| Police Scotland logo | Freedom of Information ResponseOur reference: FOI 25-3241Responded to: 08 October 2025 |
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Your recent request for information is replicated below, together with our response.

## The number of Police Scotland Officers and Staff broken down by nationality as of 31 March 2021, 31 March 2022, 31 March 2023, 31 March 2024 and 31 March 2025.

For the number of Police Scotland officers by nationality as of 31 March 2021, 31 March 2022, 31 March 2023, 31 March 2024 and 31 March 2025 please see table 1 below.

Table 1

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Nationality | 2021 | 2022 | 2023 | 2024 | 2025 |
| Albanian | 1 | 1 | 1 | 1 | 1 |
| American | 3 | 4 | 4 | 4 | 3 |
| Australian | 5 | 5 | 5 | 6 | 6 |
| Austrian | 1 | 1 | 1 | 1 | 1 |
| Belgian | 1 | 1 | 1 | 1 | 1 |
| British | 8525 | 8307 | 8270 | 8342 | 8796 |
| Bulgarian | 5 | 4 | 6 | 5 | 5 |
| Canadian | 8 | 9 | 8 | 8 | 9 |
| Chinese | 1 | 1 | 2 | 2 | 1 |
| Cypriot | 1 | 1 | 1 | 1 | 1 |
| Czech | 2 | 2 | 2 | 2 | 3 |
| Dual nationality | 169 | 162 | 154 | 145 | 139 |
| Dutch | 9 | 10 | 10 | 10 | 11 |
| English | 253 | 245 | 220 | 208 | 199 |
| Estonian | 2 | 2 | 2 | 2 | 3 |
| Finnish |  0 | 1 | 3 | 3 | 3 |
| French | 4 | 4 | 5 | 4 | 2 |
| German | 4 | 6 | 6 | 6 | 7 |
| Guatemalan | 1 | 1 | 1 | 1 | 1 |
| Guinean | 1 | 1 | 1 | 1 | 1 |
| Hungarian | 6 | 6 | 6 | 7 | 8 |
| Indian | 2 | 2 | 2 | 2 | 4 |
| Irish | 63 | 61 | 64 | 59 | 55 |
| Italian | 3 | 6 | 10 | 12 | 18 |
| Latvian | 6 | 6 | 5 | 5 | 6 |
| Lithuanian | 2 | 3 | 3 | 3 | 3 |
| Maltese | 1 | 1 | 2 | 2 | 2 |
| New zealander | 6 | 6 | 8 | 8 | 8 |
| No record | 1001 | 1027 | 1078 | 1110 | 1113 |
| Northern irish | 156 | 150 | 141 | 135 | 124 |
| Norwegian | 1 | 1 | 3 | 3 | 3 |
| Other | 10 | 10 | 9 | 8 | 7 |
| Pakistani | 4 | 4 | 7 | 6 | 8 |
| Polish | 84 | 91 | 104 | 100 | 114 |
| Portuguese | 4 | 4 | 4 | 5 | 6 |
| Romanian | 8 | 9 | 10 | 10 | 15 |
| Scottish | 7118 | 6909 | 6625 | 6322 | 6021 |
| Slovak | 2 | 2 | 3 | 2 | 3 |
| Slovenian | 1 | 1 | 0  | 0  | 0  |
| South african | 9 | 8 | 10 | 11 | 12 |
| Spanish | 6 | 7 | 11 | 11 | 13 |
| Swedish | 1 | 2 | 4 | 4 | 4 |
| Turkish | 1 | 1 | 1 | 1 | 1 |
| Welsh | 29 | 31 | 29 | 25 | 25 |
| Brazilian |  0 | 0  | 2 | 2 | 4 |
| British virgin islander |  0 | 0  | 1 | 1 | 1 |
| Greek |  0 | 0  | 2 | 3 | 3 |
| Iranian |  0 | 0  | 1 | 1 | 1 |
| Zimbabwean |  0 | 0  | 1 | 1 | 2 |
| Kenyan |  0 |  0 |  0 | 1 | 1 |
| Ghanaian |  0 |  0 | 0  | 0  | 1 |
| Ukrainian |  0 |  0 |  0 |  0 | 1 |
|  Total | 17520 | 17116 | 16849 | 16613 | 16780 |

For the number of Police Scotland Staff by nationality as of 31 March 2021, 31 March 2022, 31 March 2023, 31 March 2024 and 31 March 2025 please see table 2 below.

