

<b>Meeting</b>	<b>SPA Resources Committee</b>
<b>Date</b>	<b>9 February 2021</b>
<b>Location</b>	<b>Video Conferencing</b>
<b>Title of Paper</b>	<b>Q3 People Management Information Dashboard</b>
<b>Presented By</b>	<b>Director Jude Helliker, People and Development</b>
<b>Recommendation to Members</b>	<b>For Discussion</b>
<b>Appendix Attached</b>	<b>Yes</b>  <b>Appendix A – Q3 People Workforce Data Report</b>

**PURPOSE**

The purpose of this report is to provide a strategic overview in relation to Q3 People Management Workforce data.

Members are invited to discuss the content of this report.

**1. BACKGROUND**

- 1.1 Workforce data has been routinely reported to the Resources Committee to allow oversight on the workforce factors and the impact on the delivery of policing.
- 1.2 The report has been formatted to allow easier interpretation of the data.

**2. FURTHER DETAIL ON THE REPORT TOPIC**

- 2.1 Appendix A provides the detailed workforce report.
- 2.2 The attached report details the following factors for the third quarter of the 2020/21 financial year:
  - Headcount/FTE of staff and officers and Special Constables
  - Part Time/ Full time proportions for staff and officers
  - Age/rank/service profiles for officers and staff
  - Leaver and turnover profiles for officers and staff
  - Absence data for officers and staff
  - Modified duties for officers
- 2.3 Where appropriate and possible, comparison data has been provided for information, however as Police Scotland is unique within Scotland, the comparison will be subject to differences in the legal framework, national priorities and governance.

**3. FINANCIAL IMPLICATIONS**

- 3.1 There are no specific financial implications associated with this paper.

**4. PERSONNEL IMPLICATIONS**

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

**5. LEGAL IMPLICATIONS**

- 5.1 There are no specific legal implications associated with this paper.

**6. REPUTATIONAL IMPLICATIONS**

- 6.1 There are no reputational issues raised in this paper.

**7. SOCIAL IMPLICATIONS**

7.1 There are no specific social implications associated with this paper.

**8. COMMUNITY IMPACT**

8.1 There are no specific community impact implications associated with this paper.

**9. EQUALITIES IMPLICATIONS**

9.1 There are no specific equalities implications associated with this paper.

**10. ENVIRONMENT IMPLICATIONS**

10.1 There are no specific environmental implications associated with this paper.

**RECOMMENDATIONS**

Members are invited to discuss the information contained within this report.

OFFICIAL

# *Workforce Data Report for Resources Committee*

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## **QUARTERLY WORKFORCE DATA REPORT**

**31 DECEMBER 2020**

**Prepared by: People & Development Performance Reporting Team**

***Please note there is an embargo on the release of this report until after the Scottish Government have published workforce figures on 02/02/21***



SCOTTISH POLICE  
AUTHORITY

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# Executive Summary

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## **Police Officer**

Police officer numbers are slightly lower than the previous years this quarter (-38) (-0.2%) with attrition reducing from 206 headcount in Q3, 2019 to 145 headcount in Q3, 2020. The majority of this can be attributed to a reduction in officers retiring at 30 years service, which reduced from 139 headcount in Q3, 2019 to 94 headcount in Q3 2020. This is mainly as a result of the volume of officers reaching that service but also to a reduction in officers retiring at 30 years' service.

Resignations and transfers to other forces have also seen a reduction from 51 headcount in Q3, 2019 to 40 in Q3, 2020. Part time working has also reduced slightly throughout this period by (-28) (-3%) with 1,030 officers working part time hours at the end of December 2020. It is believed that uncertainty around employment during the COVID outbreak is contributing to this and follows a trend from the previous quarter. As a result of the foregoing the officer intake in December 2020 was only 125 probationers as opposed to the average intake of around 180 - 200 officers.

## **Police Staff**

Police staff FTE at the end of December 2020 is 5,710.987 (excluding agency staff), which is below budgeted established of 5,869.8 FTE for 2020/21. At the end of December 2020 police staff in permanent posts are 167 higher than at the end of December 2019. This is mainly due to increases in nearly all areas but the most significant increases are in C3, and Corporate Services (ICT and Finance). Attrition is similar to that of officers, this has seen a reduction particularly in voluntary turnover which has reduced from 51% of all turnover for staff at the end of Q3, 2019 to 42% at the end of Q3, 2020. Leavers overall have reduced year to date from 280 between Apr-Dec 2019 to 213 between Apr-Dec 2020. Recruitment is also lower than the previous year with only 258 members of staff recruited this year as opposed to 427 the previous year. As a consequence a vacancy management process has been introduced to control the filling of vacancies and ensure that only critical posts are filled. This will look to reduce the risk of a significant pressure on the staff budget. There are currently 284 staff vacancies, with the highest proportion within CSD (45%) and turnover savings are set at 6%.

