

Meeting	SPA People Committee
Date	30 November 2021
Location	Video Conferencing
Title of Paper	Bi-Annual Equality and Diversity and Inclusion Report
Presented By	Jude Helliker, Director of People and Development
Recommendation to Members	For Discussion
Appendix Attached	<p>Appendix A – EDI Employment Strategy, Planning and Reporting Overview</p> <p>Appendix B - Employment Equality Outcomes Overview</p> <p>Appendix C:</p> <ul style="list-style-type: none"> • C1 - Police Officer Workforce Profile Insights • C2 – Police Staff Workforce Profile Insights • C3 – Special Constable Workforce Profile Insights • C4 – Police Officer Rank Profile Insights • C5 – Police Staff Grade Profile Insights

PURPOSE

The purpose of this report is to update members on:

- Delivery of the employment Joint Equality Outcomes for Policing 2021 (5-8) and associated performance reporting.
- Workforce Monitoring Equality and Diversity Monitoring

1. BACKGROUND

- 1.1 This report provides pertinent, high-level updates on key Equality, Diversity and Inclusion activity since discussion at the SPA People Committee in May 2021.

2. FURTHER DETAIL ON THE REPORT TOPIC

2.1 Employment Joint Equality Outcomes for Policing 2021 (5-8)

- 2.1.1 The Joint Equality Outcomes for Policing 2021 were approved by the Police Scotland Strategic Leadership Board on 10 March and the SPA Board on 24 March and were published on the Police Scotland and SPA websites on the 30 April 2021.
- 2.1.2 The measures to support effective performance reporting against the equality outcomes have now been approved as part of the wider refresh of the Performance Framework and have been added to the published equality outcomes. Work is also ongoing to establish and develop data sources and collection methods for the measures and insights.
- 2.1.3 Tools have also been developed and shared with key stakeholders to highlight the current EDI priorities in the equality outcomes and potential actions to support delivery. The initial tools that have been developed include an EDI Employment Strategy, Planning and Reporting Overview (Appendix A) and an Employment Equality Outcomes Overview (Appendix B).
- 2.1.4 These documents aim to develop understanding of mainstreaming into strategy, planning and performance and share the key EDI priorities to help progress the employment equality outcomes. Initial feedback has been positive and additional tools and communications will be developed as required to support the delivery of the employment equality outcomes.
- 2.1.5 The Annual Police Plan and DCC/DCO level delivery plans have also been reviewed to identify actions that are relevant to EDI or align to the new equality outcomes. This will be used to facilitate performance reporting and identify any gaps where further actions required to be developed.
- 2.1.6 Engagement sessions have also been carried out with ACCs from Local Policing, Crime and Corporate Services. These discussions have been key to stimulating conversations in relation to EDI and

developing ideas and actions that will be built into regional and local people plans.

- 2.1.7 Work also continues to ensure that EDI updates related to the delivery of the equality outcomes are mainstreamed into general performance reporting as well as being supplemented by specific EDI reporting as required.
- 2.1.8 The Quarter 1 Performance Report included EDI employment updates relating to Truth to Power Sessions, Workforce Diversity Profiles, E&D Mainstreaming and Equality Outcomes Progress Report, New Joint Equality Outcomes for Policing, Carers Positive Award Scheme Established Employer status and an alternative face masks pilot.
- 2.1.9 A six monthly EDI Performance Report is also being developed to provide a more detailed EDI specific performance update and will compliment EDI updates that are mainstreamed into the quarterly performance reports. The first EDI Performance Report is currently being developed for quarter 1&2 and will presented to the EDI&HR SOB in December 2021.
- 2.1.10 The timeline for the future EDI reporting is now also being considered taking account of the quarterly performance reporting timelines and the meeting schedule for EDI&HR SOB. It is recommended that the EDI reporting schedule to SPA People Committee is also considered to align to this timeline once it is confirmed.

2.2 Workforce Equality & Diversity Employment Monitoring

- 2.2.1 The following reports have been approved by the Equality, Diversity and Inclusion Employment Group (EDIE) and the Equality, Diversity Inclusion and Human Rights Strategic Oversight Board and are included in the noted appendices:

Workforce Equality & Diversity Monitoring Insights Reports (Appendix C1 – C5)

- C1 - Police Officer Workforce Profile 2021
- C2 - Police Staff Workforce Profile 2021
- C3 - Special Constable Workforce Profile 2021
- C4 - Police Officer Rank Profile 2021
- C5 - Police Staff Grade Profile 2021

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The Workforce Equality & Diversity monitoring is based on data at 31 March 2021.

- 2.2.2 The Insights Reports have been designed to highlight data trends using graphs to show whether progress has been made and demonstrating how intersectionality between protected characteristics can influence how individuals identify themselves and the impact this may have. A Next Steps section highlights what needs to be explored to investigate the trends identified and will be reported at future meetings. The aim is to have the Workforce Profiles at the centre of a suite of reports working towards making links between other parts of the employment cycle, e.g. leavers, promotions, grievances etc. This information will be provided to the Executive Chairs for the BME, Disability & Carers and LGBTI action plans
- 2.2.3 The following Workforce Equality & Diversity reports have been completed and are awaiting submission to the EDI HR SOB meeting on the 16 December 2021 and will be reported to the following SPA People Committee.
- Newly Appointed Staff
 - Police Officer Promotion Profile
 - Police Staff Promotion Profile
 - Police Officer Leavers Profile
 - Police Staff Leavers Profile
 - Special Constable Leavers Profile
- 2.2.4 Divisional/Departmental profiles for police officers/police staff have been developed and circulated to relevant Divisional Commanders, with the aim of providing a better understanding of staff needs using the trends identified in the data and the link between protected characteristics and employment activities. The information will also aid senior management teams with their responsibilities to mainstream equality, diversity and inclusion into divisional activities to positively influence the culture.

2.3 Diversity Action Plans

- 2.3.1 The LGBTI Action Plan and Joint Disability and Carers Action Plan were approved at Strategic Leadership Board on 11 August 2021.
- 2.3.2 These plans, along with the previously approved BME action plan, are now being reviewed to identify commonalities and crossovers that can be consolidated in to one overall diversity action plan.

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This plan will track progress towards all actions including those specific to one protected characteristic.

- 2.3.3 Work is also ongoing to develop the Religion and Belief Action Plan based on talk truth to power sessions held with the Christian Police Association, Scottish Police Muslim Association and the Sikh Police Association. Once approved, the Religion and Belief Action Plan will also be incorporated into the overall diversity action plan.
- 2.3.4 In order to ensure that the consolidated action plan is fully representative of the lived experiences of our workforce steps are now being taken to encourage officers and staff who have not had the opportunity through being members of diversity staff associations to engage, be heard and be part of shaping the organisations Plan.
- 2.3.5 Relevant measures and insights are also being developed alongside the Planning and Performance SLWG to monitor the effect that action taken is having across the organisation.
- 2.3.6 Next steps are also being progressed to ensure the diversity action plans are accompanied by a communications plan to raise organisational awareness and ensure local ownership and delivery.

2.4 HMICS Inspection – Training and Development

- 2.4.1 Since the publication of the Phase 1 report in September 2020, work has been ongoing to progress the two recommendations relevant to EDI:
 - Recommendation 9 relating to EqHRIA and
 - Recommendation 10 relating to Diversity Training.
- 2.4.2 Work to support these actions is ongoing and includes:
 - EDI training is being embedded in to the first line manager's course and the Your Leadership Matters training.
 - Diversity Staff Associations are being invited to speak to probationers when they join the service.
 - Operational Safety Instructors have been provided with role specific unconscious bias training.

- Increase in BME colleagues from local policing who are now part of probationer training staff.
- The Operational Command course has been updated to include a critical incident with a race related topic.

2.5 Dame Elish Angolini Review Report Update

- 2.5.1 Since the publication of the Dame Elish Angolini Review Report on 11 November 2020, Police Scotland has been actively engaged with key partners, including Staff Associations, to assess and categorise the recommendations with a view to progressing to completion where possible.
- 2.5.2 The Dame Elish Strategic Oversight Board (DE SOB), chaired by ACC Speirs, has now been established with its inaugural meeting being held on 30 June 2021. This group is charged with progressing internal scrutiny in the management and discharge of Police Scotland recommendations in conjunction with Staff Associations, PSD Performance, Audit and Scrutiny Group and Audit Management. The DE SOB will also ensure that the Senior Executive have appropriate strategic oversight of progress surrounding the recommendations and will provide momentum to the Scottish Government Ministerial Group (MG) and Strategic Oversight Group (SOG).
- 2.5.3 The recommendations specifically linked to EDI are being progressed and updates are also being reported into the EDI&HR SOB.
- 2.5.4 The recommendations have now been assigned to owners and timescales have been allocated.

2.6 Equality, Diversity, Inclusion and Human Rights Independent Review Group

- 2.6.1 Police Scotland have established an Equality, Diversity, Inclusion and Human Rights Independent Review Group (EDI & HR IRG). The Group is chaired by Mr Robin Iffla and meet for the first time in May 2021. The Group will complement and accelerate Police Scotland's Equality, Diversity and Inclusion activity, providing critical oversight, challenge, review and assurance as progress is made.

- 2.6.2 Members of the EDI & HR IRG have vast experience and expertise in matters relating to equality, diversity and inclusion and have experience in advocating on behalf of minority communities.
- 2.6.3 The IRG have developed a bespoke set of outcomes focusing on three areas; cultural change, strategic direction and training and development. The outcomes are accompanied by clearly defined success criteria and specify how the EDI & HR IRG will scrutinise, feedback and assist Police Scotland to effect change and deliver upon the outcomes. The IRG outcomes are aligned with Police Scotland Equality, Diversity and Inclusion (Employment) Framework and the Joint Equality Outcomes for Policing.
- 2.6.4 The IRG will report publically through the Scottish Police Authority Board.

6.7 SPA/ Police Scotland and Diversity and Inclusion Staff Associations Memorandum of Understanding (MoU).

- 2.7.1 The recognised Diversity and Inclusion Staff Associations are independently run bodies set up by staff and volunteers across SPA/Police Scotland to work for the interests of their members and the wider community they reflect. As independent bodies, the Associations are, in the main, self-governing, with members undertaking much of the work in their own time. SPA/Police Scotland recognise and benefit from that independence, and are committed to supporting independence within agreed protocols.
- 2.7.2 A MoU has been developed in partnership with the Associations and has been approved by SLB. The MoU is the foundation for the working arrangements between SPA/Police Scotland and the Diversity and Inclusion Staff Associations. It also defines the relationship between SPA/Police Scotland and the Associations. The MoU sets out the parameters in which business is carried out and makes the expectations clear for all.

3. FINANCIAL IMPLICATIONS

- 3.1 There are no financial implications in this report.

4. PERSONNEL IMPLICATIONS

- 4.1 There are no current personnel implications associated with this paper.

5. LEGAL IMPLICATIONS

5.1 This update and the work contained within supports compliance with work related aspects of [The Equality Act 2010](#) and [The Equality Act 2010 \(Specific Duties\) \(Scotland\) Regulations 2012](#).

6. REPUTATIONAL IMPLICATIONS

6.1 A failure to effectively deliver equality, diversity and inclusion in employment and provide appropriate assurance in relation to compliance with the Equality Act 2010 could impact on SPA's and the public's and staff confidence in Police Scotland.

