

09/03/2015

Our Ref: IM-FOI-2015-0248



Sir Stephen House QPM  
Chief Constable

Police Scotland,  
FOI Central Processing Unit,  
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**FREEDOM OF INFORMATION (SCOTLAND) ACT 2002**  
**SUBJECT: Police Officer Nationality**

I refer to your email dated 03/02/2015 regarding the above which has been handled in accordance with the Freedom of Information (Scotland) Act 2002 (FOISA).

**QUESTION**

- 1a) For each of the last five calendar years\*, how many new police constables has the force employed?
- b) Please break this figure, for each year\*, down by the employee's nationality. Eg British: 300. Irish: 100 etc.
- c) If you are unable to answer 1b, please break this down for each year\* by the following categories: British, EU, non-EU.

**RESPONSE**

Police Scotland reports information in financial years and therefore the data provided in response to your request has been presented in that format. During years 2013/14 and 2014/15, Police Scotland recruited 503 and 941 new officers respectively.

Unfortunately, it is not possible to provide a breakdown to nationality as Police Scotland does not routinely record this information. Therefore Section 17 of the Freedom of Information (Scotland) Act 2002, information not held, applies. However to be of assistance I have included a breakdown relating to ethnic origin, in the table below. Please be aware that ethnic origin is provided on a voluntary basis by each staff member and is securely stored in the force national system to Co-ordinate Personnel and Establishment (SCOPE).

<b>Ethnic origin</b>	<b>New recruits – 2013/14</b>	<b>New recruits – 2014/15</b>
White Scottish	429	850
White English	39	55
White Irish	22	19
White Welsh	1	2
White other	7	10
Black and Minority Ethnic	5	5
<b>Totals</b>	<b>503</b>	<b>941</b>

Prior to the inception of Police Scotland on 1<sup>st</sup> April 2013, the recording of data and naming convention was not consistent and the accuracy of any return from searching these systems is dependant on the capabilities and searching facilities of each individual Division's legacy HR system.

As the respective former force areas have come together into a single entity there has been an incremental introduction of all single processes and procedures across many areas of business, including those relating to the recording of this type of data. In practical terms, this means that retrieving reliable and accurate data for the period prior to the inception of Police Scotland has not been possible. Given the geographic and technical differences in our previous 'legacy' systems, I estimate that it would cost well in excess of this amount to process your request. I regret to inform you that I am unable to provide you with the information you have requested, as it would prove too costly to do so within the context of the fee regulations.

Having considered your request in terms of the above Act, I regret to inform you that I am unable to provide you with the information you have requested for the period prior to the formation of Police Scotland, as it would prove too costly to do so within the context of the fee regulations.

As you may be aware the current cost threshold is £600 and I estimate that it would cost well in excess of this amount to process your request.

As such, and in terms of Section 16(4) of the Freedom of Information (Scotland) Act 2002 where Section 12(1) of the Act (Excessive Cost of Compliance) has been applied, this represents a refusal notice for the information sought.

Although I understand this may be disappointing, for all of the reasons above and specifically the disparity in recording methods, this data is clearly not suitable for comparison on a year by year basis.

I trust that the information available is of assistance and should you require any further assistance concerning this matter please contact me on 01463 720555 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 letter to request a review of the decision made by the Service. Should you wish to do so, contact details are; Police Scotland, FOI Central Processing Unit, Clyde Gateway, 2 French Street, Dalmarnock, G40 4EH. (Or email [foi@scotland.pnn.police.uk](mailto:foi@scotland.pnn.police.uk)).

Once informed of the review decision, if you are still not satisfied, then you are entitled to apply to the Scottish Information Commissioner within six months for a decision. The contact details are: Office of the Scottish Information Commissioner, Kinburn Castle, Doubledykes Road, St Andrews, Fife, KY16 9DS, telephone 01334 464610. 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

Alexa Urquhart  
Information Management  
Freedom of Information