| Police Scotland logo | Freedom of Information Response Our reference: FOI 24-0505  Responded to: 21 March 2024 |
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Your recent request for information is replicated below, together with our response.

**1. How many ethnic minority police officers do we have in Scotland?**

**2. How many of those ethnic minority officers are already serving in Police Scotland?**

**3. Please provide details for no. 2 in ethnic detail breakdown.**

The categories used within the Police Officer Race Workforce Profile are taken from the Scottish Census.

For the protected characteristic of Race, the ethnic origin categories have been categorised in the following way due to some of them having small numbers:

* **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.

Information relating to Race is provided on a voluntary basis by our police officers and the option of Choose not to Disclose is provided for those who do not wish to share their personal sensitive data with us. The category of Not Recorded is where an officer’s data is not yet recorded on our HR system.

| **Ethnic Origin Category** | **Police Officer %** | **Police Officer Number** |
| --- | --- | --- |
| White Scottish | 78.52% | 13256 |
| All Other White British | 8.29% | 1399 |
| White Minority | 2.39% | 404 |
| BME | 1.79% | 303 |
| Choose not to disclose | 6.37% | 1075 |
| Not recorded | 2.64% | 446 |

**4. How many ethnic minority officers are undergoing training at the Scottish Police College?**

**6. Please also consider no. 4 in relation to dual or mixed ethnic heritage.**

There have been a total of 55 officers from Ethnic Minorities undergoing training at the Scottish Police College in 2023-2024.  This has been taken from Oath of Office paperwork.

**5. Please provide breakdown of number of ethnic minority officers at Inspector level and above including their ethnic background / heritage; e.g. Indian, Pakistani, Bangladeshi, Nigerian, Kenyan etc.**

The table below shows the rank profile by each of the ethnic origin categories.

| **Rank** | **White Scottish** | **Other White British** | **White Minority** | **BME** | **Choose not to say** | **Not recorded** |
| --- | --- | --- | --- | --- | --- | --- |
| **Chief Inspector and above** | 82.28% | 9.62% | 1.27% | 1.01% | 5.57% | 0.25% |
| **Inspector** | 83.14% | 7.49% | 1.41% | 1.05% | 6.91% | 0% |
| **Sergeant** | 79.59% | 8.30% | 1.23% | 1.31% | 9.32% | 0.25% |
| **Constable** | 77.91% | 8.30% | 2.70% | 1.95% | 5.81% | 3.33% |

**7. Stop and search – how many done on any grounds, 1st January 2020 to 1st January 2024?**

**8. How many of these stop and searches (1st January 2020 to 1st January 2024) involved people of European ethnic background and how many involved ethnic minorities, e.g. Asian (including Chinese); Africans, Caribbean’s, and/or other minority ethnic community members.**

The information sought is held by Police Scotland, but I am refusing to provide it in terms of section 16(1) of the Act on the basis that the section 25(1) exemption applies:

“Information which the applicant can reasonably obtain other than by requesting it […] is exempt information”.

The information sought is publicly available:

[Data Publication - Police Scotland](https://www.scotland.police.uk/about-us/how-we-do-it/stop-and-search/data-publication/)

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](mailto:foi@scotland.police.uk) 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](http://www.itspublicknowledge.info/Appeal), by [email](mailto:enquiries@itspublicknowledge.info) 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.