| Police Scotland logo | Freedom of Information Response Our reference: FOI 24-1586  Responded to: 18 July 2024 |
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Your recent request for information is replicated below, together with our response.

## In relation to the Accelerated Leadership Pathway (ALP) can you confirm the following:

## How many officers with a disability were successful at divisional and national sifts in the year 23/24?

Police Scotland’s Equality & Diversity team advise that due to the potential for identification, the number of those officers with a disability who were successful at divisional and national sift is too small to publish a full EDI profile.

On that basis, the information sought 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 exemption set out at section 38(1)(b) of the Act applies - personal information.

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.*

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 my view that disclosure of the information sought would be unlawful.

To try to be of some assistance, as an alternative we have identified some trends in relation to those application numbers and success rates.

In the context of disability the data tells us that we had a high number of applicants from within that demographic (10.78% compared to the 3.78% workforce profile at 31/03/2023) but those who declared yes or chose not to disclose were less likely to be successful at divisional and national sift.

## A breakdown of all applicant numbers and their territorial divisions from 23/24?

The table below provides the requested information:

Table 1: ALP applications - by division and rank

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Division** | **PC** | **PS** | **PI** | **Div Total** |
| **A** | 3 | 0 | 0 | 3 |
| **C** | 4 | 0 | 0 | 4 |
| **C3** | 2 | 0 | 0 | 2 |
| **CJ** | 2 | 2 | 1 | 5 |
| **Corp Services** | 8 | 5 | 4 | 17 |
| **D** | 1 | 1 | 0 | 2 |
| **E** | 4 | 3 | 0 | 7 |
| **G** | 5 | 8 | 1 | 14 |
| **J** | 4 | 2 | 0 | 6 |
| **K** | 2 | 0 | 0 | 2 |
| **L** | 3 | 0 | 0 | 3 |
| **N** | 0 | 1 | 0 | 1 |
| **OSD** | 2 | 3 | 0 | 5 |
| **P** | 1 | 2 | 0 | 3 |
| **PPCW** | 4 | 3 | 0 | 7 |
| **Q** | 5 | 4 | 0 | 9 |
| **SCD** | 1 | 5 | 1 | 7 |
| **U** | 0 | 1 | 2 | 3 |
| **V** | 1 | 1 | 0 | 2 |
| **Rank Total** | **52** | **41** | **9** | **102** |

For further context, officer numbers for each division are routinely published via the link below:

[Police Scotland Officer Numbers - Police Scotland](https://www.scotland.police.uk/about-us/how-we-do-it/police-scotland-officer-numbers/)

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.