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Our Ref: IM-FOI-2022-1621
Date: 9 September 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.

Please accept our apologies for the delay in providing a response.

For ease of reference, your request is replicated below together with the response.

[...] from 2015 onwards and number of complaints received by police Scotland from minority officers

When asked for clarification, you replied:

Grievance and misconduct please as well on grounds of racism

We have progressed this part of your request based on on-duty *Complaints* containing 'Discriminatory Behaviour' allegations with a 'race' sub type where the complainer is a police officer.

On that basis, for the period since 1 January 2015, there are 3 complaints (including a total of 8 allegations) of relevance.

You should note however that any officer can make a discriminatory behaviour allegation on the grounds of race, irrespective of their recorded race/ ethnicity - or indeed whether they have chosen to declare one at all.

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Please note that in terms of *Conduct* or *Misconduct* cases on the Professional Standards database 'racism' is not a recognised allegation category. Furthermore, complainer information is not systematically recorded for Conduct or Misconduct cases as these types of case do not necessarily involve a named complainer or complainers.

That means that a total of 4,002 Conduct or Misconduct cases received since 2015 would require manual review to ascertain relevance or otherwise in relation to your request. I therefore regret to inform you that I am unable to provide you with the information you have requested, as it would prove too costly to do so within the context of the fee regulations.

As you may be aware the current cost threshold is £600 and I estimate that it would cost well in excess of this amount to process your request.

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As such, and in terms of Section 16(4) of the Freedom of Information (Scotland) Act 2002 where Section 12(1) of the Act (Excessive Cost of Compliance) has been applied, this represents a refusal notice for the information sought.

Number of courses that the minority officers have done on average from 2015 onwards

Police Scotland do not currently conduct any analysis of courses undertaken by police officers broken down by ethnicity or race.

It is assessed that to conduct such an exercise, reviewing the training record of all BME police officers and noting the details, calculating averages etc would involve more than £600 of resource and would also amount to the creation of new information.

As such, and in terms of Section 16(4) of the Freedom of Information (Scotland) Act 2002 where Section 12(1) of the Act (Excessive Cost of Compliance) has been applied, this represents a refusal notice for the information sought.

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Can I have the figures for the numbers of minority officers in Police Scotland from 2015 onwards.

Can I also have the figures of the numbers promoted from 2015 onwards

Can I have the above for white officers as well please from 2015

Finally percentage of minority officers from 2015 onwards ...

Plus the total numbers of officers from 2015 onwards broken down by male, female, white or BAME

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.

Note: The information provided is at 31st March of each year.

Police Officers	2022		2021		2020		2019		2018	
Ethnic Origin	%	No:	%	No:	%	No:	%	No:	%	No:
White Scottish	79.50	13547	79%	13803	78%	13743	78%	13711	79%	13811
All Other White British	8.44	1439	8%	1477	8%	1489	9%	1495	9%	1499
White Minority	2.21	376	2%	349	2%	341	2%	319	2%	287
BME	1.62	276	1%	267	1%	253	1%	254	1%	245
Choose not to Disclose	6.86	1169	7%	1256	7%	1312	8%	1370	8%	1458
Not Recorded	1.37	233	2%	379	3%	555	2%	366	1%	127

Police Officers	2017		2016		2015	
Ethnic Origin	%	No:	%	No:	%	No:
White Scottish	78%	13737	83%	14569	83%	14517
All Other White British	9%	1515	9%	1508	8%	1463
White Minority	2%	267	1%	251	1%	226
BME	1%	212	1%	224	1%	213
Choose not to Disclose	9%	1525	4%	727	4%	765
Not Recorded	2%	264	1%	260	2%	366

