

Our Ref: IM-FOI-2015-1197



Sir Stephen House QPM
Chief Constable

FREEDOM OF INFORMATION (SCOTLAND) ACT 2002

I refer to your recent request for information which has been handled in accordance with the Freedom of Information (Scotland) Act 2002.

For ease of reference, your request is replicated below together with the response.

- 1. The number of people who applied to be new police constables with the force in each of the last 10 years (i.e. from 2005 to date). Please break the data down by year and self-defined ethnicity.**
- 2. The numbers in 1 who were successful, i.e. those who went on to hold the position of police constable - or any other within the force with a warrant card - as a direct result of that application. Please break the data down by year and self-defined ethnicity.**

Police Scotland was created on 1 April 2013. Prior to this date Police Scotland inherited a variety of different recruitment processes and each division carried out equality and diversity monitoring in different ways. These systems operate independently from each other and whilst robust statistical analysis can be made of the data held on each of our systems, they are not at present designed to enable the retrieval of the highly specific information you request. Further to this the differing nature of these systems would mean that the only way to provide you with this information in an accurate and consistent manner would be to individually examine each application received during the period requested.

Thus, to provide accurate figures for the years prior to 1st April 2013 would involve manually checking each record. Due to the numbers involved, conducting this task would take a significant length of time to complete to a reliable standard and therefore would exceed the costs limits set within the Fees Regulations of the Freedom of Information (Scotland) Act 2002. In accordance with Section 12(1) of this Act this letter represents a Refusal Notice for this part of the request, Excessive Cost of Compliance.

By way of assistance, for information prior to 1st April 2013 the following link might provide some useful information.

<http://www.scotland.police.uk/assets/pdf/foi-documents/diversityandequalityinpolicescotlandreportfinal?view=Standard>

The latest version of this report is contained at

<http://www.scotland.police.uk/assets/pdf/138327/243045/equality-and-diversity-mainstreaming-progress-report-april-2015?view=Standard>

In addition, the percentage of police officers, police staff and Special Constables by declared ethnicity (prior to April 2013) is contained in [the annual Policing Performance Frameworks](#) available on the Scottish Government website.

The tables below show the number police applications received with the breakdown of the ethnicity and the number of police officers appointed with the breakdown of ethnicity for the financial years of 2013/2014 and 2014/2015.

BME - Mixed or Multiple Ethnic Group, Asian Pakistani, Asian Indian, Asian Bangladeshi, Asian Chinese, Asian Other, African, African Other, Caribbean, Black, Caribbean or Black Other, Arab and Other Ethnic Group.

All Other White British - White English, White Northern Irish, White Welsh and White Other British.

White Minority - White Irish, White Gypsy/Traveller, White Polish and White Other.

1 st April 2013 to 31 st March 2014	Totals
Number of applications received	3176
Profile of Police Officer Application received	
White Scottish	77%
Other White British	11%
White Minority	3%
BME	2%
Unknown Ethnic Origin	6%
Choose Not to Disclose	1%
Number of Police Officers appointed	
Total Appointed	503
Profile of Police Officer Appointed	
White Scottish	71%
Other White British	14%
White Minority	1%
BME	1%
Unknown Ethnic Origin	13%
Choose Not to Disclose	1%

1 st April 2014 to 31 st March 2015	Totals
Number of applications received	4952
Profile of Police Officer Application received	
White Scottish	80%
Other White British	11%
White Minority	3%
BME	2%
Unknown Ethnic Origin	2%
Choose Not to Disclose	2%

Number of Police Officers appointed	
Total Appointed	1012
Profile of Police Officer Appointed	
White Scottish	78%
Other White British	10%
White Minority	2%
BME	1%
Unknown Ethnic Origin	4%
Choose Not to Disclose	4%

Should you require any further assistance concerning this matter please contact me directly on 01259 728227 quoting the reference number given.

If you are not satisfied with the way in which your request has been dealt with, you are entitled in the first instance, and within 40 working days of receiving this response, to request a review of the decision. Should you wish to do so, contact details are; FOI Central Processing Unit, Police Scotland, Clyde Gateway, 2 French Street, Dalmarnock, G40 4EH - foi@scotland.pnn.police.uk

If you remain dissatisfied following the outcome of that review, you are thereafter entitled to apply to the Scottish Information Commissioner within six months for a decision. Contact details are; Office of the Scottish Information Commissioner, Kinburn Castle, Doubledykes Road, St Andrews, Fife, KY16 9DS - enquiries@itspublicknowledge.info

Should you wish to appeal against the Scottish Information Commissioner's decision, there is an appeal to the Court of Session on a point of law only.

Yours sincerely,

Stuart Macfarlane
Information Management