| Police Scotland logo | Freedom of Information Response Our reference: FOI 23-0056  Responded to: xx January 2023 |
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Your recent request for information is replicated below, together with our response.

## What percentage of employees are from BAME background with breakdown by ethnic minority.

I can first advise you that 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.

On that basis the following table shows the Race Profile for (all) Police Officers and Police Staff as at 31/03/2022:

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Ethnic Origin** | **Police Officers - % / No.** | | **Police Staff - % / No.** | |
| White Scottish | 79.50% | 13547 | 84% | 4621 |
| All Other White British | 8.44% | 1439 | 7% | 395 |
| White Minority | 2.21% | 376 | 1% | 78 |
| BME | 1.62% | 276 | 2% | 104 |
| Choose not to Disclose | 6.86% | 1169 | 4% | 200 |
| Not Recorded | 1.37% | 233 | 2% | 86 |

The following table shows the Race Profile for police officers in the ranks of Sergeant and above as at 31/03/2022:

|  |  |  |
| --- | --- | --- |
| **Ethnic Origin** | **Police Officers (Sgt and above) - % / No.** | |
| White Scottish | 80.97% | 3093 |
| All Other White British | 8.12% | 310 |
| White Minority | 1.41% | 54 |
| BME | 1.20% | 46 |
| Choose not to Disclose | 8.17% | 312 |
| Not Recorded | < 1% | 5 |

Associated data is published on an annual basis (ensuring anonymity of staff) via the following link: [Equality and Diversity](https://www.scotland.police.uk/about-us/how-we-do-it/equality-and-diversity)

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.