

Our Ref: IM-FOI-2022-1572
Date: 25 August 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, first of all, accept my sincere apologies for the delay in providing a response to your request.

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

Personal sensitive data for the information requested (disability, sexual orientation and transgender identity) is provided on a voluntary basis by our police officers for the purposes of Equality and Diversity Employment Monitoring. The data below is based on that voluntary information.

Sergeant and above includes the following ranks: Sergeant, Inspector, Chief Inspector, Superintendent, Chief Superintendent, Assistant Chief Constable, Deputy Chief Constable and Chief Constable.

How many officers of promoted ranks - from Sergeants to the rank of Chief Constable - identify as being from the LGBTI+ community, identifying as gay, lesbian and transgender.

Please note sexual orientation and transgender identity are monitored separately;

Lesbian, Gay, Bisexual (LGB)

At 31/03/2022, 121 (3%) of police officers in the ranks of Sergeant and above have identified their sexual orientation as LGB.

The proportion of police officers at the following ranks who identify as LGB is as follows:

- 3% of those at the rank of Sergeant identify as LGB.
- 3% of those at the rank of Inspector rank as LGB.
- 2% of those at the ranks of Chief Inspector and above identify as LGB.

The proportion of police officers in the ranks of Sergeant and above is lower than the Police Scotland profile of 4%. However, there is a link between the protected characteristic of Age and how police officers identify their sexual orientation.

Transgender Identity

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The number of individuals answering yes to the following question “Do you currently or have you previously considered yourself as transgender” is <1% of all staff groups at 31/03/2022 for Police Scotland as a whole.

How many officers of promoted ranks - Sergeants to Chief Constable - have declared themselves as having a disability, whether a physical or learning disability.

Recorded Disability means that the officer has identified as Yes to having a disability on the HR system.

124 (3%) of police officers in the ranks of Sergeant and above have identified as Yes to having a disability. The proportion of police officers in the ranks of Sgt and above reflects the overall Police Scotland profile of 3% at 31/03/2022.

- 4% of those at the rank of Sergeant have a Recorded Disability.
- 3% of those at the rank of Inspector have a Recorded Disability.
- 2% of those at the ranks of Chief Inspector have a Recorded Disability.

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.pnn.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.

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