7. SOCIAL IMPLICATIONS

7.1 There are no social implications associated with this paper.

8. COMMUNITY IMPACT

8.1 There are no community implications associated with this paper.

9. EQUALITIES IMPLICATIONS

9.1 The activities noted in this paper all aim to promote equality, diversity and Human Rights.

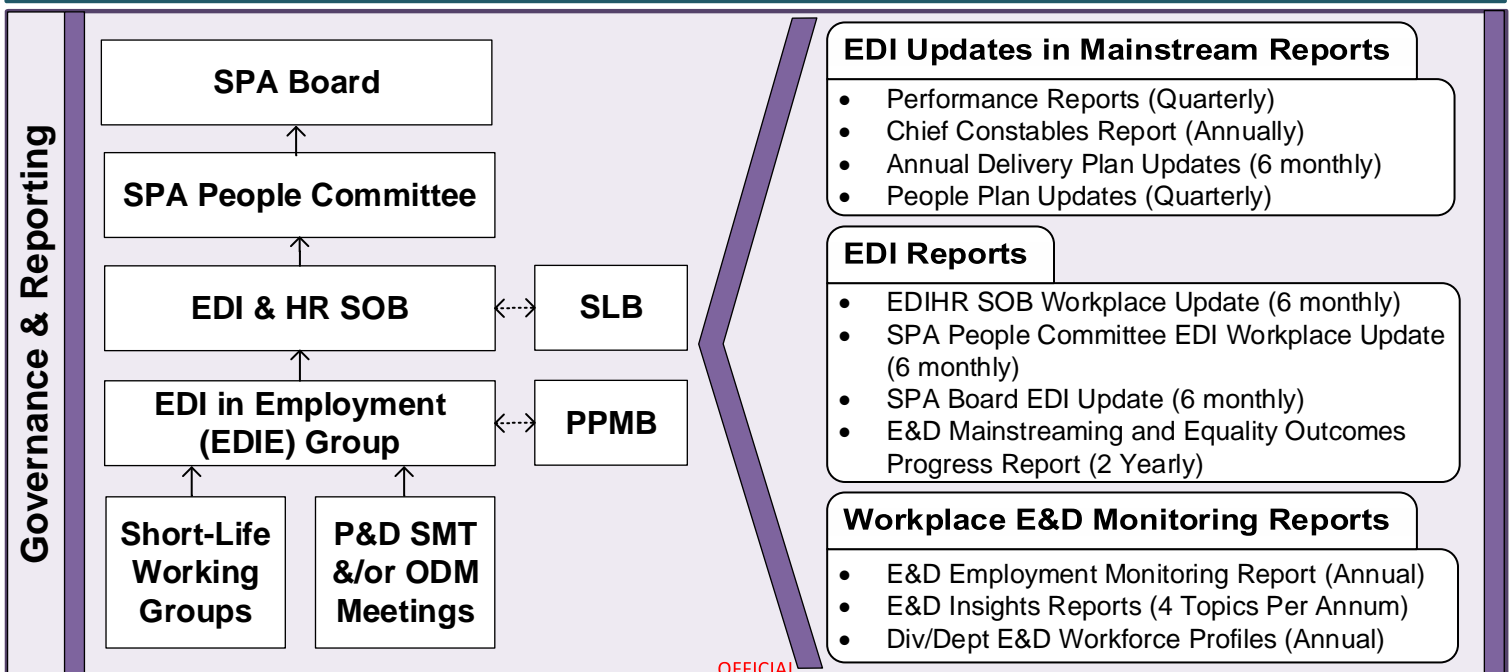
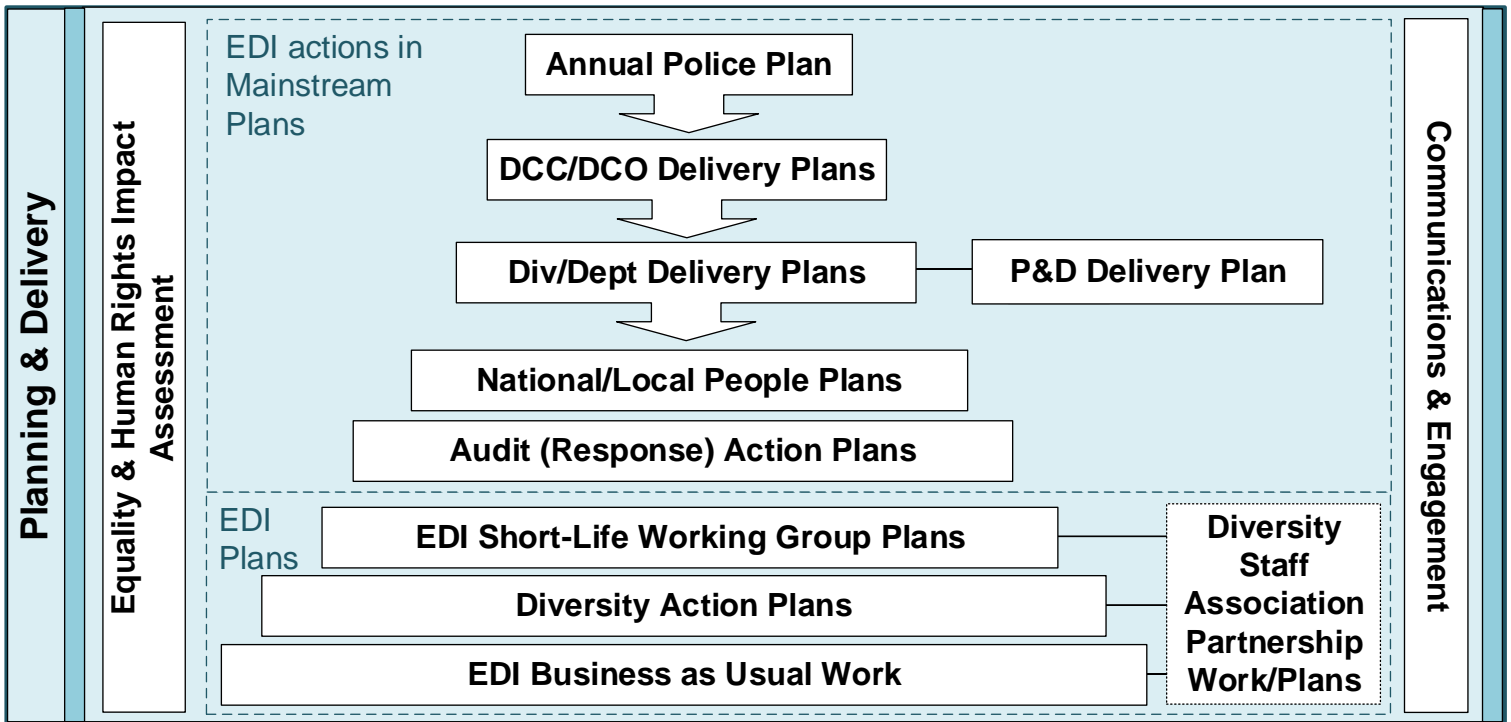
10. ENVIRONMENT IMPLICATIONS

10.1 There are no environmental implications associated with this paper.

RECOMMENDATIONS

Members are requested to note the information contained within this report.

Equality, Diversity and Inclusion (EDI) in Employment Strategy, Planning & Reporting Overview (Version 0.1)



Joint Equality Outcomes for Policing – Employment Overview (Equality Outcomes 5-8)

This is a high-level overview of the employment Equality Outcomes with some examples of National, Local and Personal actions to help promote action. Police Scotland/SPA are committed to embedding action at all levels of planning including in our People Plans. Responsibility for success sits with us all! What will you do?

5. WORKFORCE INSIGHTS



We use timely insights from workforce diversity monitoring to support evidence based planning and decision making.

Objectives:

We have improved systems and processes in relation to EDI monitoring

We have a suite of accessible monitoring reports with clear EDI insights

Leaders understand and use insights to inform planning and decision making

How we will deliver this:

National activities

- Outlining EDI monitoring and reporting requirements and priorities.
- Improve data systems and capabilities including addressing systems access issues and developing the use of analytics software.
- Use communications to build confidence in monitoring and share insights.
- Consider monitoring categories for sexual orientation & gender identity.

Local activities

- Use E&D workforce monitoring and other EDI insights to inform priorities & plans.
- Include EDI content in local communications - highlight evidenced based approach to decision making and robust data protection standards for diversity data.

Personal activities

- Use data, insights and feedback to think beyond your own perspective when decision making. Think about EDI impacts and opportunities in all of your work.

How we will measure progress:

E&D monitoring reports published in a timely manner

Number of EqHRIAs completed/published

E&D updates in primary/management board papers

Insights from EDI activities plans

6. LEADERSHIP



Our leaders have the right skills and confidence to lead in relation to equality, diversity, inclusion and human rights.

Objectives:

Leaders will be provided with effective and practical tools to support their peoples' diverse needs

Leaders will be skilled in identifying barriers to equality and inclusion, will be confident to address these and progress opportunities to promote inclusion

How we will deliver this:

National activities

- Improving and developing leadership training in relation to EDI.
- Inclusion of EDI in leadership development programmes.
- Using lived experiences, case studies, two-way dialogue with diversity stakeholders and reverse mentoring to inform leaders.
- Improving and developing accessible EDI SOPs, guidance and tools.
- Using ongoing communications to support continuous learning.

Local activities

- Regularly add diversity & inclusion topics to leadership forums and team meetings.
- Highlight leaders who are promoting inclusion in local communications.
- Make time for leaders ongoing development and prioritise diversity & inclusion.

Personal activities

- Be proactive! Make time to read a diversity & inclusion articles or watch a talk to expand your understanding.

How we will measure progress:

Number of EDI training days delivered

Insights on managers knowledge and confidence in relation to EDI

Insights on simplified and accessible materials relating to EDI

Insights from EDI activities plans

7. RETENTION



Resignation rates of under-represented groups are proportionate to our current workforce profile.

Objectives:

We understand why individuals from under-represented groups choose to end their employment with police Scotland/SPA.

We have a range of inclusive programmes to address barriers and promote the benefits of working for Police Scotland/SPA.

How we will deliver this:

National activities

- Identify barriers to the retention of individuals from under-represented groups including reviewing exit interview feedback
- Establish programmes to tackle the barriers to the retention from those from under-represented groups
- Use ongoing communications to promote an inclusive culture and values



Local activities

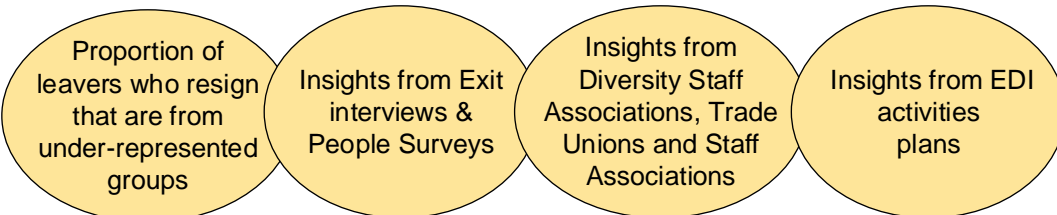
- Promote and encourage participation in surveys & exit questionnaires etc.
- Identify local priorities to support diversity & inclusion and take action.
- Include EDI content in local communications – highlight your successes.



Personal activities

- Be respectful, fair and inclusive in everything you do to help create a workplace where everyone can be themselves and belong.

