| Police Scotland logo | Freedom of Information Response Our reference: FOI 23-1151  Responded to: 31 May 2023 |
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Your recent request for information is replicated below, together with our response.

## For the latest financial year period the details of recruitment. Please provide the number of applicants, broken down firstly between male and female applicants and then those successfully recruited. Then if you could, break this down with the details you have on any protected characteristics that you record, i.e. age, sexual orientation, race etc.

In response to this question please see the tables below. Please note that applications received and applications appointed may fall across different financial years meaning that those that have been appointed may have applied in the previous financial period.

Police Officer recruitment applications by male and female gender for financial period 2022/2023.

| Male or Female Gender | Number of Applications |
| --- | --- |
| Male | 2645 |
| Female | 1196 |
| Total | 3841 |

With regards the successful applicants, of the 3841 applications 1096 applicants were successful. The eight tables below provide the number of successful police officer applications disaggregated by protected characteristics, sex, age, ethnic origin, disability, sexual orientation, associated religion and transgender status.

Police Officer successful applications disaggregated by protected characteristics for the financial period 2022/2023.

| Sex Characteristic | Number of Police Officers broken by protected characteristic |
| --- | --- |
| Male | 678 |
| Female | 418 |
| TOTAL | 1096 |

| Age Characteristic | Number of Police Officers broken by protected characteristic |
| --- | --- |
| 16-24 | 507 |
| 25-34 | 477 |
| 35-44 | 92 |
| 45-54 | 19 |
| 55-64 | 1 |
| TOTAL | 1096 |

| Ethnic Origin Characteristic | Number of Police Officers broken by protected characteristic |
| --- | --- |
| White Scottish | 908 |
| White English | 68 |
| White Other British | 6 |
| White Other Ethnic Group | 31 |
| White Polish | 18 |
| Mixed Race | 11 |
| Asian Pakistani, Pakistani Scottish, Pakistani British | 7 |
| White Northern Irish | 14 |
| White Welsh | 4 |
| Asian Chinese, Chinese Scottish, Chinese British | 4 |
| Asian Indian, Indian Scottish, Indian British | 2 |
| Arab, Arab Scottish, Arab British | 3 |
| White Irish | 5 |
| Asian Other | 2 |
| Black, Black Scottish, Black British | 2 |
| African, African Scottish, Africa British | 2 |
| Caribbean or Black other | 1 |
| Other Ethnic Group | 1 |
| Choose Not to Disclose | 7 |
| TOTAL | 1096 |

| Disability Characteristic | Number of Police Officers broken by protected characteristic |
| --- | --- |
| No | 1062 |
| Yes | 28 |
| Choose Not to disclose | 6 |
| TOTAL | 1096 |

| Sexual Orientation Characteristic | Number of Police Officers broken by protected characteristic |
| --- | --- |
| Heterosexual/Straight | 993 |
| Gay/Lesbian | 52 |
| Bisexual | 31 |
| Other | 2 |
| Choose Not to Disclose | 18 |
| TOTAL | 1096 |

| Religion Characteristic | Number of Police Officers broken by protected characteristic |
| --- | --- |
| None | 789 |
| Church of Scotland | 114 |
| Roman Catholic | 111 |
| Other Christian | 42 |
| Muslim | 9 |
| Choose Not to Disclose | 23 |
| Jewish | 1 |
| Hindu | 3 |
| Any other religion | 3 |
| Buddhist | 1 |
| TOTAL | 1096 |

| Transgender Characteristic | Number of Police Officers broken by protected characteristic |
| --- | --- |
| No | 1084 |
| Yes | 1 |
| Choose Not to Disclose | 11 |
| TOTAL | 1096 |

With regards to your first point within question 1, regarding the number of applicants broken by male and female applicants, with respect to police staff applications, please see the table below.

Police staff recruitment applications by male and female gender for financial period 2022/2023.

| Male or Female Gender | Number of Applications |
| --- | --- |
| Male | 5841 |
| Female | 3602 |
| Total | 9443 |

With regards the successful applicants, of the 9443 applications 1054 applicants were successful. The eight tables below provide the number of successful police staff applications disaggregated by protected characteristics, sex, age, ethnic origin, disability, sexual orientation, associated religion and transgender status.

