 |
| Grade 9 | 163 | 160.785 |
| Grade 10 | 122 | 121.2 |
| Grade 11 | 35 | 34.924 |
| Grade 12 | 20 | 19.8 |
| Grade 13 | 24 | 24 |
| Grade 14 | 2 | 2 |
| Director for SPRM | 12 | 12 |
| Director for SPA | 1 | 1 |
| Contractor on Day Rate | 1 | 1 |
| Grade Unknown | 1 | 1 |
| University of Glasgow Grade 4 | 8 | 8 |
| University of Glasgow Grade 5 | 3 | 2.6 |
| University of Glasgow Grade 6 | 6 | 4.8 |
| University of Glasgow Grade 7 | 2 | 1.5 |
| University of Glasgow Grade 8 | 3 | 2.5 |
| University of Glasgow Grade 9 | 1 | 1 |
| Total | 6246 | 5881.201 |

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](mailto:foi@scotland.police.uk) 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](mailto:enquiries@itspublicknowledge.info) 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.