How we will measure progress:



8. RECRUITMENT AND PROGRESSION



We have inclusive recruitment and promotion processes in place that prevent unnecessary barriers affecting under-represented groups.

Objectives:

We understand internal and societal barriers to attracting individuals from under-represented to join Police Scotland/SPA.

We have inclusive attraction strategies in place and a recruitment system that supports inclusive recruitment practices.

How we will deliver this:

National activities

- Identify internal and societal barriers to under-represented groups joining
- Deliver a recruitment system and processes that supports inclusion
- Use inclusive attraction strategies and positive action activities
- Ongoing development of diversity monitoring and reporting
- Bespoke development programmes to increase promotion opportunities for under-represented groups



Local activities

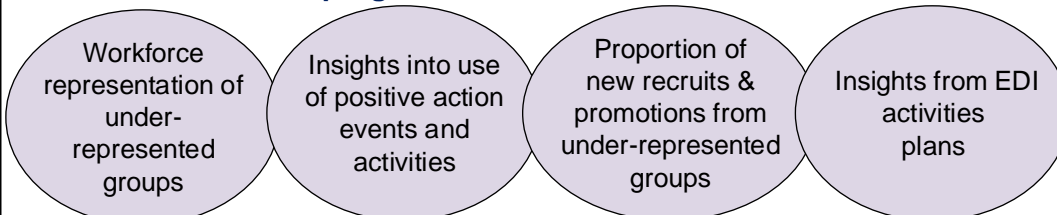
- Identify local barriers affecting under-represented groups and take action.
- Ensure local management are aware of and challenge unconscious bias.
- Use local communications to promote EDI and challenge perceptions.



Personal activities

- Recognise any unconscious biases you may have and ensure they do not influence your decisions. Listen and respond to any differing needs.

How we will measure progress:



The E&D team in People & Development can offer advice and support in relation to the employment Equality Outcomes. We are also interested in your feedback and views on how we can further support national and local delivery work to advance towards these outcomes. You can contact us at hr.equalityanddiversity@scotland.pnn.police.uk.

There are also four additional Equality Outcomes that relate to service delivery. The full [Joint Equality Outcomes for Policing 2021](#) are available on the Police Scotland website.

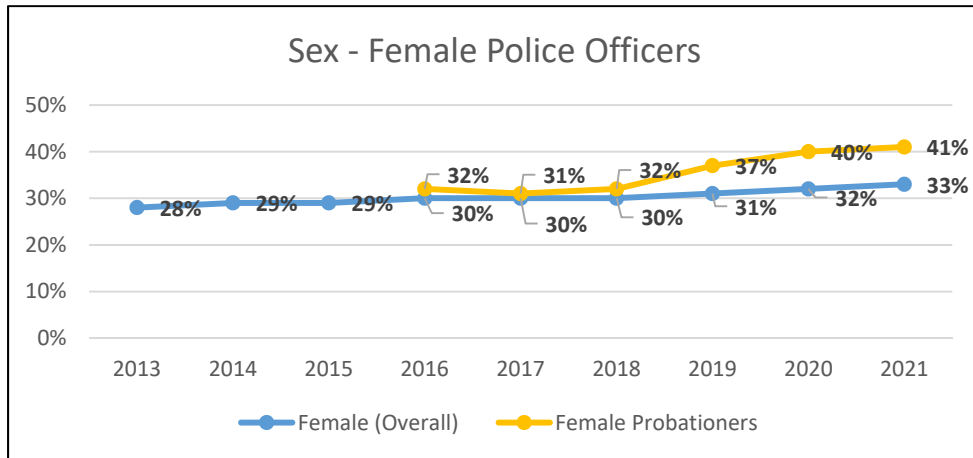
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APPENDIX C1 - POLICE OFFICER WORKFORCE PROFILE AT 31/03/2021

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SEX

The graph below shows the proportion of female police officers overall and female probationary officers at 31st March each year where the data is available.



- Increase in the number of female police officers from 5709 at 31/03/2020 to 5735 at 31/03/2021.
- **11-15 years'** service is the most common length of service for both male and female police officers.
- The **average length** of service is **12 years** (11 years' for females and 13 years' for males).

Trends:-

- **Female police** officers have **shorter lengths of service** when compared to male police officers.

AGE

- The **35-44** age group remains the **most common age group** for police officers (same for both males and females).
- **Average age** of a police officer is **39** years old (37 for females and 39 for males).
- The **25-34** age group is the **most common age group** for probationary constables.
- **Average age** of a probationary constable is **28** years old (no difference for males and females).

Trends:-

- **Female** police officers are a **younger** demographic than male police officers.

TRANSGENDER IDENTITY

<1% of police officers identify as Yes when completing the Transgender Identity question or updating their personal sensitive equality & diversity data.

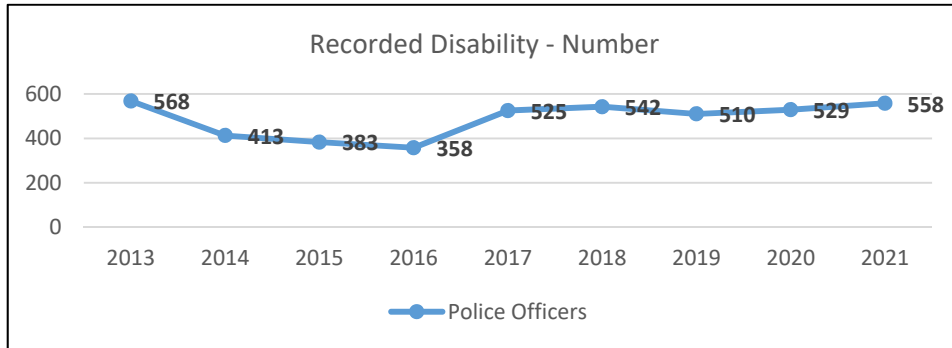
This has been the trend since 2014 and since this time the number continues to decrease.

NOT RECORDED

2% of police officers have equality & diversity data that is Not Recorded on SCOPE. This is an improvement when compared to data at 31/03/2020.

DISABILITY

The proportion of police officers with a Recorded Disability remains the same at **3%** - this has been the trend since 2017. For probationary constables, the proportion has fluctuated between <1% and 2% since 2016. The graph below shows the number of police officers with a Recorded Disability (Yes).



- **45-54** is the most common age group for those with a **Recorded Disability** compared to the 35-44 age group for those who identified as **“No”**.
- **Average Age** – 42 for those identifying as **Yes** and 39 for those identifying as **No**.
- **11-15 years’** service is the most common service band for both those who have a **Recorded Disability (Yes)** and those who identified as **No**.
- **Average Length of Service** - 14 years for those identifying as **Yes** and 12 years’ for those identifying as **No**.

Trends:

- There is **no difference** in the proportion of **male** and **female** police officers who have a Recorded Disability.
- Those with a Recorded Disability are an **older demographic**.
- Those with a Recorded Disability have **longer service**.

CHOOSE NOT TO DISCLOSE

The number of police officers who Choose not to Disclose continues to decrease for the protected characteristics of Disability, Race, Religion or Belief and Sexual Orientation.

In addition, the proportion has also decreased for the protected characteristics of Disability and Sexual Orientation.

Trends:

- Higher proportions of **male** police officers Choose not to Disclose for the protected characteristics of Disability, Race, Sexual Orientation and Religion or Belief.
- Those who Choose not to Disclose are an **older demographic** when compared to the average age of a police officer.
- Those who Choose not to Disclose have **longer lengths** of service when compared to the average length of service for a police officer.

RACE

The most common ethnic origin category:

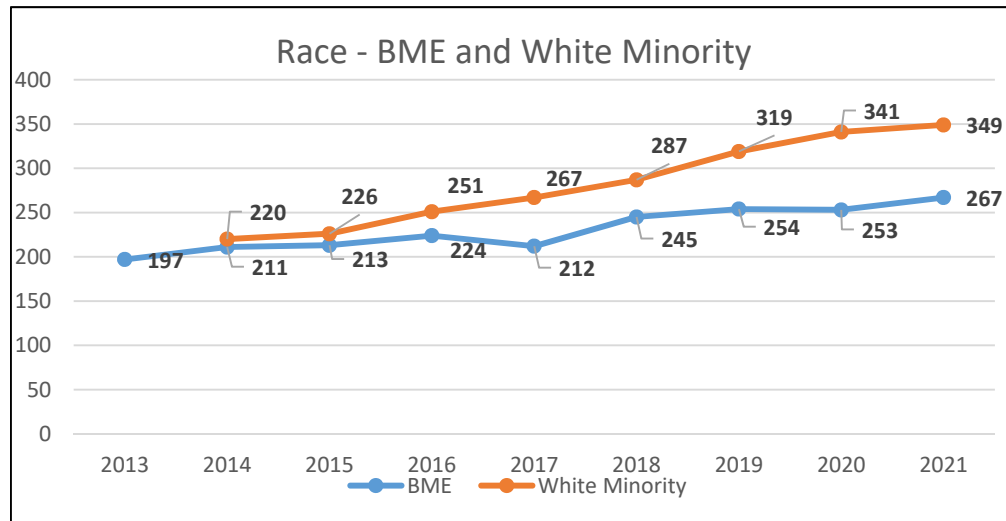
- **BME** – Mixed or Multiple Ethnic Group
- **White Minority** – Other White Background

The most common **age group**:

- **35-44** age group is the most common for all ethnic origin categories.

RACE

The proportion of those identifying as **BME** remains the same at 1% and 2% for those identifying as **White Minority**. The graphs below show the number of police officers overall or probationary constables who identify as **BME** or **White Minority**.



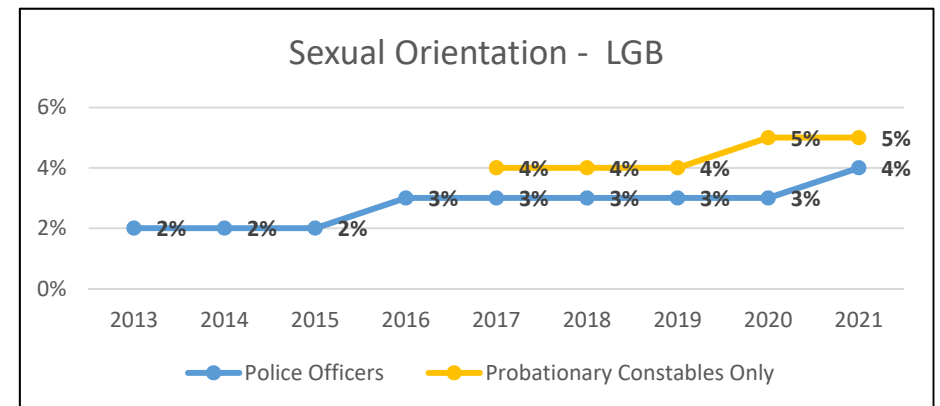
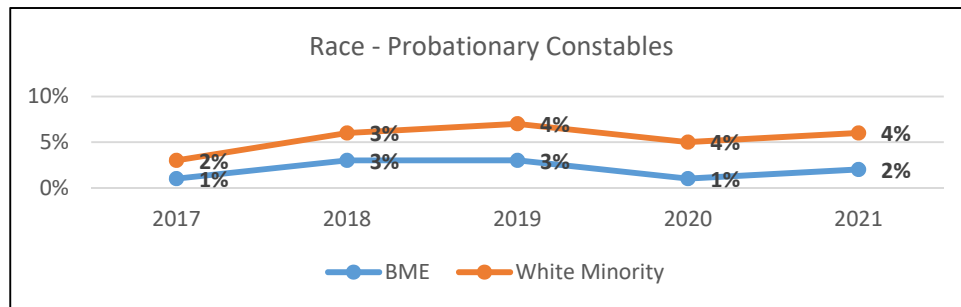
Average Length of Service - White Scottish – 12 years’; Other White British – 11 years’; White Minority – 9 years’ BME – 10 years.