Police staff successful applications disaggregated by protected characteristics for the financial period 2022/2023.

| Sex Characteristic | Number of Police staff broken by protected characteristic |
| --- | --- |
| Male | 375 |
| Female | 677 |
| Non-Binary | 1 |
| Choose not to disclose | 1 |
| TOTAL | 1054 |

| Age Characteristic | Number of Police staff broken by protected characteristic |
| --- | --- |
| 16-24 | 147 |
| 25-34 | 327 |
| 35-44 | 242 |
| 45-54 | 237 |
| 55-64 | 97 |
| 65+ | 1 |
| Choose not to disclose | 3 |
| TOTAL | 1054 |

| Ethnic Origin Characteristic | Number of Police staff broken by protected characteristic |
| --- | --- |
| White Scottish | 901 |
| White English | 58 |
| White Other British | 5 |
| White Other Ethnic Group | 23 |
| White Polish | 14 |
| Mixed or Multiple Ethnic Group | 6 |
| Asian Pakistani, Pakistani Scottish, Pakistani British | 8 |
| White Northern Irish | 10 |
| White Welsh | 5 |
| Asian Chinese, Chinese Scottish, Chinese British | 2 |
| Asian Indian, Indian Scottish, Indian British | 6 |
| Arab, Arab Scottish, Arab British | 1 |
| White Irish | 5 |
| Black, Black Scottish, Black British | 2 |
| African, African Scottish, Africa British | 2 |
| Other Ethnic Group | 2 |
| Choose Not to Disclose | 4 |
| TOTAL | 1054 |

| Disability Characteristic | Number of Police staff broken by protected characteristic |
| --- | --- |
| No | 983 |
| Yes | 57 |
| Choose Not to disclose | 14 |
| TOTAL | 1054 |

| Sexual Orientation Characteristic | Number of Police staff broken by protected characteristic |
| --- | --- |
| Heterosexual Straight | 945 |
| Gay/Lesbian | 41 |
| Bisexual | 27 |
| Other | 6 |
| Choose Not to Disclose | 33 |
| Unknown | 2 |
| TOTAL | 1054 |

| Religion Characteristic | Number of Police staff broken by protected characteristic |
| --- | --- |
| None | 654 |
| Church of Scotland | 155 |
| Roman Catholic | 151 |
| Other Christian | 45 |
| Muslim | 9 |
| Choose Not to Disclose | 30 |
| Hindu | 4 |
| Any other religion | 4 |
| Buddhist | 2 |
| TOTAL | 1054 |

| Transgender Characteristic | Number of Police staff broken by protected characteristic |
| --- | --- |
| No | 1046 |
| Yes | 1 |
| Choose Not to Disclose | 7 |
| TOTAL | 1054 |

## The same request as per requested 1, but for the internal promotion process within the Police for each rank from Constable upwards. Number of applicants to roles, success rates of those applying, broken down with as many details as possible as per request 1.

In response to this question, it should be noted that with regards to police staff, systems track only the role that the applicant is appointed into, not the current grade of the applicant as such there is no ranking system of direct promotion escalation. As such, in terms of Section 17 of the Act, I can confirm that the information you seek is not held by Police Scotland.

Similarly, with regards to police officers, the only characteristic data captured during the promotion process relates to sex. No other protected characteristic data is recorded, therefore in terms of Section 17 of the Act, I can confirm that the information you seek relating to other protected characteristics except sex during the internal police officer promotion process is not held by Police Scotland.

For all other information requested relating to the internal police officer promotion process please see the tables below.

