| Police Scotland logo | Freedom of Information Response Our reference: FOI 24-2816  Responded to: 03 January 2024 |
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Your recent request for information is replicated below, together with our response.

## I would like to know the recruitment and retention statistics between October 2020-October 2024 for the following groups: All Women:  Police Officers and Police Staff All Men

## Police Officers and Police Staff Black women (British; Caribbean, African)

## Police Officers and Police Staff Black men (British; Caribbean, African) Police Officers and Police Staff The average length of service for all of the above groups. Reasons for leaving the organisation for all of the above groups.

Police Scotland undertake equality and diversity employment monitoring on an annual basis at 31st March and for the reporting period 1st April to 31st of each year and we are unable to provide it for the specific timeframe requested. However, we have provided information relating to each reporting period from 2019 to 2024.

Equality and diversity employment monitoring is gathered and provided voluntarily by our police officers and police staff for the protected characteristics of Disability, Race, Religion or Belief, Sexual Orientation and Transgender Identity. We use the insights to identify trends within our workplace.

The proportion of police officers and police staff who identify as one of the following ethnic origin categories is small and for this reason we group as BME to identify trends and themes:

**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.

As you can see from the BME Leavers Profile for police officers (point 4) and police staff (point 8) the number becomes smaller. For this reason, Police Scotland have not published this data broken down by male and female in the annual equality and diversity employment monitoring reports. In addition, the proportion of leavers on an annual basis has been proportionate to the workforce profile and no further analysis was required. The numbers for 2023/2024 have been included but have not yet been formally approved through our governance approval processes.

**1. Police Officer Workforce Profile by Sex**

| **Annual Reporting Period** | **Female Police Officers No.** | **Female Police Officers**  **%** | **Male Police Officers**  **No.** | **Male Police Officers**  **%** |
| --- | --- | --- | --- | --- |
| 31/03/2020 | 5709 | 32.27% | 11984 | 67.73% |
| 31/03/2021 | 5735 | 32.71% | 11796 | 67.29% |
| 31/03/2022 | 5698 | 33.44% | 11342 | 66.56% |
| 31/03/2023 | 5783 | 34.25% | 11100 | 65.75% |
| 31/03/2024 | 5708 | 34.26% | 10951 | 65.74% |

**31/03/2020** - Average length of service for a police officer was 12 years’ service (11 years for female police officers and 12 years for male police officers).

**31/03/2021** - Average length of service for a police officer was 12 years’ service (11 years for female police officers and 13 years for male police officers).

**31/03/2022** - Average length of service for a police officer was 12 years’ service (12 years for female police officers and 13 years for male police officers).

**31/03/2023** - Average length of service for a police officer was 12 years’ service (11 years for female police offices and12 years for male police officers).

**31/03/2024** - Average length of service for a police officer was 12 years’ service for male and female police officers.

**2. Police Officer Leavers Profile by Sex**

| **Annual Reporting Period for Leavers** | **Female Police Officers No.** | **Female Police Officers**  **%** | **Male Police Officers**  **No.** | **Male Police Officers**  **%** |
| --- | --- | --- | --- | --- |
| 01/04/2019-31/03/2020 | 204 | 23.58% | 661 | 76.42% |
| 01/04/2020-31/03/2021 | 158 | 26.55% | 437 | 73.45% |
| 01/04/2021-31/03/2022 | 242 | 25.77% | 697 | 74.23% |
| 01/04/2022-31/03/2023 | 347 | 26.43% | 966 | 73.57% |
| 01/04/2023-31/03/2024 | 255 | 29.93% | 597 | 70.07% |

Retirement was the most common reason for leaving for male and female police officers for each of the reporting periods identified in the table above.

**3. Police Officer Workforce Profile by Race – BME**

| **Annual Reporting Period** | **BME Police Officers**  **No.** | **BME Police Officers**  **%** |
| --- | --- | --- |
| 31/03/2020 | 253 | 1.43% |
| 31/03/2021 | 267 | 1.52% |
| 31/03/2022 | 276 | 1.62% |
| 31/03/2023 | 303 | 1.79% |
| 31/03/2024 | 304 | 1.82% |

**31/03/2020** - Average length of service for police officers who identified as BME was 10 years.

**31/03/2021** - Average length of service for police officers who identified as BME was 10 years.

**31/03/2022** – Average length of service for police officers who identified as BME was 10 years.

**31/03/2023** - Average length of service for police officers who identified as BME was 10 years.

**31/03/2024** - Average length of service for police officers who identified as BME was 11 years’ service.

**4. Police Officer Leavers by Race – BME**

| **Reporting Period for Leavers** | **BME Police Officers**  **No.** | **BME Police Officers**  **%** | **BME Female Police Officers No.** | **BME Male Police Officers No.** |
| --- | --- | --- | --- | --- |
| 01/04/2019-31/03/2020 | 14 | 1.62% | 4 | 10 |
| 01/04/2020-31/03/2021 | 6 | 1.01% | 1 | 5 |
| 01/04/2021-31/03/2022 | 10 | 1.06% | 2 | 8 |
| 01/04/2022-31/03/2023 | 11 | 0.84% | 3 | 8 |
| 01/04/2023-31/03/2024 | 16 | 1.88% | 4 | 12 |

