| Police Scotland logo | Freedom of Information Response Our reference: FOI 24-2883  Responded to: 09 December 2024 |
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Your recent request for information is replicated below, together with our response.

## Job applications received by Police Scotland for police officer roles (all ranks) in financial years 2022/23, 2023/24, 2024/25 (data to the most recent available date), including:

Firstly, when interpreting the figures for each answer, it is important to note that the number of applicants undertaking selection and assessment, or reaching a successful or unsuccessful status may have applied in previous years and do not all come from the application received figure in question 1.

## Total number of application forms received

For the number of applications received by Police Scotland by year please see table 1 below.

Table 1

|  |  |  |  |
| --- | --- | --- | --- |
| Rank | 2022/23 | 2023/24 | 2024/25 |
| Police Officer Constable | 3841 | 3189 | 2568 |
| Transferee and Re-joiner Constable | 33 | 39 | 44 |
| Transferee and Re-joiner Sergeant | 12 | 2 | 0 |
| Transferee and Re-joiner Inspector | 2 | 0 | 0 |

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Please note that there were 2 applications for ‘Transferee and Re-joiner for Superintendent’ in 2022/23 however these were later withdrawn.

Additionally, there were zero applications for ‘Transferee and Re-joiner Chief Inspector’ within any of the requested years.

## Total number of application forms rejected

For the total number of applications rejected per year and rank see table 2 below.

Table 2

|  |  |  |  |
| --- | --- | --- | --- |
| Rank | 2022/23 | 2023/24 | 2024/25 |
| Police Officer Constable | 297 | 314 | 136 |
| Transferee and Re-joiner Constable | 6 | 34 | 6 |
| Transferee and Re-joiner Sergeant | 0 | 0 | 0 |
| Transferee and Re-joiner Inspector | 2 | 0 | 0 |

## Total number of applicants who proceeded to Police Scotland Entrance Test (PSET)

For the total number of applications proceeded to PSET within each of the requested years please see table 3 below.

Table 3

|  |  |  |  |
| --- | --- | --- | --- |
| Rank | 2022/23 | 2023/24 | 2024/25 |
| Police Officer Constable | 2357 | 1657 | 1483 |
| Transferee and Re-joiner Constable | 0 | 0 | 0 |
| Transferee and Re-joiner Sergeant | 0 | 0 | 0 |
| Transferee and Re-joiner Inspector | 0 | 0 | 0 |

## Total number of applicants who passed the PSET

For the total number of applicants who passed a PSET within each of the requested years please see table 4 below.

Table 4

| Rank | 2022/23 | 2023/24 | 2024/25 |
| --- | --- | --- | --- |
| Police Officer Constable | 1832 | 1439 | 1385 |
| Transferee and Re-joiner Constable | 0 | 0 | 0 |
| Transferee and Re-joiner Sergeant | 0 | 0 | 0 |
| Transferee and Re-joiner Inspector | 0 | 0 | 0 |

## Total number of applicants who failed the PSET

For the total number of applicants who failed the PSET within the requested years please see table 5 below.

Table 5

|  |  |  |  |
| --- | --- | --- | --- |
| Rank | 2022/23 | 2023/24 | 2024/25 |
| Police Officer Constable | 525 | 218 | 98 |
| Transferee and Re-joiner Constable | 0 | 0 | 0 |
| Transferee and Re-joiner Sergeant | 0 | 0 | 0 |
| Transferee and Re-joiner Inspector | 0 | 0 | 0 |

## Total number of applicants who passed the fitness test

For the total number of applicants within each requested year who passed a fitness test please see table 6 below.

Table 6

|  |  |  |  |
| --- | --- | --- | --- |
| Rank | 2022/23 | 2023/24 | 2024/25 |
| Police Officer Constable | 2348 | 1651 | 1705 |
| Transferee and Re-joiner Constable | 11 | 14 | 5 |
| Transferee and Re-joiner Sergeant | 2 | 6 | 0 |
| Transferee and Re-joiner Inspector | 2 | 0 | 0 |

## Total number of applicants who failed the fitness test

For the total number of applicants within each requested year who failed a fitness test please see table 7 below.

Table 7

|  |  |  |  |
| --- | --- | --- | --- |
| Rank | 2022/23 | 2023/24 | 2024/25 |
| Police Officer Constable | 532 | 367 | 127 |
| Transferee and Re-joiner Constable | 0 | 0 | 0 |
| Transferee and Re-joiner Sergeant | 0 | 0 | 0 |
| Transferee and Re-joiner Inspector | 0 | 0 | 0 |

## Total number of applicants who passed the final stage medical assessment

For the total number of applicants who passed a final stage medical assessment within the requested years please see table 8 below.

Table 8

|  |  |  |  |
| --- | --- | --- | --- |
| Rank | 2022/23 | 2023/24 | 2024/25 |
| Police Officer Constable | 224 | 729 | 762 |
| Transferee and Re-joiner Constable | 11 | 13 | 6 |
| Transferee and Re-joiner Sergeant | 1 | 4 | 0 |
| Transferee and Re-joiner Inspector | 2 | 0 | 0 |

## Total number of applicants who failed the final stage medical assessment

For the total number of applicants who failed a final stage medical assessment within the requested years please see table 9 below.