Police Constable to Sergeant for financial period April 2022 until March 2023.

| Sex | Total number of Applicants | Assessment centre attendees | Successful applicants |
| --- | --- | --- | --- |
| Male | 619 | 589 | 433 |
| Female | 306 | 294 | 219 |
| Gender Neutral | 2 | 2 | 1 |
| Total | 927 | 885 | 653 |

Police Sergeant to Inspector for financial period April 2022 until March 2023.

| Sex | Total number of Applicants | Assessment centre attendees | Successful applicants |
| --- | --- | --- | --- |
| Male | 515 | 444 | 282 |
| Female | 201 | 176 | 106 |
| Total | 716 | 620 | 388 |

Police Inspector to Chief Inspector for financial period April 2022 until March 2023.

| Sex | Total number of Applicants | Assessment centre attendees | Successful applicants |
| --- | --- | --- | --- |
| Male | 112 | 108 | 30 |
| Female | 49 | 45 | 14 |
| Total | 161 | 153 | 44 |

Police Chief Inspector to Superintendent for financial period April 2022 until March 2023.

| Sex | Total number of Applicants | Assessment centre attendees | Successful applicants |
| --- | --- | --- | --- |
| Male | 46 | 44 | 21 |
| Female | 16 | 16 | 11 |
| Total | 62 | 60 | 32 |

Police Superintendent to Chief Superintendent for financial period April 2022 until March 2023.

| Sex | Total number of Applicants | Assessment centre attendees | Successful applicants |
| --- | --- | --- | --- |
| Male | 10 | 7 | 3 |
| Female | 9 | 9 | 4 |
| Total | 19 | 16 | 7 |

## 3. An explanation as to why mens Police Officers/staff toilets have recently started to be provided with a stock of tampons.

In general tampons are placed in female and accessible toilets as part of our soft facilities management contract. I would however note that other authorised persons can order period products to be distributed and made available free of charge to those who need them and so it is possible tampons may have been placed within men’s toilets. This process was put in place in response to the Period Products (Free Provision) (Scotland) Act 2021.

Our estates do not hold records of whether other authorised persons have placed tampons in male toilets and as such in terms of Section 17 of the Freedom of Information (Scotland) Act 2002, this represents a notice that the information requested is not held by Police Scotland.

## Are the cost of these being provided by the taxpayer as per the Scottish governements 'period poverty' act (Period Products (Free Provision) (Scotland) Act 2021).

As the answer to the first part of your question is that this information is not held, this part of your questions is not applicable.

## The act states the following "the Act ensures that everyone in Scotland who menstruates can have reasonably convenient access to period products, free of charge, as and when they require ''. This would suggest that trans men will have use of the men's toilets within Police buildings. What is the Policy on this?

Please be advised that the Transitioning at Work Standard Operating Procedure (SOP) is publicly available.

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 on the Police Scotland website. To be of assistance please see the link below.

[Police Scotland - Transitioning at Work SOP](https://www.scotland.police.uk/spa-media/ltzd2cjy/transitioning-at-work-redacted.pdf)

## Has there been any consultation with men within the police to see how they feel about potentially sharing their bathroom spaces with biological women? And to reverse the situation, is there then a suggestion that a trans woman will have use of female toilets, changing room facilities etc and have female Police Officers and staff been consulted on how they might feel about such a policy?

I can advise that The Transitioning at Work SOP has been consulted on widely across statutory/non-statutory staff associations and Diversity Staff Associations, this has included the Scottish Women’s Development Forum. Whilst there is no specific staff association representing men’s rights men are members of those organisations and will have had the opportunity to contribute to the development of the SOP.

## 4. As per point 4, further details on what would qualify a male or female Police Officer/member of staff to 'identify' as the opposite sex in the workplace, i.e, just a verbal request/declaration, a gender recognition certificate, gender surgery, hormone replacement therapy for a set period of time etc.

Upon an individual self-disclosing their proposed intention to transition their sex Police Scotland will support the individual to transition in the workplace.

## 5. In relation to point number 3, if Police Scotland have gone to the extent of placing tampons within the mens toilets, does Police Scotland plan to also provide these toilets with sanitary bins, which they do not apparently have at present? If so, how much do you anticipate this will cost (and who will fit the bill) for each male toilet in every Police building to be provided with the aforementioned sanitary bins?

I can advise that Police Scotland has no ambition to place sanitary bins into specifically male toilets. Some male toilets have “hygiene bin” facilities these are provided on a case by case basis and are generally provided for medical reasons.

Bins for sanitary waste are provided in female and unisex toilet facilities.

## 6. With point number 3, 4 and 5 in mind, is there an intention to install any urinals in the female bathrooms within Police Scotland buildings?

I can advise that currently there is no intention of installing urinals in female bathrooms.

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.