| Police Scotland logo | Freedom of Information Response Our reference: FOI 24-1378  Responded to: xx June 2024 |
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Your recent request for information is replicated below, together with our response.

## For the past five years to date of request;

## What proportion of police officers vetted during the recruitment process passed the vetting process?

In the period between 24/05/2019 and 24/05/2024, there were 6029 individuals vetted during the police officer recruitment process, of which 4434 candidates were approved.

## What proportion of a) white b) black c) Asian d) Arab e) Chinese f) Indian g) mixed white and black h) mixed black and Asian i) non-white officers passed the vetting process (please provide all the information you have regarding each ethnicity, and the non-white statistic as well).

Unfortunately, I estimate that it would cost well in excess of the current FOI cost threshold of £600 to process this part of your request.

I am therefore refusing to provide the information sought in terms of section 16(4) of the Act, as section 12(1) - Excessive Cost of Compliance - applies.

To explain, researching your request would require us to check 4434 personnel records to ascertain whether or not the information is available.

As ethnicity is not a factor in our decision making process we would have to check each record manually as there is no capability within the vetting system to search for this data. Similarly we don’t hold ethnicity data for those individuals who were vetted but then decided not to join us.

It is estimated that even if this would only take around five minutes per application, it would significantly exceed the cost limit of £600.

To be of some assistance we have recently published the following data on ethnicity for the SPA Complaints and Conduct Committee - <https://www.spa.police.uk/spa-media/bb3lwcik/item-7-police-scotland-vetting-overview-docx.pdf>

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.