| Police Scotland logo | Freedom of Information Response Our reference: FOI 24-0922  Responded to: 05 June 2024 |
| --- | --- |

Your recent request for information is replicated below, together with our response.

**1. For the last financial year period 23/24 please provide the number of applications and successful applications to the role of Constable. Break down the information, where possible, into male and female, and then into all the other categories you record information on such as ethnicity etc. Provide this along with a collum determining the success rates of these various groups in applying to the role of Constable.**

In relation to success rates, the information sought is not held by Police Scotland and section 17 of the Act therefore applies. It is not possible to present successful figures as requested. Police officer intakes are managed from an ongoing pipeline and pool and cannot all be attributed to applications in that financial year.

Please see tables below which provide a breakdown of applications received:

|  |  |
| --- | --- |
| **Applied by identity** | |
| Male | 2239 |
| Female | 1024 |

| **Applied by age category** | |
| --- | --- |
| 16-24 | 1639 |
| 25-34 | 1176 |
| 35-44 | 345 |
| 45-54 | 96 |
| 55-64 | 6 |
| CND | 1 |

|  |  |
| --- | --- |
| **Applied by ethnic origin** | |
| White Scottish | 2482 |
| AOWB | 342 |
| WME | 232 |
| BME | 198 |
| Choose not to disclose | 12 |

| **Applied by religion or belief** | |
| --- | --- |
| None | 2286 |
| Roman Catholic | 317 |
| Church of Scotland | 233 |
| Other Christian | 195 |
| Muslim | 91 |
| Choose not to disclose | 85 |
| Any other religion or belief | 27 |
| Sikh | 18 |
| Buddhist | 6 |
| Jewish | 4 |
| Hindu | 4 |

|  |  |
| --- | --- |
| **Applied by disability** | |
| Yes | 111 |
| No | 3133 |
| Choose not to disclose | 22 |

|  |  |
| --- | --- |
| **Applied by transgender** | |
| Yes | 10 |
| No | 3243 |
| Choose not to disclose | 13 |

|  |  |
| --- | --- |
| **Applied by sexual orientation** | |
| Heterosexual | 2943 |
| Gay/lesbian | 131 |
| Bisexual | 118 |
| Other | 7 |
| Choose not to disclose | 67 |

**2. For the same time period, please provide promotion applications and successful applicant rates for police officers up to the rank of Chief Superintendent. Again please detail the information as I have requested in request 1, along with success rates of various groups provided.**

The tables below detail the success rate of promotion applications as requested.

Please note, in regards for your request for this to be broken down by the same data in Q1 unfortunately, the information sought is not held by Police Scotland and section 17 of the Act therefore applies. To explain, we do not the information in the format you are requesting as we do not record any other details beyond gender.

Sergeant applications, West, 2023:

|  |  |  |  |
| --- | --- | --- | --- |
| **Sex** | **Male** | **Female** | **Total** |
| Number of Total Applications | 506 | 192 | 698 |
| Numbers of Applications Progressed to Assessment Centre | 257 | 111 | 368 |
| Successful Applications | 171 | 70 | 241 |
| Rate % | 66.54% | 63.06% |  |

Sergeant applications, North, 2023:

|  |  |  |  |
| --- | --- | --- | --- |
| **Sex** | **Male** | **Female** | **Total** |
| Number of Total Applications | 108 | 34 | 142 |
| Numbers of Applications Progressed to Assessment Centre | 66 | 30 | 96 |
| Successful Applications | 49 | 28 | 77 |
| Rate % | 74.24% | 93.33% |  |

Inspector Applications, East & West, 2023/24:

|  |  |  |  |
| --- | --- | --- | --- |
| **Sex** | **Male** | **Female** | **Total** |
| Number of Total Applications | 256 | 95 | 351 |
| Numbers of Applications Progressed to Assessment Centre | 153 | 65 | 218 |
| Successful Applications | 79 | 33 | 112 |
| Rate % | 51.63% | 50.77% |  |

Chief Inspector applications, 2023:

|  |  |  |  |
| --- | --- | --- | --- |
| **Sex** | **Male** | **Female** | **TOTAL** |
| Number of Total Applications | 114 | 37 | 151 |
| Numbers of Applications Progressed to Assessment Centre | 108 | 35 | 143 |
| Successful Applications | 47 | 21 | 68 |
| Rate % | 43.52% | 60.00% |  |

Superintendent applications, 2023**:**

|  |  |  |  |
| --- | --- | --- | --- |
| **Sex** | **Male** | **Female** | **Total** |
| Number of Total Applications | 31 | 16 | 47 |
| Numbers of Applications Progressed to Assessment Centre | 31 | 16 | 47 |
| Successful Applications | 9 | 7 | 16 |
| Rate % | 29.03% | 43.75% |  |

Chief Superintendent applications, 2024:

|  |  |  |  |
| --- | --- | --- | --- |
| **Sex** | **Male** | **Female** | **TOTAL** |
| Number of Total Applications | 12 | 9 | 21 |
| Numbers of Applications Progressed to Assessment Centre | 8 | 8 | 16 |
| Successful Applications | 6 | 5 | 11 |
| Rate % | 75.00% | 62.50% |  |

**3. Please provide the number of complaints recieved on 1st April 2024, for alleged breach of the new Hate Crime and Public Order Act (Scotland) against the current First Minister.**

The information sought is not held by Police Scotland and section 17 of the Act therefore applies. I can confirm that none of the recorded hate crimes reported on 1 April 2024 relate to the First Minister.

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.