Trends:

- A higher proportion of **male** police officers identify as **BME** (also a trend for probationary constables) or **Other White British**.
- A higher proportion of **female** police officers identify as **White Scottish**.
- A higher proportion of **female probationary constables** identify as **White Minority**.
- Those identifying as **White Minority** and **BME** have **shorter** lengths of service when compared to the average length of service for a police officer.

SEXUAL ORIENTATION

The number of police officers identifying as LGB has **increased** from 614 at 31/03/2020 to 644 at 31/03/2021. The graph below shows the proportion of police officers overall and probationary constables who identify as LGB,



The most common **service band**:

- **11-15 years’** service is the most common service band for all ethnic origin categories, with the exception of **White Minority** where **0-2 years’** service is the most common.

SEXUAL ORIENTATION

- **25-34** is the most common age group for those identifying as **LGB** compared to the **35-44** age group being the most common for those identifying as **Heterosexual**.
- **Average Age** – 36 for those identifying as **LGB** and 39 for those identifying as **Heterosexual**.
- **11-15** years' service is the most common service band for those who identified as **LGB** or **Heterosexual**.
- **Average Length of Service** – 9 years' for those identifying as **LGB** and 12 years' for those identifying as **Heterosexual**.

Trends:

- A higher proportion of **female** police officers identify as **LGB** when compared to male police officers. This is also the trend in the Probationary Constable profile.
- Those who identify as LGB are a **younger** demographic.
- Those who identify as LGB have **shorter lengths of service**.

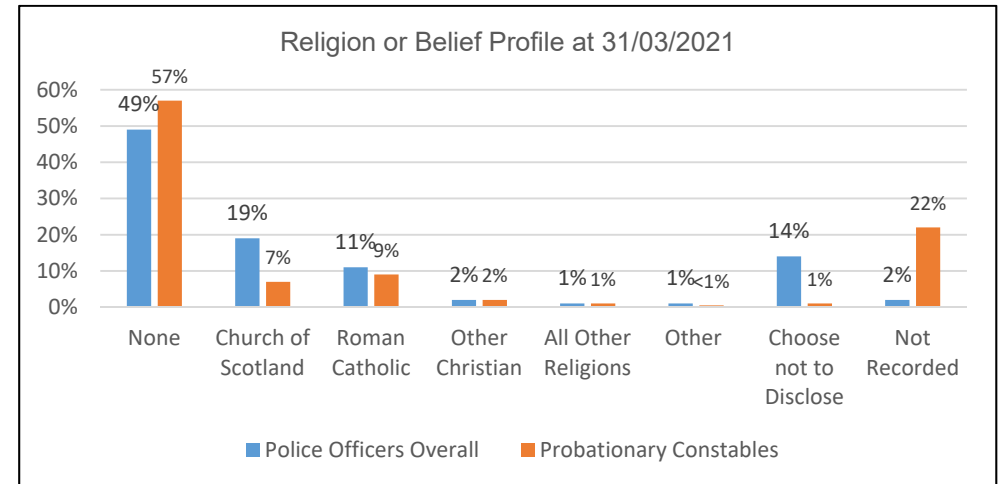
RELIGION OR BELIEF

Since 2015, there continues to be an increase in the proportion of police officers identifying as **None** and a decrease in those identifying as **Church of Scotland**. This reflects societal trends. The other religion and belief categories remain consistent.

- **Muslim** is the most common religion or belief categorised as All Other Religions.

RELIGION OR BELIEF

The graph highlights the Religion or Belief profiles for police officers overall and for Probationary Constables at 31/03/2021.



Trends:

- A higher proportion of **female** police officers identify as **None** or **Roman Catholic**.
- A higher proportion of **male** police officers identify as **Church of Scotland** or **All Other Religions**.
- Those who identify as **None**, **All Other Religions** are a **younger** demographic compared to those who identify as **Church of Scotland** or **Other Christian** who are an **older** demographic.
- Those who identify as **None** or **All Other Religions** have **shorter** lengths of service compared to those who identify as **Church of Scotland** who have **longer** lengths of service.
- Those who identify as **Roman Catholic** reflects the average age and average lengths of service of a police officer.

NEXT STEPS

Explore the reasons why:

- **Male** police officers have a lower proportion identifying as **LGB**.
- **Male** police officers have higher proportions of Choose not to Disclose for each of the protected characteristics.

Continue to:

- Embed the processes to ensure that equality and data is updated at a much earlier stage for newly appointed police officers to reduce the proportion of **Not Recorded**.

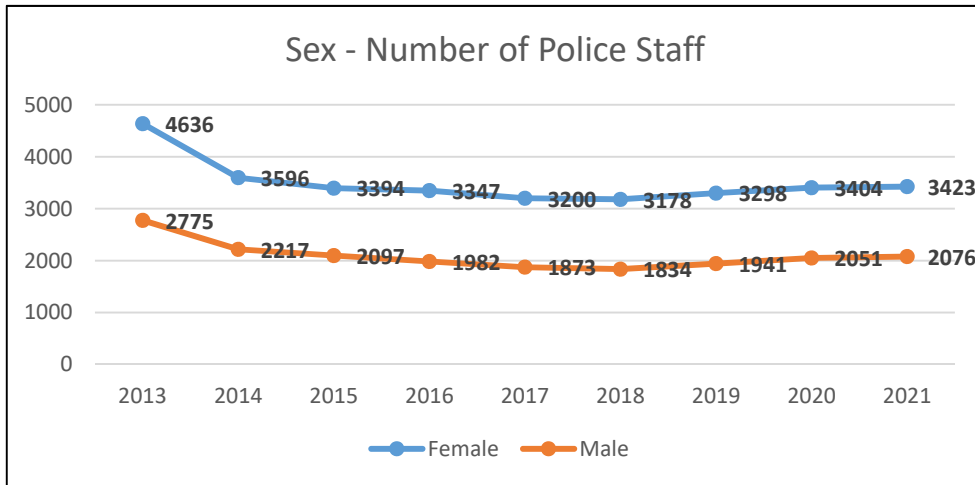
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APPENDIX C2 - POLICE STAFF WORKFORCE PROFILE AT 31/03/2021

OFFICIAL

SEX

The proportion of male police staff has fluctuated between 37% and 38% since 2013. The graph below shows the number of male and female police staff at 31st March each year.



- **11-15 years'** service is the most common length of service for **female** police staff.
- **0-2 years'** is the most common length of service for **male** police staff.
- The average length of service is **12 years** (12 years' for females and 10 years' for males).

Trends:-

- **Male** police staff have shorter lengths of service when compared to female police staff.

CHOOSE NOT TO DISCLOSE

The number of police staff who Choose not to Disclose continues to decrease for the protected characteristics of Disability, Race, Religion or Belief and Sexual Orientation.

In addition, the proportion has also decreased for the protected characteristic of Disability.

Trends:

- Higher proportions of **male** police staff Choose not to Disclose for the protected characteristics of Disability, Race, Sexual Orientation and Religion or Belief.
- Those who Choose not to Disclose are an **older demographic** when compared to the average age of police staff.
- Those who Choose not to Disclose have **longer lengths** of service when compared to the average length of service for police staff.

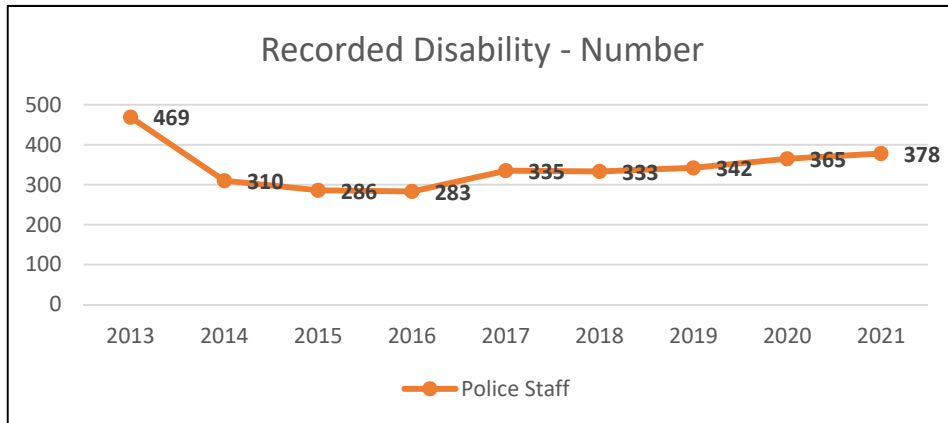
TRANSGENDER IDENTITY

<1% of police staff identify as Yes when completing the Transgender Identity question or updating their personal sensitive equality & diversity data.

This has been the trend since 2014 and since this time the number continues to decrease.

DISABILITY

The proportion of police staff with a Recorded Disability remains the same at **7%** - this has been the trend since 2017. However, in 2019, the proportion reduced to 6% before increasing thereafter to 7%. The graph below shows the increase in number for those with a Recorded Disability.



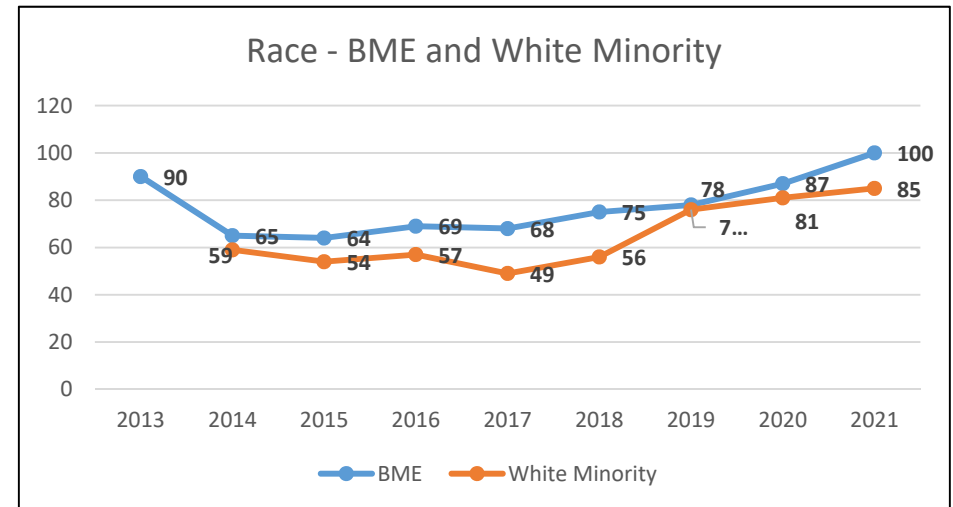
- **45-54** is the most common age group for those with a **Recorded Disability (Yes)** or those who identify as **“No”**.
- **Average Age** – 48 for those identifying as **Yes** and 46 for those identifying as **No**.
- **11-15 years’** service is the most common service band for those with a **Recorded Disability (Yes)** compared to **0-2 years’** service for those who identify as **No**.
- **Average Length of Service** - 14 years for those identifying as **Yes** and 11 years’ for those identifying as **No**.