Table 2

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Nationality | 2021 | 2022 | 2023 | 2024 | 2025 |
| American | 2 | 2 | 2 | 2 | 1 |
| Australian | 4 | 4 | 4 | 4 | 4 |
| Austrian |  0 |  0 | 1 | 1 | 1 |
| Bangladeshi | 0  |  0 | 0  |  0 | 1 |
| British | 2132 | 2257 | 2630 | 2742 | 3068 |
| Bulgarian | 1 |  0 |  0 | 1 | 0 |
| Canadian | 3 | 4 | 3 | 3 | 3 |
| Chinese |  0 | 1 | 1 | 1 | 1 |
| Cypriot |  0 |  0 |  0 |  0 | 1 |
| Danish | 1 | 1 | 1 | 1 | 2 |
| Dual nationality | 46 | 41 | 40 | 37 | 32 |
| Dutch | 2 | 2 | 2 | 2 | 2 |
| English | 76 | 67 | 64 | 59 | 54 |
| Finnish | 1 | 1 | 1 | 1 | 1 |
| French | 2 | 2 | 3 | 3 | 5 |
| Gambian | 1 | 1 |  0 | 0  | 0  |
| German | 5 | 5 | 4 | 4 | 6 |
| Greek | 3 | 2 | 3 | 5 | 7 |
| Hungarian | 1 | 1 | 1 | 1 | 1 |
| Icelandic | 1 |  0 |  0 |  0 |  0 |
| Indian | 4 | 6 | 2 | 3 | 8 |
| Irish | 16 | 20 | 18 | 18 | 20 |
| Italian | 1 |  0 | 2 | 3 | 6 |
| Kenyan | 1 | 1 | 2 | 2 | 2 |
| Latvian | 3 | 2 | 2 | 2 | 2 |
| Libyan |  0 |  0 | 1 | 1 | 1 |
| Lithuanian | 1 | 2 | 2 | 2 | 2 |
| Maltese | 1 | 1 | 1 | 2 | 2 |
| Nigerian | 1 | 1 | 2 | 3 | 1 |
| No record | 819 | 771 | 728 | 681 | 632 |
| Northern irish | 19 | 19 | 18 | 15 | 14 |
| Norwegian | 1 | 1 | 1 | 1 | 2 |
| Other | 3 | 3 | 3 | 3 | 3 |
| Pakistani | 1 | 1 | 1 | 1 | 1 |
| Polish | 17 | 15 | 24 | 29 | 34 |
| Portuguese |  0 |  0 |  0 | 1 | 2 |
| Romanian | 1 | 1 | 2 | 2 | 3 |
| Scottish | 2957 | 2853 | 2679 | 2528 | 2343 |
| Slovak | 1 | 1 |  0 |  0 | 2 |
| Slovenian | 1 | 1 |  0 |  0 | 1 |
| South african | 2 | 2 | 2 | 3 | 3 |
| Spanish | 3 | 3 | 3 | 3 | 3 |
| Swedish | 3 | 3 | 3 | 3 | 4 |
| Syrian |  0 |  0 | 1 | 1 | 1 |
| Welsh | 13 | 12 | 10 | 9 | 8 |
| Zimbabwean | 1 | 1 |  0 |  0 |  0 |
| Total | 6151 | 6111 | 6267 | 6183 | 6290 |

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.