| Police Scotland logo | Freedom of Information Response Our reference: FOI 24-1561  Responded to: 2nd July 2024 |
| --- | --- |

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

## Please could you provide the number of applications to the service (for police constable and special constable), separated each year since the creation of police Scotland.

## Can you break this down by how many successful and how many rejected. Additionally, can I also have a breakdown as above but with breakdown by recorded characteristic such as gender, race.

Police Scotland was formed in 2013 however records for police officer and special constable recruitment are only held for 2 years plus current, in line with Police Scotland’s data retention policy. Therefore, for the years 2013 to 2021, all information sought is not held by Police Scotland and section 17 of the Act therefore applies.

After considering your request within the Act I can confirm that there were 3874 police officer applications in the year 2022 and 3236 police officer applications in the year 2023.

Please see the tables below for the requested breakdowns. Please note that applications made are not always completed within the same year.

Table 1 shows the total successful and unsuccessful applications broken down by gender for the year 2022.

Table 1.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Gender | Successful | Unsuccessful | Still live | Total |
| Male | 558 | 2130 | 15 | 2703 |
| Female | 276 | 891 | 4 | 1171 |
| Total | 834 | 3021 | 19 | 3874 |

Table 2 shows the total successful and unsuccessful applications broken down by gender for the year 2023.

Table 2.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Gender | Successful | Unsuccessful | Still live | Total |
| Male | 199 | 1819 | 168 | 2186 |
| Female | 151 | 817 | 82 | 1050 |
| Total | 350 | 2636 | 250 | 3236 |

Table 3 shows the total successful and unsuccessful applications broken down by gender for the year 2024.

Table 3.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Gender | Successful | Unsuccessful | Still live | Total |
| Male | 7 | 685 | 591 | 1283 |
| Female | 5 | 275 | 290 | 570 |
| Total | 12 | 960 | 881 | 1853 |

Table 4 shows the total successful and unsuccessful applications broken down by ethnic origin for the year 2022.

Table 4

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Ethnic Origin | Successful | Unsuccessful | Still live | Total |
| White Scottish | 710 | 2376 | 18 | 3104 |
| White British | 57 | 317 | 1 | 375 |
| Black and minority ethnic | 31 | 148 | 0 | 179 |
| White and minority ethnic | 36 | 168 | 0 | 204 |
| Not Disclosed | 0 | 12 | 0 | 12 |
| Total | 834 | 3021 | 19 | 3874 |

Table 5 shows the total successful and unsuccessful applications broken down by ethnic origin for the year 2023.

Table 5

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Ethnic Origin | Successful | Unsuccessful | Still live | Total |
| White Scottish | 284 | 2028 | 205 | 2517 |
| White British | 33 | 290 | 24 | 347 |
| Black and minority ethnic | 12 | 147 | 11 | 170 |
| White and minority ethnic | 20 | 162 | 9 | 191 |
| Not Disclosed | 1 | 9 | 1 | 11 |
| Total | 350 | 2636 | 250 | 3236 |

Table 6 shows the total successful and unsuccessful applications broken down by ethnic origin for the year 2024 to date.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Ethnic Origin | Successful | Unsuccessful | Still live | Total |
| White Scottish | 10 | 701 | 707 | 1418 |
| White British | 2 | 115 | 82 | 199 |
| Black and minority ethnic | 0 | 71 | 41 | 112 |
| White and minority ethnic | 0 | 66 | 49 | 115 |
| Not Disclosed | 0 | 7 | 2 | 9 |
| Total | 12 | 960 | 881 | 1853 |

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.