Trends:

- There is a higher proportion of **female** police staff with a **Recorded Disability (Yes)**.
- Those with a Recorded Disability have **longer lengths of service**.

RACE

The proportion of those identifying as **BME** remains the same at **2%** and **1%** for those identifying as **White Minority**. The graph below shows the increase in number.



The **most common** ethnic origin category:

- **BME** - Pakistani. **Pakistani** is the most common ethnic origin category for **male** police staff compared to **Indian** for **female** police staff.
- **White Minority** – Other White Background for both **male** and **female** police staff.

The most common **age group**:

- **35-44** age group for those identifying as **BME** or **White Minority**.
- **45-54** age group for those identifying as **Other White British** or **White Scottish**.

RACE

Average Age:

BME – 40
White Minority – 42
Other White British – 47
White Scottish – 46.

The most common service band:

- **0-2 years'** service for those identifying as **BME, White Minority** and **Other White British**.
- **11-15 years'** service for those identifying as White Scottish

Average Length of Service:

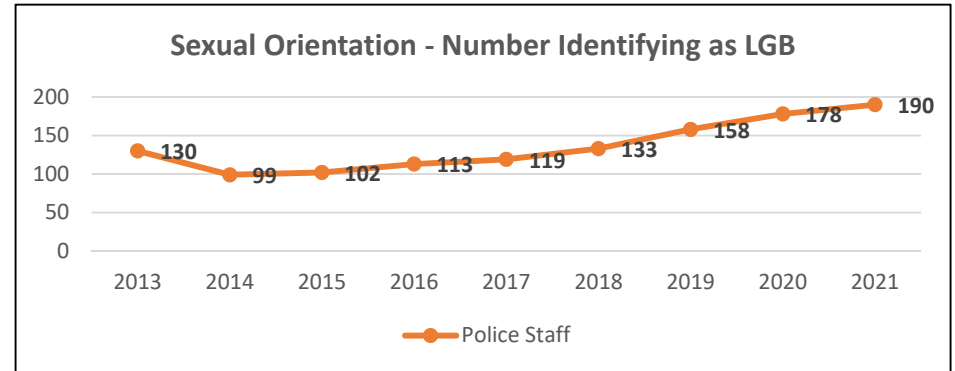
BME – 9 years'
White Minority – 6 years'
Other White British – 10 years'
White Scottish – 12 years'

Trends:

- A higher proportion of **male** police staff identify as **BME** or **Other White British**.
- A higher proportion of **female** police staff identify as **White Minority**.
- A higher proportion of **female** police staff identify as **White Scottish**.
- Those identifying as **BME** or **White Minority** have **shorter** lengths of **service**.
- Those who identify as **BME** or **White Minority** are a **younger** demographic.

SEXUAL ORIENTATION

The proportion of police staff identifying as **LGB** remains the same at **3%**. The graph below shows the increase in the number of those who identify as LGB.



- **25-34** is the most common age group for those identifying as **LGB** compared to the **45-54** age group for those identifying as **Heterosexual**.
- **Average Age** – 39 for those identifying as **LGB** and 46 for those identifying as **Heterosexual**.
- **0-2 years'** service is the most common service band for those who identified as **LGB** or **Heterosexual**.
- **Average length of Service** – 7 years' for those identifying as **LGB** and 11 years' for those identifying as **Heterosexual**.

Trends:

- A higher proportion of **male** police staff identify as LGB.
- Those who identify as LGB are a **younger** demographic.
- Those who identify as LGB have **shorter** average lengths of service.

AGE

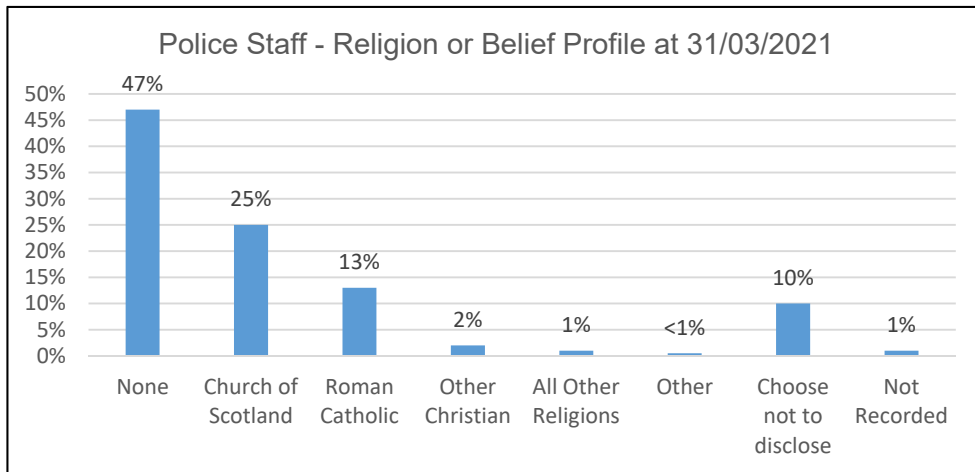
- The **45-54** age group remains the **most common age group** for police staff.
- The **45-54** age group is the most common for **female** police staff.
- The **45-54** and **55-64** age groups are equally the most common for **male** police staff
- **Average age** of police staff is **46** years old (45 for females and 48 for males).

Trends:-

- **Female** police staff are a **younger** demographic than **male** police staff.

RELIGION OR BELIEF

The graph highlights the Religion or Belief profile for police staff at 31/03/2021.



RELIGION OR BELIEF

Since 2016, there continues to be an increase in the proportion of police staff identifying as **None** and a decrease in those identifying as **Church of Scotland**. This reflects societal trends. The other religion and belief categories remain consistent.

- **Muslim** is the most common religion or belief categorised as All Other Religions.

Trends:

- A higher proportion of **female** police staff identify as **None** or **Roman Catholic**.
- A higher proportion of **male** police staff identify as **Other Christian** or have data that is **Not Recorded**.
- There is no difference in the proportion of **male** and **female** police staff who identify as **Church of Scotland** or **All Other Religions**.
- **Increase** in the proportion of police staff identifying as **None** and a **decrease** in the proportion identifying as **Church of Scotland**.
- Those who identify as **None**, **All Other Religions** are a **younger** demographic compared to those who identify as **Church of Scotland**, **Other Christian** or **Other** who are an **older** demographic.
- Those who identify as **None**, **Other Christian**, **Roman Catholic** or **All Other Religions** have **shorter** lengths of service compared to those who identify as **Church of Scotland** or **Other** who have **longer** lengths of service.
- Those who identify as **Roman Catholic** reflects the average age of police staff.

NEXT STEPS

Explore the reasons why:

- **Male** police staff have a lower proportion identifying as having a **Recorded Disability (Yes)**.
- **Female** police staff have a lower proportion identifying as **LGB**.
- **Male** police staff have higher proportions of **Choose not to Disclose** for each of the protected characteristics.

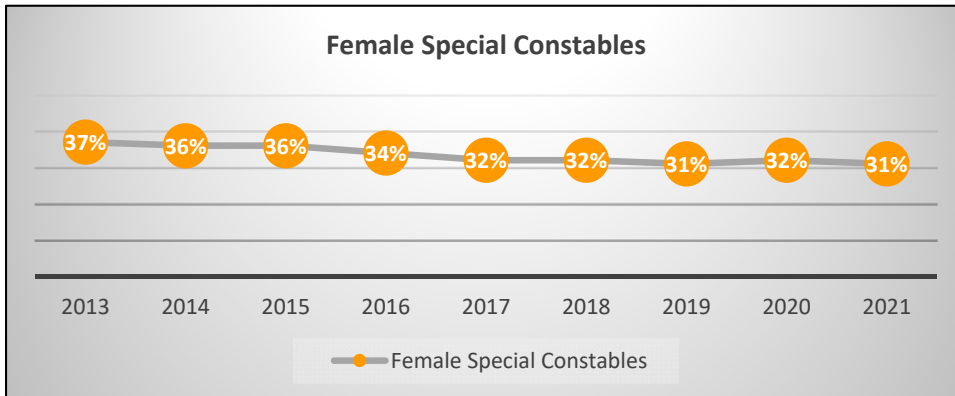
OFFICIAL

APPENDIX C3 - SPECIAL CONSTABLE WORKFORCE PROFILE AT 31/03/2021

OFFICIAL

SEX

The graph below shows the proportion of female special constables at 31st March each year.



- The number of **female** special constables has decreased from 167 at 31/03/2020 to 143 at 31/03/2021.
- The number of **male** special constables has decreased from 353 at 31/03/2020 to 318 at 31/03/2021.
- **0-2 years'** is the most common length of service for both **male** and **female** special constables.
- The average length of service is **10 years** (8 years' for females and 12 years' for males).

Trends:-

- **Female** special constables have **shorter** lengths of service when compared to male special constables.

AGE

- The **45-54** age group is the most common age group for special constables, (closely followed by the **25-34** age group). This is the first year since the creation of Police Scotland that the 45-54 age group has been the most common age group, albeit closely followed by the 25-34 age group. The 25-34 age group was the most common age group between 2013 and 2020.
- **25-34** age group is the most common for **female** special constables.
- **45-54** age group is the most common for **male** police special constables.
- **Average age** of a special constable is **46** years old (37 for females and 43 for males).

Trends:-

- **Female** special constables are a **younger** demographic than **male** police special constables.

TRANSGENDER IDENTITY

<1% of special constables identify as Yes when completing the Transgender Identity question or updating their personal sensitive equality & diversity data.

This has been the trend since 2014 and since this time the number continues to decrease for all staff groups.

DISABILITY

The proportion and number of special constables with a Recorded Disability on SCOPE has decreased from 1% (5) at 31/03/2020 to <1% (5) at 31/03/2021. The number has fluctuated between <5 and 9 since 2013.

- **45-54** is the most common age group for both those with a **Recorded Disability (Yes)** or those who identify as **“No”**.
- **Average Age** – 43 for those identifying as **Yes** and 42 for those identifying as **No**.
- There is **no common service band** for those with a **Recorded Disability (Yes)**.
- **11-15 years’** service is the common service band for those who identified as **“No”**.
- **Average Length of Service** - 15 years for those identifying as Yes and 11 years’ for those identifying as No.

Trends: Please note the numbers involved are very small.

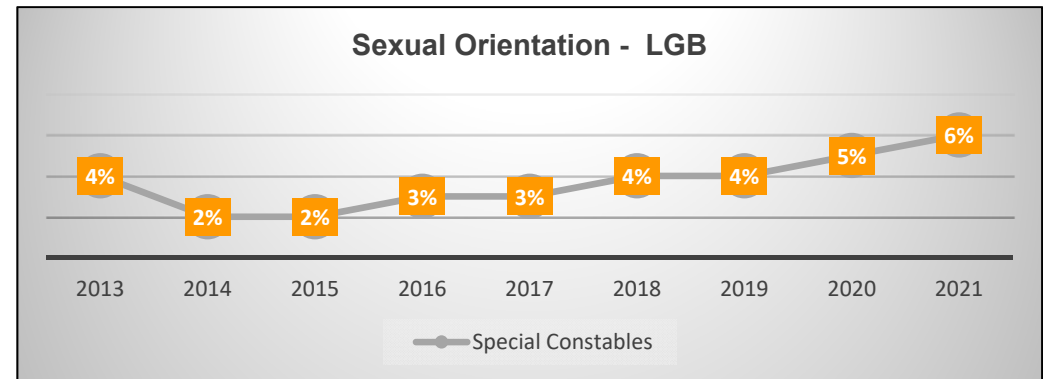
- There is a higher proportion of **female** special constables with a **Recorded Disability (Yes)**.
- Those with a Recorded Disability have **longer lengths of service**.

