| Police Scotland logo | Freedom of Information Response Our reference: FOI 25-0459  Responded to: 31 March 2025 |
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Your recent request for information is replicated below, together with our response.

## How many equality and diversity posts, both uniformed and non-uniformed, are currently employed within Police Scotland?

## What is the total cost of these posts, including any necessary direct administrative support? Please provide a breakdown of individual roles, salaries, and responsibilities where possible.

The tables below detail the information sought.

Police officer salary scales are available [online](https://www.scotland.police.uk/about-us/finance/pay-and-grading-structure/) and police staff salary scales are in the attached document.

|  |  |  |
| --- | --- | --- |
| **Post title** | **Rank/Paygrade** | **No. of posts** |
| Chief Superintendent | CS | 1 |
| Superintendent | Supt | 1 |
| Chief Inspector | CI | 1 |
| Inspector | PI | 4 |
| Sergeant | PS | 9 |
| Constable | PC | 10 |
| Total Police Officers |  | 26 |

| **Post title** | **Rank/Paygrade** | **No. of posts** |
| --- | --- | --- |
| Equality and Diversity Manager | Grade 10 | 1 |
| Equality and Diversity HR Advisor | Grade 5 | 6 |
| Disability Co-ordinator | Grade 6 | 1 |
| HR Specialist | Day rate | 1 |
| Assistant HR advisor | Grade 4 | 2 |
| Strategic Inclusion and Equalities Lead | Grade 12 | 1 |
| Equality and Diversity advisor | Grade 6 | 2 |
| Equality and Human Rights Impact Assessment Development Officer | Grade 3 | 2 |
| Equality and Human Rights Impact Assessment Lead | Grade 5 | 1 |
| Fair Play Advisor | Grade 8 | 1 |
| Community Relationships Specialist | Grade 5 | 3 |
| Professional Development Programme Lead | Grade 10 | 1 |
| Colleague Development Facilitator | Grade 5 | 1 |
| Training Administrative | Grade 2 | 1 |
| Training and Development Officer | Grade 4 | 4 |
| Total staff |  | 28 |

## How many of these posts are currently filled by individuals from an ethnic minority background?

Three posts are filled by a BME officer or police staff.

## What is the number and cost of external training bodies and courses for equality and diversity training within Police Scotland? If external providers are used, please specify the total expenditure for the most recent financial year.

## Module 1 - Introduction to Equality, Diversity, and Inclusion Module 2 - Upholding our Values

We have utilised four external training providers in 2024/25 in relation to Equality & Diversity training. The total estimated cost for 2024/25 is £342,811.60.

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](https://www.foi.scot/appeal), by [email](mailto:enquiries@foi.scot) 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.