| Police Scotland logo | Freedom of Information Response Our reference: FOI 23-0162  Responded to: xx February 2023 |
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Your recent request for information is replicated below, together with our response.

## The number of active Police Scotland police officers who identify as either Gay, Lesbian, Bisexual, Transgender, Intersex or Queer, as of 16/01/2023.

Please note that the information provided is based on data provided voluntarily by our staff who have the option to choose not to disclose or to not provide the information at all.

Equality and Diversity Monitoring is carried out on an annual basis at 31st March each year. The most recent Police Officer Sexual Orientation Workforce Profile (as at 31st March 2022) is noted below:

| **Sexual Orientation** | **%** | **Number** |
| --- | --- | --- |
| Lesbian/Gay/Bisexual (LGB) | 4% | 683 |
| Heterosexual | 82% | 14053 |
| Choose not to Disclose | 12% | 2063 |
| Other | 0 | 0 |
| Not Recorded | 1% | 241 |

The information below provides information for all staff groups (includes police officers, police staff and special constables) due to very small numbers of staff who have identified as Transgender.

| **Transgender Identity** | **%** | **Number** |
| --- | --- | --- |
| Yes | <1% | 24 |
| No | 92% | 21225 |
| Choose not to Disclose | 6% | 1336 |
| Not Recorded | 2% | 386 |

## 2. The number of Police Scotland police officers who identified as either Gay, Lesbian, Bisexual, Transgender, Intersex or Queer between the dates of 16/01/2022 – 15/01/2023.

Equality and Diversity Monitoring is recorded on an annual basis at 31st March each year and reflects the workforce at that time. For that reason I must confirm that the information sought is not held in the format requested - Section 17 of the Act applies.

If you wish to gather further information, for example to make an annual comparison, you may wish to apply for this information after the next year end report is available.

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.