NOT RECORDED

16% of special constables have equality & diversity data that is **Not Recorded** on SCOPE.

SEXUAL ORIENTATION

The number of special constables who identified as **LGB** has decreased from 28 at 31/03/2020 to 26 at 31/03/2021. However, as you will see on the graph below, the proportion has increased.



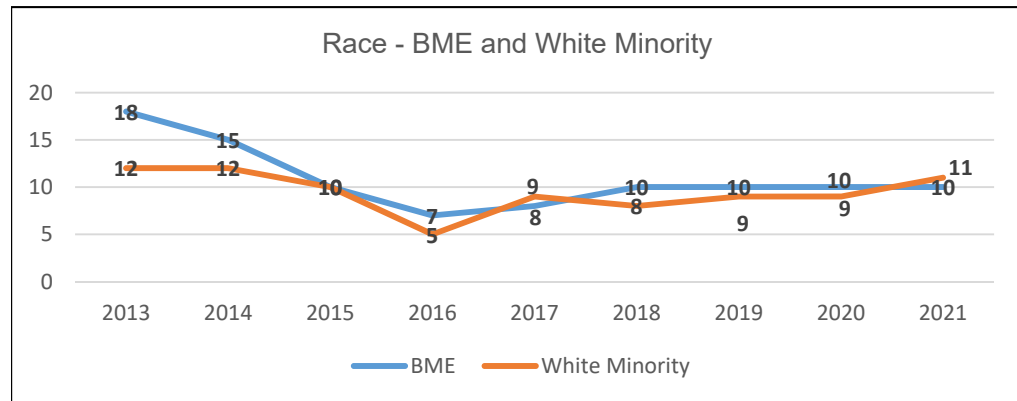
- **No common age group** for those identifying as **LGB** compared to the **45-54** age group for those identifying as **Heterosexual**.
- **Average Age** – 33 for those identifying as **LGB** and 42 for those identifying as **Heterosexual**.
- **0-2 years’** service is the most common service band for those who identified as **LGB** and **11-15 years’** for those who identified as **Heterosexual**.
- **Average length of Service** – 5 years’ for those identifying as **LGB** and 11 years’ for those identifying as **Heterosexual**.

Trends:

- A higher proportion of **female** special constables identify as LGB.
- Those who identify as LGB are a **younger** demographic.
- Those who identify as LGB have **shorter** average lengths of service.

RACE

The **proportion** and **number** of those identifying as **BME** remains the same at 2%. The **proportion** of those identifying as **White Minority** remains the same at 2%. The graph below shows the number of special constables who identify as BME or White Minority.



The **most common** ethnic origin category:

- **BME** – Indian or Pakistani (equally the most common). **Pakistani** is the most common ethnic origin category for **female** special constables and **Indian** for **Male** special constables.
- **White Minority** – Other White Background for both **male** and **female** special constables.

The most common **age group**:

- **25-34** age group for those identifying as **White Minority**.
- **45-54** age group for those identifying as **BME, Other White British or White Scottish**.

Average Age:

- **BME** – 45 years' old
- **White Minority** – 33 years' old
- **Other White British** – 43 years' old
- **White Scottish** – 42 years' old

The most common **service band**:

- **0-2 years'** service for those identifying as **BME or White Minority**.
- **6-10 years'** service for those identifying as **Other White British**.
- **11-15 years'** service for those identifying as **White Scottish**.

Average Length of Service:

- **BME** – 12 years'
- **White Minority** – 4 years'
- **Other White British** – 9 years'
- **White Scottish** – 11 years'

Trends:

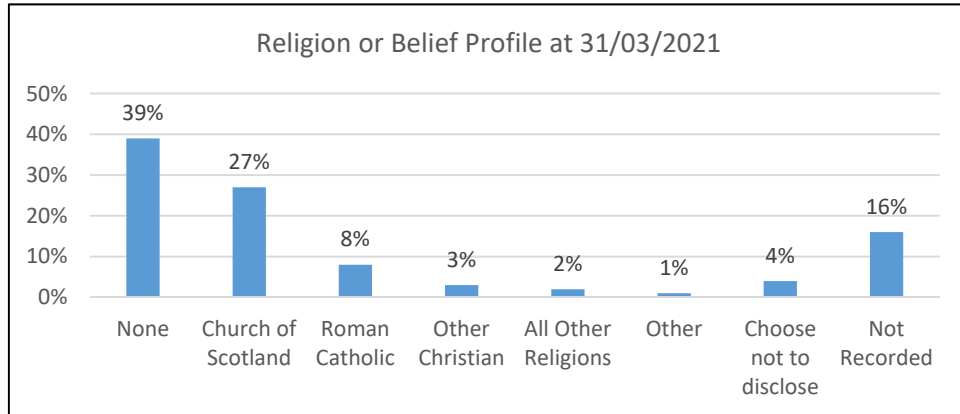
- There is no difference in the proportion of **male** and **female** special constables who identify as **BME**.
- A higher proportion of **male** special constables identify as **White Scottish** or **Other White British**.
- A higher proportion of **female** special constables identify as **White Minority**.
- Those identifying as **White Minority** or **Other White British** have shorter lengths of service.
- Those who identify as **White Minority** are a **younger** demographic.

RELIGION OR BELIEF

- **Muslim** is the most common religion or belief categorised as All Other Religions.

RELIGION OR BELIEF

The graph highlights the Religion or Belief profile for special constables at 31/03/2021. The number across all the religion or belief categories continues to decrease or remains static. This is linked to the data that is Not Recorded and the decreasing number of special constables overall.



Trends:

- A higher proportion of **female** special constables identify as **None** or **Other Christian** compared to a higher proportion of **male** police officers identify as **Church of Scotland**.
- There is no difference in the proportion of **male** and **female** police officers who identify as **Roman Catholic** or **All Other Religions**.
- Those who identify as **None**, **All Other Religions**, **Roman Catholic** or **Other Christian** are a **younger** demographic compared to those who identify as **Church of Scotland** or **Other**.
- Those who identify as **None** or **Other Christian** have **shorter** lengths of service compared to those who identify as **Church of Scotland**, **Roman Catholic** or **All Other Religions** who have **longer** lengths of service.

CHOOSE NOT TO DISCLOSE

The number of special constables who Choose not to Disclose continues to decrease or remains the same for the protected characteristics of Disability, Race, Religion or Belief and Sexual Orientation. The proportion and number of those who Choose not to Disclose is low for special constables.

Trends:

- A higher proportion of **female** special constables Choose not to Disclose for the protected characteristics of Disability, Sexual Orientation and Religion or Belief.
- A higher proportion of **male** special constables Choose not to Disclose for the protected characteristic of Race
- Those who Choose not to Disclose have **longer lengths** of service when compared to the average length of service for a special constable.

NEXT STEPS

Explore the reasons why:

- There is a low proportion of special constables with a Recorded Disability to identify if there is under recording of **Disability**.
- **Male** special constables have a lower proportion identifying as **LGB**.

Further Work Required:

- **Not Recorded** – Identify how special constables can access ICT to update their SCOPE E&D Questionnaire. Continue to embed the processes to ensure that equality and diversity data is updated at a much earlier stage.
- Work with the Special Constables lead to look at the trends identified.

OFFICIAL

APPENDIX C4 - POLICE OFFICER RANK PROFILE AT 31/03/2021

OFFICIAL

22% of police officers are in a promoted rank (sergeant and above) and 78% are constables.

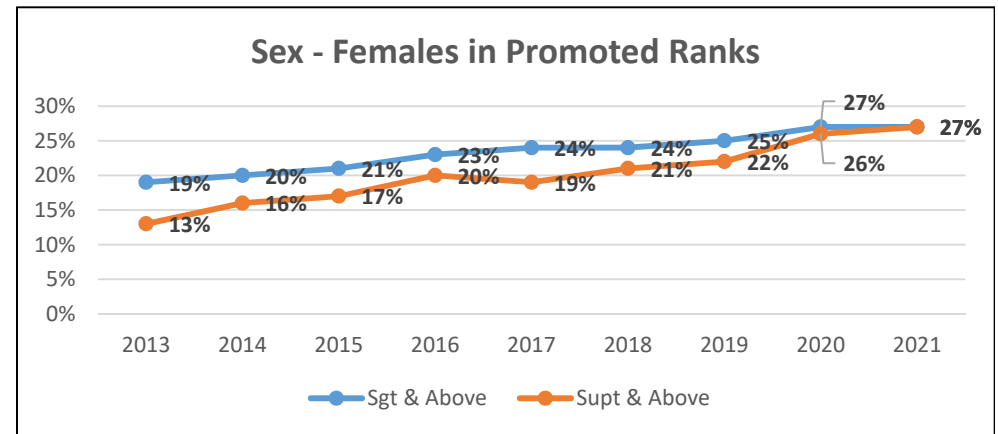
SEX

The table below shows the proportion of male and female police officers at each rank.

Rank	F%	M%
Chief Constable	0%	100%
Deputy Chief Constable	33%	67%
Assistant Chief Constable	10%	90%
Chief Superintendent	24%	76%
Superintendent	29%	71%
Chief Inspector	26%	74%
Inspector	26%	74%
Sergeant	28%	72%
Sgt & Above	27%	73%
Constable	34%	66%
Police Scotland Profile	33%	67%

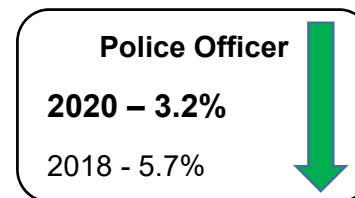
- The number of males and females in the ranks of **Sgt and above** and **Supt and above** has increased when compared to 31/03/2020.

The graph below shows the proportion of female police officers in the ranks of Sgt & above and Supt & Above.



GENDER PAY GAP

The Gender Pay Gap figure for police officers continues to narrow.



This translates as:

- Female** police officers earn £19.46/hr
- Male** Police officers earn £20.09/hr

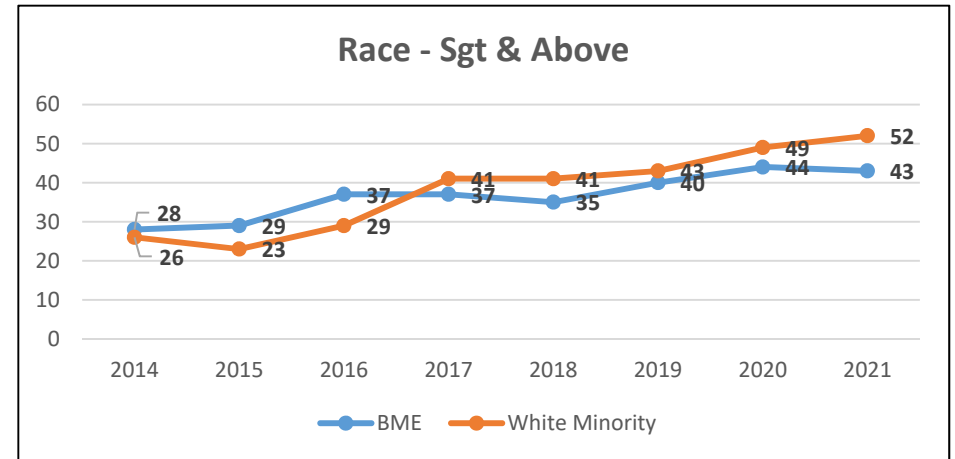
The reduction in the gender pay gap is likely to be linked to an increase in the proportions of female police officers appointed since 2018, increases in the number of female police officers in promoted ranks and higher proportions of females retiring from Police Scotland.

