| Police Scotland logo | Freedom of Information Response Our reference: FOI 23-1408  Responded to: 9th June 2023 |
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Your recent request for information is replicated below, together with our response.

## Please provide a breakdown of ethnicity of ALL Police officers & staff from 2020 - 2023, all dates inclusive.

In response to your request, I must first of all advise you that there is no requirement for staff to provide their personal sensitive information and this is done a voluntary basis. Our staff are given the option of Choose not to Disclose.

Due to some ethnic origin categories having very small numbers they have been categorised as follows:-

**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.

The information you are seeking for the years 2020 and 2022 are publicly available. The data is provided as at 31st March for each year.

As such, in terms of Section 16 of the Freedom of Information (Scotland) Act 2002, I am refusing to provide you with the information sought. Section 16 requires Police Scotland when refusing to provide such information because it is exempt, to provide you with a notice which:

(a) states that it holds the information,

(b) states that it is claiming an exemption,

(c) specifies the exemption in question and

(d) states, if that would not be otherwise apparent, why the exemption applies.

I can confirm that Police Scotland holds the information that you have requested and the exemption that I consider to be applicable is set out at Section 25(1) of the Act - information otherwise accessible:

*“Information which the applicant can reasonably obtain other than by requesting it under Section 1(1) is exempt information”*

The information you are seeking is available via the following links:-

[Police Scotland Equality and Diversity Employment Monitoring Report 2021-2022](https://www.scotland.police.uk/spa-media/3jmlr1yq/edi_monitoring_report_21_22_9958_ar.pdf)

[Police Scotland Equality and Diversity Employment Monitoring Report 2019/20](https://www.scotland.police.uk/spa-media/ftbagc0p/employment-monitoring-report-19-20_4723_21_ar-v1-final.pdf)

In regards to data as at 31st March 2021, please see the table below.

| **Ethnic Origin** | **Police Officers %** | **Police Officers No.** | **Police Staff %** | **Police Staff No.** |
| --- | --- | --- | --- | --- |
| White Scottish | 79% | 13,803 | 85% | 4,651 |
| All Other White British | 8% | 1,477 | 7% | 385 |
| White Minority | 2% | 349 | 1% | 85 |
| BME | 1% | 267 | 2% | 100 |
| Choose Not to Disclose | 7% | 1,256 | 4% | 209 |
| Not Recorded | 2% | 379 | 1% | 69 |

In regards to data as at 31st March 2023, I must advise you that this information is currently being collated by Police Scotland and is not yet available at this time however, associated data is published on an annual basis (ensuring anonymity of staff) via the following link and 2023 data will be published in due course: [Equality and Diversity](https://www.scotland.police.uk/about-us/how-we-do-it/equality-and-diversity)

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.