

Our Ref: IM-FOI-2022-2642  
Date: 09 January 2023



## 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.

**I'd like to know how many Police Scotland officers, civilian staff and senior officers and executive staff are from a black, Asian or minority ethnic communities:**

**If you could offer a breakdown of staff ethnicities and confirm how many Police Scotland officers, civilian workers and senior officers and executive staff there are it would be much appreciated. If any officers or civilian staff have not disclosed their ethnicity it would be helpful to know how many have chosen to keep this information private.**

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 |        | Police Staff |        |
|-------------------------|-----------------|--------|--------------|--------|
|                         | %               | Number | %            | Number |
| 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     |

## OFFICIAL

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) |        |
|-------------------------|---------------------------------|--------|
|                         | %                               | Number |
| 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:

<https://www.scotland.police.uk/about-us/how-we-do-it/equality-and-diversity>

If you require further assistance or 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.police.uk](mailto:foi@scotland.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](mailto: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.