RACE

The table below shows the proportion of police officers at each rank by ethnic origin category.

Rank	White Scottish	Other White British	White Minority	BME	Choose not to Disclose	Not Recorded
Constable	78%	9%	2%	2%	7%	3%
Sergeant	81%	8%	1%	1%	9%	<1%
Inspector	83%	7%	1%	<1%	8%	0%
Chief Inspector	85%	6%	1%	1%	6%	0%
Superintendent + above	82%	10%	1%	1%	5%	0%
Sgt & Above	82%	8%	1%	1%	8%	<1%
Police Scotland Profile	79%	8%	2%	1%	7%	2%

The graph below shows the number of police officers in the ranks of **Sgt & above** who identify as **BME** or **White Minority**.



- The proportion of those in the ranks of Sgt & above who identify as **BME** or **White Minority** remains the same when compared to 31/03/2020.

BME
16% - Sgt & Above
84% - Constable

White Minority
15% - Sgt & Above
85% - Constable

Other White British
20% - Sgt & Above
80% - Constable

White Scottish
23% - Sgt & Above
77% - Constable

Average Hourly Earnings

White Scottish
£20.80/hr

Other White British
£19.87/hr

White Minority
£18.35/hr

BME
£19.23/hr

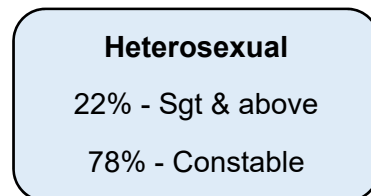
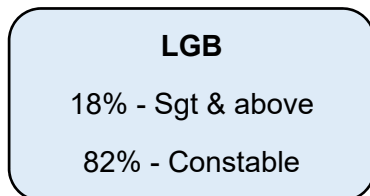
The average hourly earnings for each of the ethnic origin groups links to the trends for the average lengths of service. Those who identify as **Other White British, White Minority** or **BME** have shorter average lengths of service than those who identify as **White Scottish**. Those who are in more senior ranks are more likely to have longer average lengths of service than those in more junior ranks.

SEXUAL ORIENTATION

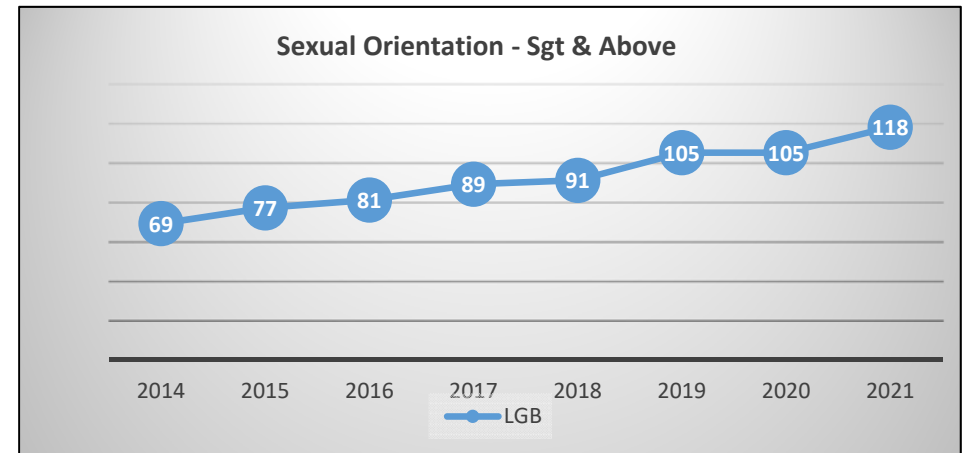
The table below shows the proportion of police officers at each rank by sexual orientation category.

Rank	LGB	Heterosexual	Choose not to Disclose	Not Recorded
Constable	4%	81%	12%	3%
Sergeant	3%	82%	15%	<1%
Inspector	3%	83%	14%	0%
Chief Inspector	2%	88%	10%	0%
Supt + above	2%	90%	8%	0%
Sgt & Above	3%	83%	14%	<1%
Police Scotland Profile	4%	82%	12%	2%

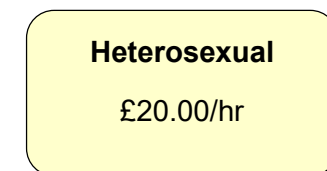
- The profile of those who identify as **LGB** in the ranks of Sgt & above is lower when compared to the Police Scotland profile. This is likely to be linked to the younger demographic who identify as LGB. Those in the ranks of Sgt & above are an older demographic.



The graph below shows the increase in the number of those who identify as **LGB** and who are in the ranks of Sgt & above.



Average Hourly Earnings



There is a link between the average hourly earnings and length of service. Although the most common service band is the same, the average length of service for those identifying as **LGB** is shorter than those who identify as **Heterosexual**. There is also a smaller proportion of those identifying as LGB in the ranks of Sgt & above, where there is also a link to length of service.

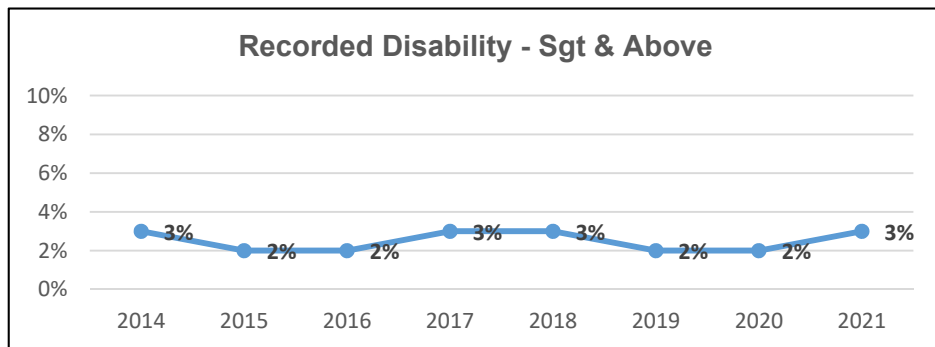
DISABILITY

The table below shows the proportion of police officers at each rank by disability category.

Rank	Yes	No	Choose not to Disclose	Not Recorded
Constable	3%	85%	9%	3%
Sergeant	3%	86%	11%	<1%
Inspector	2%	88%	10%	0%
Chief Inspector	2%	91%	7%	0%
Superintendent + above	1%	95%	4%	0%
Sgt & Above	3%	87%	10%	<1%
Police Scotland Profile	3%	85%	9%	2%

- The proportion of those with a Recorded Disability (Yes) starts to decrease as the ranks become more senior.

The graph below shows the increase in the proportion of those in the ranks of Sgt and above. The number has also increased from 91 at 31/03/2020 to 109 at 31/03/2021.



Recorded Disability (Yes)
 20% - Sgt & Above
 80% - Constable

No
 23% - Sgt & Above
 77% - Constable

Average Hourly Earnings

Recorded Disability (Yes)
£20.44/hr

No Disability Recorded
£19.87/hr

The average hourly earnings link to lengths of service where those with a **Recorded Disability (Yes)** have longer lengths of service compared to those who identify as **No**. However, although the average hourly earnings appear to be higher, there are lower proportions of those at the ranks of Inspector, Chief Inspector and Superintendent & above.

AGE

- 49% of those in the ranks of **Sgt & Above** are in the **45-54** age group. This continues to be the most common age group.
- 38% of those in the rank of **Constable** are in the **25-34** age group. This continues to be the most common age group.

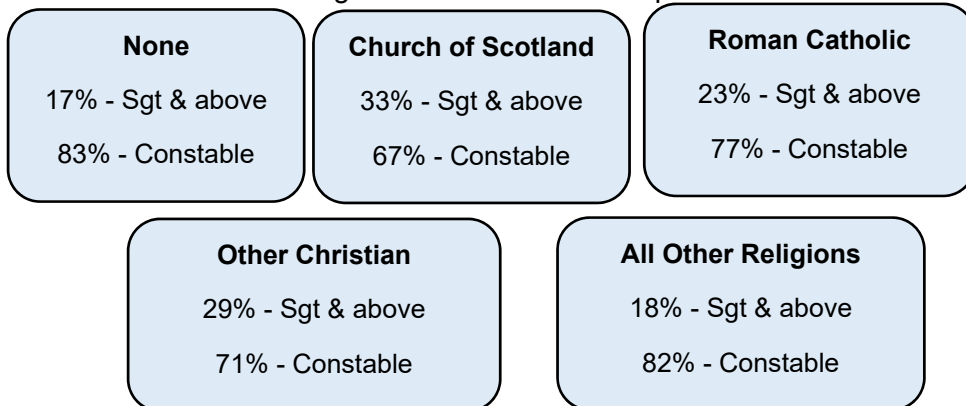
Trends:-

- Increase in the proportion of those in the **35-44** age group who are in the promoted ranks of **Sgt & above**.

RELIGION OR BELIEF

Religion or Belief Category	Sgt & Above	Constable	Police Scotland Profile at 31/03/2021
None	38%	53%	49%
Church of Scotland	29%	16%	19%
Roman Catholic	12%	11%	11%
Other Christian	3%	2%	2%
Other	1%	1%	1%
All Other Religions	<1%	1%	1%
Choose not to Disclose	17%	13%	14%
Not Recorded	<1%	3%	2%

- As identified in the Workforce Profile Dashboard, there is a link between how individuals identify their religion or belief and their age. This is also reflected in the Rank Profile above.
- Since 2019, there has been an increase in the proportion and number of officers in the ranks of Sgt & above who identify as None and a decrease for those who identify as Church of Scotland. This reflects the trends in the Police Scotland Religion or Belief Workforce profile.



LENGTHS OF SERVICE

The average lengths of service for each rank are:

- Constable** – 10 years'
- Sergeant** – 17 years'
- Inspector** – 22 years'
- Chief Inspector** – 23 years'
- Supt & above** – 24 years'

TRENDS

As identified in the Police Officer Workforce Profile Dashboard:

- There are links to age and length of service which impacts upon how individuals identify the protected characteristics of Race, Religion or Belief and Sexual Orientation.

NEXT STEPS

Disability

- Identify the cause of under reporting for the protected characteristic of disability in the ranks of Inspector and above.
- Explore the types of roles that police officers with a Recorded Disability (Yes) undertake.

OFFICIAL

APPENDIX C5 - POLICE STAFF GRADE PROFILE AT 31/03/2021

OFFICIAL

6% of police staff are Grade 8 & Above and 94% are Grade 7 & Below.

