



SCOTTISH POLICE
AUTHORITY
ÙGHDARRAS POILIS NA H-ALBA

2 Clyde Gateway
French Street
Glasgow
G40 4EH

LETTER SENT BY EMAIL ONLY

20 August 2025

FOI Ref 2025/26-058

Request

Your request for information dated 13 August 2025 is copied below.

I am requesting the following information under the Freedom of Information Act 2000:

1. Please provide a breakdown of current serving police officers by ethnic group, using the same ethnicity categories as recorded in your HR system (e.g., White, Asian, Black, Mixed, Other, or equivalent).

For each category, provide:

- . The number of officers.
- . The percentage they represent of the total police officer headcount.

1a. Please provide the same ethnic group breakdown for each of the previous three complete calendar years.

2. Current serving police officers who self-identify as Muslim:
Please provide both the number and the percentage of the total police officer headcount.

2a. Please also provide the same Muslim-identification breakdown for each of the previous three complete calendar years.

3. Current serving police officers by rank and ethnic group:

For each ethnicity category, provide the number of officers at each rank (e.g., Constable, Sergeant, Inspector, Chief Inspector, Superintendent, Chief Superintendent, and all higher ranks). Please use the same ethnicity categories as in section 1.

If possible, also include the percentage each figure represents within that rank.

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3a. Please also provide the same rank and ethnicity breakdown for each of the previous three complete years

4. Current serving police officers by rank who self-identify as Muslim: For each rank, provide the number of officers and the percentage they represent within that rank.

4a. Please also provide the same rank and Muslim-identification breakdown for each of the previous three complete calendar years.

Response

The Scottish Police Authority has considered your request under the Freedom of Information (Scotland) Act (FOISA).

In terms of parts one and three of your request, the Authority holds some of the information requested, for the period 1 April 2023 to 31 March 2024 only.

The public sector equality duty requires authorities to publish annual employee information in relation to protected characteristics. Police Scotland's most recent [Equality and Diversity Employment Monitoring Report for 1 April 2023 to 31 March 2024](#) is available on the Authority's website. This provides information on police officers by ethnic group.

To assist, a link is also provided to Police Scotland's [equality and diversity employment monitoring reporting](#) for previous years, which is available on their website.

In terms of parts two and four of your request, the Authority does not hold the information requested.¹ To explain, Equality and Diversity Employment Monitoring reporting does not break down religion categories specific to 'muslim'.

Information may be available by contacting Police Scotland at foi@scotland.police.uk

You may also wish to refer to [Police Scotland's Disclosure Log](#).

Right to Review

If you are dissatisfied with the outcome of your request you can ask for a review within 40 working days. You must specify the reason for your

¹ This represents a notice in terms of Section 17 of the Freedom of Information (Scotland) Act 2002 - Information not held.

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dissatisfaction and submit your request by email to foi@spa.police.uk or by letter to Scottish Police Authority, 1 Pacific Quay, Glasgow, G51 1DZ.

If you remain dissatisfied after review, you can appeal to the Scottish Information Commissioner within six months. You can apply [online](#), by email to enquiries@foi.scot or by letter to Scottish Information Commissioner, Kinburn Castle, Doubledykes Road, St Andrews, Fife, KY16 9DS.

Should you wish to appeal against the Commissioner's decision, you can appeal to the Court of Session, only if you think the law has not been applied correctly.

This response will be posted to our [Disclosure Log](#) after seven days.

Yours faithfully

Scottish Police Authority

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