Table 9

|  |  |  |  |
| --- | --- | --- | --- |
| Rank | 2022/23 | 2023/24 | 2024/25 |
| Police Officer Constable | 3 | 7 | 20 |
| Transferee and Re-joiner Constable | 0 | 0 | 0 |
| Transferee and Re-joiner Sergeant | 0 | 0 | 0 |
| Transferee and Re-joiner Inspector | 0 | 0 | 0 |

## Total number of applicants who passed the final stage substance misuse testing

For the total number of applicants who passed the final stage substance misuse testing within the requested years please see table 10 below.

Table 10

|  |  |  |  |
| --- | --- | --- | --- |
| Rank | 2022/23 | 2023/24 | 2024/25 |
| Police Officer Constable | 1362 | 773 | 954 |
| Transferee and Re-joiner Constable | 11 | 14 | 5 |
| Transferee and Re-joiner Sergeant | 4 | 4 | 0 |
| Transferee and Re-joiner Inspector | 2 | 0 | 0 |

## Total number of applicants who failed the final stage substance misuse testing

For the total number of applicants who failed the final stage substance misuse testing within the requested years please see table 11 below.

Table 11

|  |  |  |  |
| --- | --- | --- | --- |
| Rank | 2022/23 | 2023/24 | 2024/25 |
| Police Officer Constable | 31 | 14 | 29 |
| Transferee and Re-joiner Constable | 0 | 0 | 0 |
| Transferee and Re-joiner Sergeant | 0 | 0 | 0 |
| Transferee and Re-joiner Inspector | 0 | 0 | 0 |

## Total number of applicants who passed the final stage employer references

For the total number of applicants who passed the final stage employer references within the requested years please see table 12 below.

Table 12

|  |  |  |  |
| --- | --- | --- | --- |
| Rank | 2022/23 | 2023/24 | 2024/25 |
| Police Officer Constable | 1126 | 514 | 518 |

Please note that employer references are not required for internal applicants.

## Total number of applicants who failed the final stage employer references

For the total number of applicants who failed the final stage employer references within the requested years please see table 13 below.

Table 13

|  |  |  |  |
| --- | --- | --- | --- |
| Rank | 2022/23 | 2023/24 | 2024/25 |
| Police Officer Constable | 5 | 1 | 0 |

Again, please note that employer references are not required for internal applicants.

## Total number of applicants who passed the final stage full vetting checks

For the total number of applicants who passed the final stage full vetting checks within the requested years please see table 14 below.

Table 14

|  |  |  |  |
| --- | --- | --- | --- |
| Rank | 2022/23 | 2023/24 | 2024/25 |
| Police Officer Constable | 664 | 625 | 902 |
| Transferee and Re-joiner Constable | 15 | 11 | 7 |
| Transferee and Re-joiner Sergeant | 1 | 4 | 0 |
| Transferee and Re-joiner Inspector | 2 | 0 | 0 |

## Total number of applicants who failed the final stage full vetting checks

For the total number of applicants who failed the final stage full vetting checks within the requested years please see table 15 below.

Table 15

| Rank | 2022/23 | 2023/24 | 2024/25 |
| --- | --- | --- | --- |
| Police Officer Constable | 154 | 184 | 199 |
| Transferee and Re-joiner Constable | 2 | 2 | 1 |
| Transferee and Re-joiner Sergeant | 1 | 1 | 0 |
| Transferee and Re-joiner Inspector | 0 | 0 | 0 |

**Total number of applicants selected for role with Police Scotland**

For the total number of applicants who failed the final stage full vetting checks within the requested years please see table 16 below.

Table 16

|  |  |  |  |
| --- | --- | --- | --- |
| Rank | 2022/23 | 2023/24 | 2024/25 |
| Police Officer Constable | 569 | 593 | 754 |
| Transferee and Re-joiner Constable | 8 | 9 | 7 |
| Transferee and Re-joiner Sergeant | 2 | 6 | 0 |
| Transferee and Re-joiner Inspector | 2 | 0 | 0 |

## Total number of applicants rejected for role with Police Scotland.

For the total number of applicants who failed the final stage full vetting checks within the requested years please see table 17 below.

Table 17

|  |  |  |  |
| --- | --- | --- | --- |
| Rank | 2022/23 | 2023/24 | 2024/25 |
| Police Officer Constable | 3096 | 2536 | 1361 |
| Transferee and Re-joiner Constable | 4 | 36 | 5 |
| Transferee and Re-joiner Sergeant | 2 | 1 | 0 |
| Transferee and Re-joiner Inspector | 0 | 0 | 0 |

## Total number of rejected applicants contacted by Police Scotland at a later date and asked to reapply.

The information sought is not held by Police Scotland and section 17 of the Act therefore applies.

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.