| Police Scotland logo | Freedom of Information Response Our reference: FOI 24-2210  Responded to: 22 October 2024 |
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Your recent request for information is replicated below, together with our response. Please accept my apologies for the delay in responding.

## Please provide the current number and percentage of women in intelligence leadership roles within your police service intelligence operation units. For example, analysts, intelligence managers, senior intelligence managers and other supervisory roles.

Following a recent national review and restructure of all intelligence functions across Police Scotland, the vast majority of intelligence officers are now grouped within Specialist Crime Division – Intelligence support.

• Specialist Crime Division - Intelligence Support. Within this overall footprint there are currently 164 supervisory roles, of these 62 are occupied by females equating to 37.9%.

Outwith this, there are smaller organisational structures that contain intelligence officers and staff, these are:

• Specialist Crime Division (Other) – currently have 1 female at Inspecting rank (20%), 4 at Sergeant rank (23.5%) and one Senior Analyst (100%) in their specific area of supporting Intelligence

• Corporate Services Division – Currently have a 44% ratio of females in Intelligence leadership roles.

## What efforts are being made to ensure gender diversity in these positions within the services intelligence unit?

Specialist Crime Division are committed to creating inclusive environments throughout the division in line with Police Scotland Policing Together and Sex, Equality and Tackling Misogyny ambitions.

## What specific programs/initiatives or policies does your police service have in place to promote gender diversity and support women in advancing to leadership roles, specifically within the intelligence units?

## I can advise that Police Scotland does not hold the above requested information.

## In terms of Section 17 of the Act, this letter represents a formal notice that information is not held.

## By way of explanation, there are no programs or initiatives that are designed to be aimed solely at Intelligence Units.

## Those in intelligence roles such as covert/overt surveillance operations, undercover operations officer, field intelligence officers etc- what is the current number and percentage of women in these roles?

In terms of the Freedom of Information (Scotland) Act 2002, I am refusing to confirm or deny whether the information sought exists or is held by Police Scotland in terms of section 18 of the Act.

Section 18 applies where the following two conditions are met:

- It would be contrary to the public interest to reveal whether the information is held

- If the information was held, it would be exempt from disclosure in terms of one or more of the exemptions set out in sections 28 to 35, 38, 39(1) or 41 of the Act.

In this instance, if the information was held, sections 31(1), 35 (1) and 39 (1) of the Act would apply as to disclose whether or not information was held would confirm whether or not the circumstances referred to were in some way known to Police Scotland.

By way of further background, a public authority can refuse to confirm or deny whether it holds information, provided it is satisfied that revealing whether the information exists or is held would be contrary to the public interest. In such instances, it is recognised that harm exists even in confirming or denying in the public domain that the information is held.

In this instance, I believe it would be contrary to the public interest to reveal whether or not the information sought exists or is held.

**This explanation should not be taken as indicative or conclusive evidence that the information you have requested does or does not exist.**

## Over the past 5 years how has the number and percentage of women in intelligence leadership roles within your police service changed?

## Specialist Crime Division - Intelligence Support:

|  | **2019** | **2020** | **2021** | **2022** | **2023** | **2024** |
| --- | --- | --- | --- | --- | --- | --- |
| Female | 6 | 9 | 13 | 29 | 51 | 62 |
| % | 11% | 14.5% | 20.6% | 32.9% | 22.7% | 37.8% |

The increase and reflective percentage of supervisory roles within SCD Intelligence Support has been captured through restructuring of a range of Intelligence departments across Police Scotland since 2022.

## Specialist Crime Division (Other):

2019 – 2 Inspecting ranks (reduction of 1, or 50%, in 2024), 5 at sergeant rank (a reduction of one, or 20%.

## Corporate Services

|  | **2019** | **2020** | **2021** | **2022** | **2023** | **2024** |
| --- | --- | --- | --- | --- | --- | --- |
| Female | 3 | 2 | 2 | 3 | 4 | 4 |
| % | 60% | 40% | 40% | 42% | 50% | 44% |

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.