

Our Ref: IM-FOI-2015-1174



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.

Q. The request regards whether, or not, your force employs the use of ethnic monitoring in relation to Gypsies and Irish Travellers. With regards to this, I would like to ask three questions:

Are Gypsies and Irish Travellers monitored as standard policy in your police force? If not, please explain why your police force does or does not monitor Gypsies and Irish Travellers?

The terminology "use of ethnic monitoring" has been interpreted as referring to equality and diversity employment monitoring and your questions has been answered as such.

Police Scotland is committed to equality of opportunity both as an employer and as a service provider and recognises the value that a diverse workforce and community can bring. The purpose of equality and diversity employment monitoring is to identify the diversity of our workforce and to ensure that staff have equal access to continuing employment, training, career development, promotion opportunities and equal pay. Equality and diversity employment monitoring is also used to ensure that our processes and practices are free from discrimination, for example, recruitment practices/processes are also subject to equality and diversity monitoring.

Equality and diversity employment monitoring is carried out for the protected characteristics outlined within the Equality Act 2010, this includes Race and is also used to ensure that Police Scotland meet both the general and specific duties of the Equality Act 2010.

The categories that are used for equality and diversity monitoring in relation to Race are based upon the 2011 Scotland Census as noted below:

White - Scottish
White - English
White - Northern Irish
White - Welsh
White - Other British
White - Irish
White - Gypsy/Traveller

White - Polish
White - Other
Mixed or Multiple Ethnic Group
Asian - Pakistani
Asian - Indian
Asian - Bangladeshi
Asian - Chinese
Asian - Other
African - African
African - Other
Caribbean or Black - Caribbean
Caribbean or Black - Black
Caribbean or Black - Other
Other Ethnic Group - Arab
Other Ethnic Group - Other
Choose not to Disclose

The Police Scotland Equality and Diversity Monitoring form can be found on the Police Scotland website:

<http://www.scotland.police.uk/recruitment/police-officers/>

The categories listed above show that Gypsy/Traveller is available for staff to identify their ethnic origin. If an individual wishes to be more specific, for example stating Romany Gypsy or Irish Traveller there are categories of White – Other or Other Ethnic Group – Other, which can be completed if the individual considers that the categories available do not accurately reflect the description of their ethnic origin.

Q. How many police officers are self declared either as Romany Gypsy or Irish Traveller in your force?

Less than 1% of police officers have identified their ethnic origin as Gypsy/Traveller.

For the purposes of equality and diversity employment monitoring, proportions are used in order to identify trends within the employment cycle and to ensure that the personal information (which has been disclosed on a voluntary basis by staff) is used for the purpose it was collected for.

Should you require any further assistance concerning this matter please contact me directly on 0131 311 3901 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,

Gabriella Trybalska
Information Management