

Our Ref: IM-FOI-2022-1053
Date: 08 June 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.

Information between 1st of April 2018 and 1st of April 2022.

Recruitment: How many people applied to join Police Scotland during this time? Of those applicants how many were men and how many were woman?

Information is provided for 1 April 2019 - 1 April 2022. 2018/19 records are not available as the retention period for this data is 2 years + 1. 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.

	Male	Female	Did not Return / Disclose	Other	Total
2019/2020	2845	1383			4228
2020/2021	3706	1792	113		5611
2021/2022	1478	754	4	1	2237
Total	8029	3929	117	1	12076

What is the success rate for a man vs a woman applying to police Scotland? I.e. 100 men applied and only 20 (20% success) were successful, 90 women applied and 30 (33.3%) were successful.

We have provided details in relation to 'Appointed Officers'. It should be noted that candidates who apply and go on to be appointed may traverse more than one financial year so a direct correlation cannot be made for each financial year between numbers applied and numbers appointed.

At the point of appointment, there were no candidates who chose not to provide or disclose this information.

	Males Appointed	Females Appointed	Total Appointed
2019/2020	605	412	1017
2020/2021	252	178	430
2021/2022	240	202	442

OFFICIAL

I would also like a further break down of this information, into Black and minority ethnic sub groups and any other 'group identity' that you current record/take note of at point of entry.

Ethnic Origin	Number of Applicants		
	2019/2020	2020/2021	2021/2022
White Scottish	3375	4591	1800
All Other White British	353	447	217
White Minority	133	221	126
BME	179	206	84
Choose not to Disclose	41	46	8
Not Recorded	147	100	2
Total	4228	5611	2237

Ethnic Origin	Number of Appointed Applicants		
	2019/2020	2020/2021	2021/2022
White Scottish	874	350	359
All Other White British	50	23	30
White Minority	40	20	27
BME	16	26	20
Choose not to Disclose	22	11	6
Not Recorded	15		
Total	1017	430	442

For the same time period I would also like to know the success rate of the same defined 'groups' in the promotion process from Constable to Chief Superintendent level. Please where possible also provide the numbers of eligible candidates for these particular positions along with the numbers applying. How many applicants, broken down into the 'groups' and the success rate of those applying to the varying structures of promotion.

Equality and diversity monitoring for each individual promotion process has only been in place since September 2019. The information provided in the tables below includes completed police officer promotion processes between September 2019 and March 2022. Information for the period prior is not available and section 17 of the Act applies.

Information relating to the number of those 'eligible' is not available and section 17 of the Act applies.

The tables below show the number and proportion of applications received for each rank.

Applications Received Profile by Sex Promotion Process	Female		Male	
	No.	%	No.	%
Constable to Sergeant	401	29%	981	71%
Sergeant to Inspector	174	26%	503	74%
Inspector to Chief Inspector	78	25%	232	75%
Chief Inspector to Superintendent	32	26%	90	74%
Superintendent to Chief Superintendent	12	26%	35	74%

OFFICIAL

Applications Received - by Race	White Scottish		Other White British		White Minority		BME		Not Disclosed	
	No.	%	No.	%	No.	%	No.	%	No.	%
Constable to Sergeant	1078	78%	139	10%	17	1%	12	1%	136	10%
Sergeant to Inspector	559	83%	52	8%	8	1%	13	2%	45	7%
Inspector to Chief Inspector	252	81%	24	8%	9	3%	<5	<1%	24	8%
Chief Inspector to Superintendent	104	85%	6	5%	<5	<1%	<5	3%	8	7%
Superintendent to Chief Superintendent	Exempt from disclosure									

The tables below show the number and proportion of officers who submitted an application and were successful for each of the promotion processes held for each rank.

