| Police Scotland logo | Freedom of Information Response Our reference: FOI 24-1631  Responded to: 27 August 2024 |
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Your recent request for information is replicated below, together with our response.

## Police provide the latest breakdown of the following categories by rank (including detective ranks) aswell as specialist roles such as firearms officers and public order.

## 1a) Gender

## 1b) At birth and self ID

## 2) Sexual orientation

## 3) Education level

## 4) Age

You have since asked us to disregard the request for 3) Education Level.

Please see below tables which discloses your requested information. Please note, the police officer rank profiles by sex, age and sexual orientation have been provided at 31/03/2024.

Gender / Sex:

| **Rank** | **Female %** | **Female No.** | **Male %** | **Male No.** |
| --- | --- | --- | --- | --- |
| Chief Constable | 100.00% | 1 | 0.00% | 0 |
| Deputy Chief Constable | 50.00% | 2 | 50.00% | 2 |
| Assistant Chief Constable | 22.22% | 2 | 77.78% | 7 |
| Chief Superintendent | 30.00% | 12 | 70.00% | 28 |
| Superintendent | 33.93% | 38 | 66.07% | 74 |
| Chief Inspector | 28.89% | 52 | 71.11% | 128 |
| Inspector | 26.79% | 217 | 73.21.% | 593 |
| Sergeant | 31.21% | 761 | 68.79% | 1677 |
| Constable | 35.38% | 4623 | 64.62% | 8442 |
| **Police Scotland Profile** | **34.26%** | **5708** | **65.74%** | **10951** |

Sexual Orientation (LGB = Lesbian/Gay or Bisexual):

| **Rank** | **LGB** | **Heterosexual** | **Choose not to Disclose** | **Not Recorded** |
| --- | --- | --- | --- | --- |
| Chief Inspector and Above | 1.73% | 87.28% | 10.69% | 0.29% |
| Inspector | 5.06% | 82.59% | 12.35% | 0.00% |
| Sergeant | 3.90% | 81.42% | 14.56% | 0.12% |
| Constable | 4.47% | 81.22% | 10.03% | 4.27% |
| **Police Scotland Profile** | **4.36%** | **81.45%** | **10.82%** | **3.37%** |

Age:

| **Rank** | **16-24** | **25-34** | **35-44** | **45-54** | **55-64** | **65+** |
| --- | --- | --- | --- | --- | --- | --- |
| Chief Inspector and Above | 0.00% | 0.00% | 26.88% | 69.94% | 3.18% | 0.00% |
| Inspector | 0.00% | 1.85% | 42.47% | 53.09% | 2.59% | 0.00% |
| Sergeant | 0.00% | 7.83% | 53.57% | 35.73% | 2.83% | 0.04% |
| Constable | 4.99% | 36.54% | 35.35% | 20.50% | 2.61% | 0.02% |
| **Police Scotland Profile** | **3.91%** | **29.89%** | **38.18%** | **25.34%** | **2.65%** | **0.02%** |

You will note that the ranks of Chief Inspector and above (Chief Inspector, Superintendent, Chief Superintendent, Assistant Chief Constable, Deputy Chief Constable and Chief Constable) have been grouped together in the age and sexual orientation tables.

A further breakdown 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 exemption set out at section 38(1)(b) of the Act applies - personal data.

Personal data is defined in Article 4 of the General Data Protection Regulation (GDPR) as:

‘Information relating to an identified or identifiable natural person (“data subject”); an identifiable natural person is one who can be identified, directly or indirectly, in particular by reference to an identifier such as a name, an identification number, location data, an online identifier or to one or more factors specific to the physical, physiological, genetic, mental, economic, cultural or social identity of that natural person’.

Section 38(2A) of the Act provides that personal data is exempt from disclosure where disclosure would contravene any of the data protection principles set out at Article 5(1) of the GDPR which states that:

‘Personal data shall be processed lawfully, fairly and in a transparent manner in relation to the data subject’.

Article 6 of the GDPR goes on to state that processing shall be lawful only if certain conditions are met. The only potentially applicable condition is Article 6(1)(f) which states:

‘Processing is necessary for the purposes of the legitimate interests pursued by the controller or by a third party, except where such interests are overridden by the interests or fundamental rights and freedoms of the data subject which require protection of personal data, in particular where the data subject is a child’.

Whilst I accept that you may have a legitimate interest with regards the disclosure of this information, I do not agree that disclosure could be considered necessary in the circumstances.

Notwithstanding, I am further of the view that your interests are overridden by the interests or fundamental rights and freedoms of the data subjects.

On that basis, it is considered that disclosure of the information sought would be unlawful.

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.