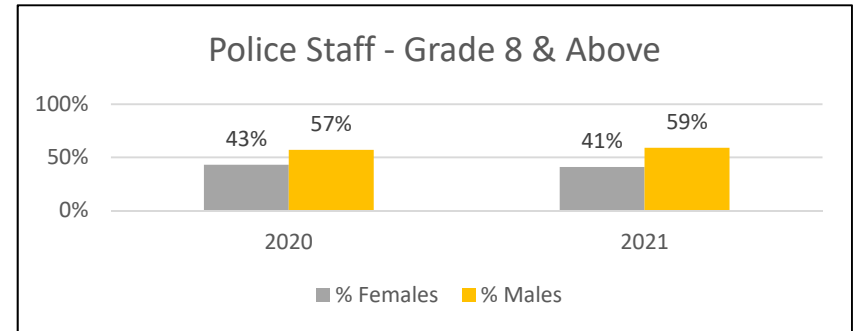
SEX

The table below shows the proportion of male and female police staff at each grade.

Grade	F%	M%
SPA DIR	17%	83%
Grade 13	31%	69%
Grade 12	37%	63%
Grade 11	41%	59%
Grade 10	54%	46%
Grade 9	42%	58%
Grade 8	35%	65%
Grade 7	42%	58%
Grade 6	52%	48%
Grade 5	50%	50%
Grade 4	64%	36%
Grade 3	70%	30%
Grade 2	68%	32%
Grade 1	90%	10%
SPA Bands A and C	100%	0%
Total	62%	38%

- 96% of females are Grade 7 or below compared to 90% of males.
- 4% of females are Grade 8 or above compared to 10% of males.

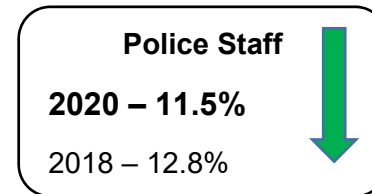
The graph below shows the proportion of male and female police staff at Grade 8 & Above.



Trend: A higher proportion of male police staff are Grade 8 and above.

GENDER PAY GAP

The Gender Pay Gap figure for police staff continues to narrow.



This translates as:

- **Female** police staff earn £16.53/hr
- **Male** police staff earn £18.67/hr

SPRM was implemented on 1st April 2019 and has assisted in reducing the gender pay gap by implementing a common approach to pay and the grading of roles and allowing organisational comparisons to be made. Analysis in the overall Police Staff Grade profile identifies trends that link to the Gender Pay Gap.

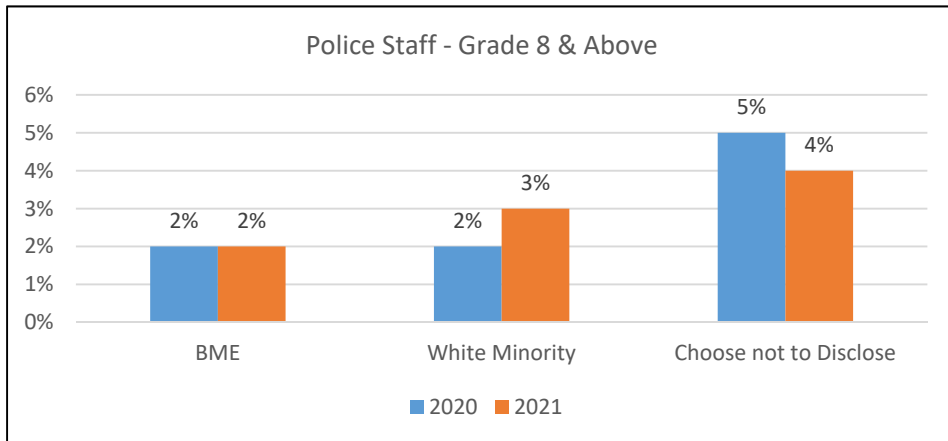
RACE

The table below shows the proportion of police staff by grade category and ethnic origin category.

Ethnic Origin Category	Grade 7 & Below	Grade 8 Above	Police Scotland Profile at 31/03/2021
White Scottish	85%	79%	85%
Other White British	7%	10%	7%
White Minority	1%	3%	1%
BME	2%	2%	2%
Choose not to Disclose (CNTD)	4%	4%	4%
Not Recorded	1%	2%	1%

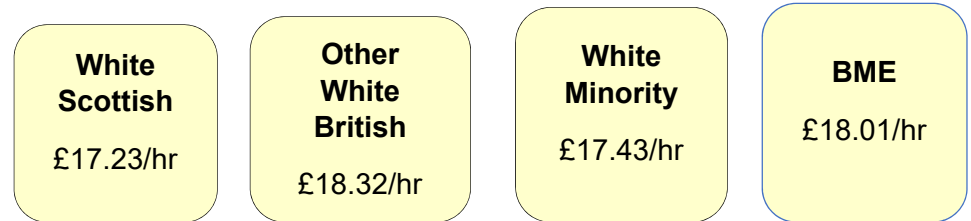
- **BME** - 7% are Grade 8 & above and 93% are Grade 7 & below.
- **White Minority**- 12% are Grade 8 & above and 88% are Grade 7 & below.
- **Other White British** – 9% are Grade 8 & above and 91% are Grade 7 & below.
- **White Scottish** – 6% are Grade 8 & above and 94% are Grade 7 & below.

- **Grade 8 & Above** - Small increase in number for those identifying as BME and White Minority.



Trend:
Higher proportions of those who identify as **BME, White Minority** or **Other White British** at Grade 8 & above.

Average Hourly Earnings



The average hourly earnings reflect the trends identified within the Grade Profile for Race, where the profile for those who identify as **BME, White Minority** and **Other White British** is higher for those who are Grade 8 & above compared to the overall Police Scotland profile and lower for those who identified as **White Scottish**.

OFFICIAL

OFFICIAL

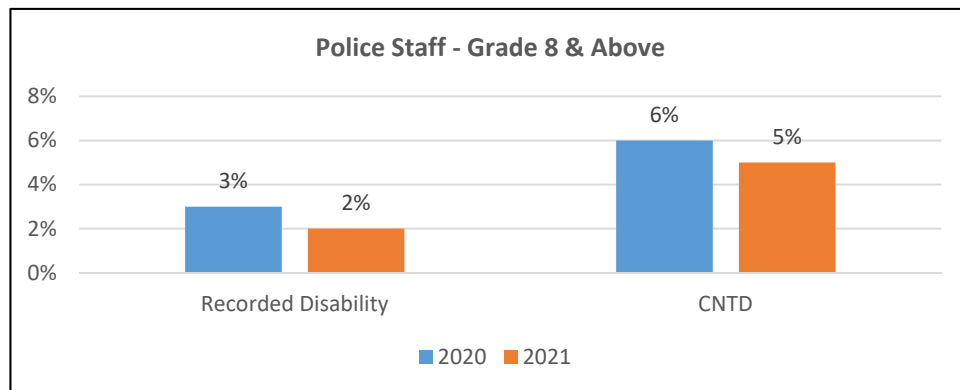
DISABILITY

The table below shows the proportion of police staff by grade category and disability category.

Disability Category	Grade 7 & Below	Grade 8 Above	Police Scotland Profile at 31/03/2021
Yes	7%	2%	7%
No	85%	91%	86%
Choose not to Disclose (CNTD)	6%	5%	6%
Not Recorded	1%	2%	1%

- **Recorded Disability (Yes)** – 2% are Grade 8 & Above and 98% are Grade 7 & Below.
- **No** – 7% are Grade 8 & Above and 93% are Grade 7 & Below.

The graph below shows the proportion of those with a **Recorded Disability (Yes)** and those who **Choose not to Disclose** each year for Grade 8 & Above.



Average Hourly Earnings

Recorded Disability (Yes) £17.06/hr	No Disability Recorded £17.35/hr
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The average hourly earnings reflect the trends identified within the Grade Profile for Disability, where those who identify as having a **Recorded Disability (Yes)** is lower for those who are in Grades 8 & above and higher for those who identify as **No**.

SEXUAL ORIENTATION

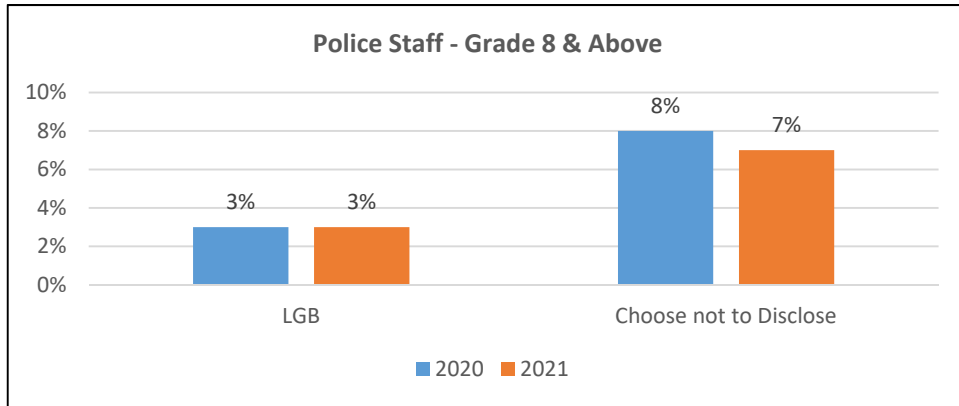
The table below shows the proportion of police staff by grade category and sexual orientation category.

Sexual Orientation Category	Grade 7 & Below	Grade 8 Above	Police Scotland Profile at 31/03/2021
LGB	3%	3%	3%
Heterosexual	85%	88%	86%
Choose not to Disclose (CNTD)	10%	7%	10%
Not Recorded	1%	2%	1%

- **LGB** – 5% are Grade 8 & Above and 95% are Grade 7 & Below.
- **No** – 6% are Grade 8 & Above and 94% are Grade 7 & Below.

SEXUAL ORIENTATION

The graph below shows the proportion of those who identified as **LGB** and those who **Choose not to Disclose** each year for Grade 8 & Above



Average Hourly Earnings

LGB
£17.01/hr

Heterosexual
£17.39/hr

The average hourly earnings reflect the trends identified within the Grade Profile for Sexual Orientation. The profile of those who are **LGB** in Grades 8 & above is slightly lower than those who are in Grades 7 & below.

AGE

Grade 7 & Below - 30% are in the 45-54 age group. This is the most common age group.

Grade 8 & Above - 43% are in the 45-54 age group. Most common age group.

RELIGION OR BELIEF

Religion or Belief Category	Grade 7 & Below	Grade 8 Above	Police Scotland Profile at 31/03/2021
None	47%	45%	47%
Church of Scotland	25%	24%	25%
Roman Catholic	13%	12%	13%
Other Christian	2%	5%	2%
Other	<1%	0%	<1%
All Other Religions	1%	1%	1%
Choose not to Disclose (CNTD)	10%	10%	10%
Not Recorded	1%	2%	1%

- With the exception of Other Christian, the proportions for each Grade Category reflects the Religion or Belief Profile for Police Scotland.

NEXT STEPS

- Explore the types of roles that are held by **male** and **female** police staff to continue to work towards narrowing the Gender Pay Gap and identify why more **males** are in roles that are **Grade 8 & above**.
- Expand the work carried out in relating to Occupational Segregation for the protected characteristic of Disability, Race and Sexual Orientation to gain a better understanding in relation to the average hourly earnings.
- Recognise the opportunities to market roles to under- represented groups for police staff roles.
- Carry out benchmarking exercise in relation to the Gender Pay Gap with police forces in England & Wales, Other Public Sector Organisations and Local Authorities in Scotland and Private Sector Organisations.