Successful through Process - by Sex	Female		Male	
	No.	%	No.	%
Constable to Sergeant	224	30%	529	70%
Sergeant to Inspector	51	25%	157	75%
Inspector to Chief Inspector	28	30%	66	70%
Chief Inspector to Superintendent	14	37%	24	63%
Superintendent to Chief Superintendent	5	33%	10	67%

Successful through Process - by Race	White Scottish		Other White British		White Minority		BME		Not Disclosed	
	No.	%	No.	%	No.	%	No.	%	No.	%
Constable to Sergeant	585	78%	75	10%	11	1%	5	<1%	77	10 %
Sergeant to Inspector	174	84%	16	8%	<5	2%	<5	2%	10	5%
Inspector to Chief Inspector	79	84%	<5	4%	<5	1%	<5	1%	9	10 %
Chief Inspector to Superintendent	Exempt from disclosure									
Superintendent to Chief Superintendent										

The tables below show the success rate of males and females for the promotion processes during the timeframe identified.

Success Rate Profile	Overall	Female	Male
Constable to Sergeant	54%	56%	54%
Sergeant to Inspector	31%	29%	31%
Inspector to Chief Inspector	30%	36%	28%
Chief Inspector to Superintendent	31%	44%	27%
Superintendent to Chief Superintendent	32%	42%	29%

OFFICIAL

Success Rate Profile	Overall	White Scottish	Other White British	White Minority	BME	Not Disclosed
Constable to Sergeant	54%	54%	54%	65%	42%	57%
Sergeant to Inspector	31%	31%	31%	Exempt from disclosure	Exempt from disclosure	22%
Inspector to Chief Inspector	30%	31%	Exempt from disclosure			38%
Chief Inspector to Superintendent	Exempt from disclosure					
Superintendent to Chief Superintendent						

Individuals provide their ethnic origin on a voluntary basis.

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.
- **Choose not to Disclose** – Individuals who do not wish to provide their personal sensitive data.

In terms of section 16 of the Act, I am refusing to provide you with the information marked 'exempt from disclosure' above.

Section 16 of the Act requires Scotland to provide you with a notice which:

- (a) states that it holds the information,
- (b) states that it is claiming an exemption,
- (c) specifies the exemption in question and
- (d) states, if that would not be otherwise apparent, why the exemption applies.

The exemption that I consider to be applicable is section 38(1)(b) – Personal Information

Whilst I accept that you may have a legitimate interest with regards the disclosure of this information and that disclosure may well be necessary for that purpose, I am nonetheless of the view that those interests are overridden by the interests or fundamental rights and freedoms of the data subject. This is an absolute exemption which does not require a public interest test to be conducted.

Police Scotland gathers personal sensitive data to undertake equality and diversity employment monitoring, which allows themes and trends linked to the protected characteristics to be identified.

This is to ensure that Police Scotland mainstream equality and diversity through all their employment activities, whilst compliant with GDPR but allowing transparency at the same time.

OFFICIAL

OFFICIAL

The more senior the rank the smaller the number of police officers, which could potentially identify how an individual has identified their ethnic origin and participation through the promotion process.

The link to the current Equality & Diversity Monitoring SOP is attached (available on Police Scotland website), which highlights how we will publish data in accordance with GDPR. <https://www.scotland.police.uk/spa-media/luldp0wa/equality-and-diversity-employment-monitoring-sop.pdf>

Further to the above I would like to know what is Police Scotland's promotion and recruitment goal, do they seek where possible to strive towards an equal amount of representation across male and female candidates? And the same question to the other defined 'groups' you record data on.

Recruitment - Our goal is to have a workforce that represents the communities we serve. There are no recruitment targets against any protected groups.

Promotion - Our goal is to be fair and transparent, ensuring equality of opportunity. There are no promotion targets against any protected groups.

Finally for what purpose do you record candidate's gender, race, sexual orientation etc, both in terms of internal job vacancies and also at the recruitment process?

The purpose of carrying out E&D monitoring for promotion processes is to identify trends to ensure that Police Scotland is meeting the general equality duty and making progress with our Equality Outcomes.

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.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. 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.

OFFICIAL