

Our Ref: IM-FOI-2022-0414  
Date: 8<sup>th</sup> March 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.

**I wondered if you could share with me, the gender split within Police Scotland? Including all gender identity terms you use within your organisation.**

In response to your request, I must first of all advise you that Police Scotland's HR system, SCOPE, records only 'Male' or 'Female' for the gender of an individual.

The below table provides the number of Police Scotland employees broken down by gender, as at 31<sup>st</sup> January 2022.

Employee Type	Female	Male	Total	% Female	%Male
Police Officer	5,709	11,480	17,189	33.21%	66.79%
Staff	3,825	2,269	6,094	62.77%	37.23%
Special Constable	140	307	447	31.32%	68.68%
<b>Total</b>	<b>9,674</b>	<b>14,056</b>	<b>23,730</b>		

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.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.

**OFFICIAL**

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.

