| Police Scotland logo | Freedom of Information ResponseOur reference: FOI 25-0507Responded 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 employed by your police force? Please include the total cost for each post.

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 |

## What is the total number and total cost of all external training bodies and courses for equality and diversity training in 2024?

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 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 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.