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Female Officers Ethnic Origin	2022		2021		2020		2019		2018		2017	
	%	No:	%	No:	%	No:	%	No:	%	No:	%	No:
White Scottish	83.7%	4769	82.56%	4735	81.26%	4639	82.38%	4526	83.95%	4462	83.16%	4404
All Other White British	6.93%	395	6.94%	398	6.88%	393	6.93%	381	7.22%	384	7.31%	387
White Minority	2.53%	144	2.30%	132	2.19%	125	1.98%	109	1.71%	91	1.49%	79
BME	1.16%	66	1.10%	63	1.02%	58	1.06%	58	1.05%	56	0.93%	49
Choose not to Disclose	3.98%	227	4.18%	240	4.48%	256	4.82%	265	5.25%	279	5.65%	299
Not Recorded	1.70%	97	2.91%	167	4.17%	238	2.82%	155	0.81%	43	1.47%	78
Total Females Overall	33%	5698	33%	5735	32%	5709	31%	5494	30%	5315	30%	5296

Female Officers Ethnic Origin	2016		2015	
	%	No:	%	No:
White Scottish	86.04%	4494	85.46%	4395
All Other White British	11.71%	392	7.29%	375
White Minority	1.42%	74	1.34%	69
BME	0.78%	41	0.78%	40
Choose not to Disclose	2.64%	138	2.76%	142
Not Recorded	1.61%	84	2.37%	122
Total Females Overall	30%	5223	29%	5143

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Male Officers	2022		2021		2020		2019		2018		2017	
Ethnic Origin	%	No:	%	No:	%	No:	%	No:	%	No:	%	No:
White Scottish	77.39%	8778	76.87%	9068	75.97	9104	76.41%	9185	77.19%	9349	76.35%	9333
All Other White British	9.20%	1044	5.44%	1079	9.15	1096	9.27%	1114	9.21%	1115	9.23%	1128
White Minority	2.05%	232	1.84%	217	1.80	216	1.75%	210	1.62%	196	1.54%	188
BME	1.85%	210	1.73%	204	1.63	195	1.63%	196	1.56%	189	1.33%	163
Choose not to Disclose	8.31%	942	8.61%	1016	8.81	1056	9.19%	1105	9.73%	1179	10.03%	1226
Not Recorded	1.20%	136	1.80%	212	2.65	317	1.76%	211	0.69%	84	1.52%	186
Total Males Overall	67%	11342	67%	11796	68%	11984	69%	12021	70%	12112	70%	12224

Male Officers	2016		2015	
Ethnic Origin	%	No:	%	No:
White Scottish	81.80%	10075	81.58%	10122
All Other White British	9.06%	1116	8.77%	1088
White Minority	1.44%	177	1.27%	157
BME	1.49%	183	1.39%	173
Choose not to Disclose	4.78%	589	5.02%	623
Not Recorded	1.43%	176	1.97%	244
Total Males Overall	70%	12316	71%	12407

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Note:

- The profile for the reporting period 2021-2022 is not available as yet and is currently in the process of being analysed. This data is due to go to the Equality, Diversity and Inclusion Employment Group for approval on 23/09/2022. Section 17 of the Act applies currently as the information is *not held* by Police Scotland.
- The promotion profile by race for each year has been provided for police officers who were promoted between April and March for each of the identified reporting periods.

Police Officer Promotion Profile	2020- 2021		2019-2020		2018- 2019		2017- 2018		2016-2017	
	%	No:	%	No:	%	No:	%	No:	%	No:
White Scottish	82%	1060	82%	1125	81%	988	82%	984	82%	483
All Other White British	8%	104	6%	84	8%	98	8%	94	8%	45
White Minority	1%	16	1%	20	1%	13	1%	17	<1%	5
BME	1%	12	1%	20	1%	11	<1%	8	1%	8
Choose not to Disclose	8%	108	9%	129	9%	111	7%	88	8%	45
Not Recorded	0%	0	<1%	<5	<1%	<5	<1%	<5	0%	0

Police Officer Promotion Profile	2015- 2016	
	%	No:
White Scottish	85%	999
All Other White British	8%	89
White Minority	1%	12
BME	1%	15
Choose not to Disclose	5%	56
Not Recorded	0%	0

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Should you require any further assistance please contact Information Management 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.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.