Most common reasons for leaving for each reporting period for police officers who identify as BME:

01/04/2019-31/03/2020 = Resignation

01/04/2020-31/03/2021 = Retirement

01/04/2021-31/03/2022 = Resignation

01/04/2022-31/03/2023 = Retirement

01/04/2023-31/03/2024 = Resignation

5. **Police Staff Workforce Profile by Sex**

| **Annual Reporting Period** | **Female Police Staff**  **No.** | **Female Police Staff**  **%** | **Male Police Staff**  **No.** | **Male Police Staff**  **%** |
| --- | --- | --- | --- | --- |
| 31/03/2020 | 3404 | 62.40% | 2051 | 37.60% |
| 31/03/2021 | 3423 | 62.25% | 2076 | 37.75% |
| 31/03/2022 | 3405 | 62.09% | 2079 | 37.91% |
| 31/03/2023 | 3506 | 62.12% | 2138 | 37.88% |
| 31/03/2024 | 3443 | 62.17% | 2095 | 37.83% |

**31/03/2020** - Average length of service for police staff was 11 years’ service (12 years for female police staff and 10 years for male police staff).

**31/03/2021** - Average length of service for police staff was 12 years’ service (12 years for female police staff and 10 years for male police staff).

**31/03/2022** - Average length of service for police staff was 12 years’ service (12 years for female police staff and 10 years for male police staff).

**31/03/2023** - Average length of service for police staff was 11 years’ service (12 years for female police staff and 10 years for male police staff).

**31/03/2024** - Average length of service for police staff was 12 years’ service (13 years for female police staff and 10 years for male police staff).

**6. Police Staff Leavers Profile by Sex**

| **Reporting Period for Leavers** | **Female Police Staff**  **No.** | **Female Police Staff**  **%** | **Male Police Staff**  **No.** | **Male Police Staff**  **%** | **Most Common Reason for Leaving** |
| --- | --- | --- | --- | --- | --- |
| 01/04/2019-31/03/2020 | 195 | 57.18% | 146 | 42.82% | Resignation for male and female police staff. |
| 01/04/2020-31/03/2021 | 176 | 55.17% | 143 | 44.83% | Resignation most common overall reason. Retiral most common for male police staff and Resignation is the most common for female police staff. |
| 01/04/2021-31/03/2022 | 275 | 57.89% | 200 | 42.11% | Resignation most common overall reason for leaving. Retiral most common for male police staff and Resignation is the most common for female police staff. |
| 01/04/2022-31/03/2023 | 262 | 54.93% | 215 | 45.07% | Resignation most common overall reason for leaving. Retiral and Resignation the most common for male police staff. Resignation the most common reason for female police staff. |
| 01/04/2023-31/03/2024 | 257 | 60.33% | 169 | 39.67% | Resignation for male and female police staff |

**7. Police Staff Workforce Profile by Race – BME**

| **Annual Reporting Period** | **BME Police Staff**  **No.** | **BME Police Staff**  **%** |
| --- | --- | --- |
| 31/03/2020 | 87 | 1.59% |
| 31/03/2021 | 100 | 1.82% |
| 31/03/2022 | 104 | 1.90% |
| 31/03/2023 | 110 | 1.95% |
| 31/03/2024 | 119 | 2.15% |

**31/03/2020** - Average length of service for police staff who identified as BME was eight years’ service.

**31/03/2021** - Average length of service for police staff who identified as BME was nine years’ service.

**31/03/2022** - Average length of service for police staff who identified as BME was eight years’ service.

**31/03/2023** - Average length of service for police staff who identified as BME was eight years’ service.

**31/03/2024** - Average length of service for police staff who identified as BME was eight years’ service.

**8. Police Staff Leavers by Race – BME**

| **Reporting Period for Leavers** | **BME Police Staff**  **No.** | **BME Police Staff**  **%** | **BME Police Staff Most Common Reason for Leaving** |
| --- | --- | --- | --- |
| 01/04/2019-31/03/2020 | 6 | 1.76% | Resignation |
| 01/04/2020-31/03/2021 | 8 | 2.51% | Resignation |
| 01/04/2021-31/03/2022 | 11 | 2.32% | Resignation |
| 01/04/2022-31/03/2023 | 12 | 2.52% | Resignation |
| 01/04/2023-31/03/2024 | 5 | 1.17% | Resignation |

Resignation has been the most common reason for leaving for police staff regardless of ethnic origin for each reporting period. With the exception of 2019/2020 and 2022/2023 where Retiral was the most common for Other White British and 2020/2021 where retiral was the most common for those who identified as White Scottish.

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.