## **Special Constables**

At the end of December 2020 there are 453 special constables in Police Scotland. Whilst special constable numbers are lower than this time last year, there are plans for two further training courses to be run prior to April 2021. At the end of November 2020 the Metropolitan Police (MET) had 1,882 special constables, which equates to (6%) proportionally against a police officer FTE of 32,455.12. The proportion of special constables within Police Scotland is below this at just under 3%.

## **Absence**

Police officer average days lost is currently sitting at 8 days and police staff 11 days and with three months of the financial year remaining the total figure for 2020/21 work days lost remains similar to the figure from 2019/20. The projected average WDL for police officers in 2020/21 is 10.50 (10.36 in 2019/20) - the projected average WDL for police staff in 2020/21 is 13.59 (14.74 in 2019/20). However it should be noted that any significant increase in COVID-19 related illness will impact on these projections.

# Executive Summary

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Respiratory illness, as would be expected, has seen an increase this year with it contributing to 39% of all officer absences and 35% of staff absences year to date to December 2020 compared to circa 9% for the same period last year. This quarter, as requested, the number and proportion of work days lost to COVID-19 and all other absences have been included in the report and although the proportion of work days lost to COVID-19 has started to rise again, levels are nowhere near the 14% experienced for officers and 18% for staff in April 2020. Work days lost have also been annualised and despite an initial peak absence in April 2020 as a result of the pandemic, at the end of December 2020 absence levels for both officers and staff are on a similar trajectory to last year.

This suggests the adjustments that PSOS have implemented (working from home, social distancing in the office) have successfully mitigated some of the effects of COVID-19 on the workforce, as well as realising some additional benefits positive effects on work/life balance; e.g. between Jun-Aug 2020, when COVID infection rates were at their lowest, staff and officer WDL were 15% lower than in the same period in the previous year.

Comparing Police Scotland's absence with the Local Government Benchmarking Framework, non-teaching staff in Scotland in 2018/19 had **11.49** days lost to absence and teaching staff **6.21** . Year to date both police officers and police staff average days lost are below non-teaching staff levels, however above teaching staff levels. It should be noted that the spike in absence levels experienced in April 2020 has impacted on work days lost levels.

Police Scotland also benchmark absence with PSNI and their average days lost absence levels year to date to the end of December 2020 were **8** days (police officers) **6** days (police staff). At the end of Q3 Police Scotland average days lost officer levels are slightly above PSNI, however police staff average days lost are above PSNI levels.

## **Modified Duties**

Officers on modified duties remains above 8% of total resource for the third consecutive quarter with rehabilitative and extended rehabilitative duties contributing to the largest part. This is similar to the Metropolitan Police who have 8% of officers on some restriction. Work continues to improve the manner in which officers on restrictions are deployed.

# Workforce Summary of Key Areas

An embargo is placed on the release of this document until after Scottish Government publish workforce numbers on 02/02/21

**17,234 FTE**

Police Officers as at 31/12/20

Forecast of Recruits:-  
**125** 31/03/21

## Changes in Police Officer Numbers



Police Officer numbers remain at the budgeted establishment level of **17,234**.



Down **(-25) (-0.1%)** since Dec. 2019.

**453**

Special Constables as at 31/12/20

## Changes in SPC Numbers



Down **(-46) (-9%)** since Dec. 2019.

**\*5,711 FTE**

Police Staff as at 31/12/20

*\*excludes Agency Staff*

## Changes in Police Staff Numbers



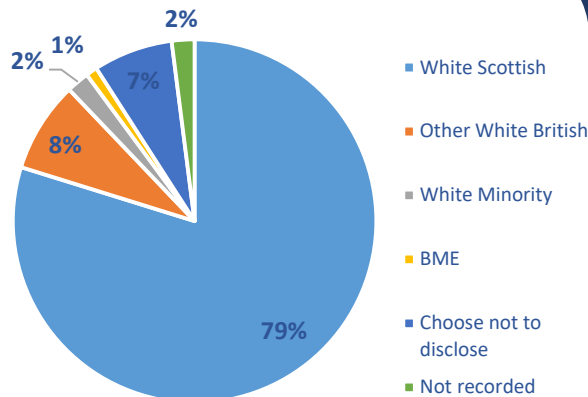
Up **+135 (2.4%)** since Dec. 2019.

**1%**

of Police Officers are from 'BME' groups



No change from Dec. 2019

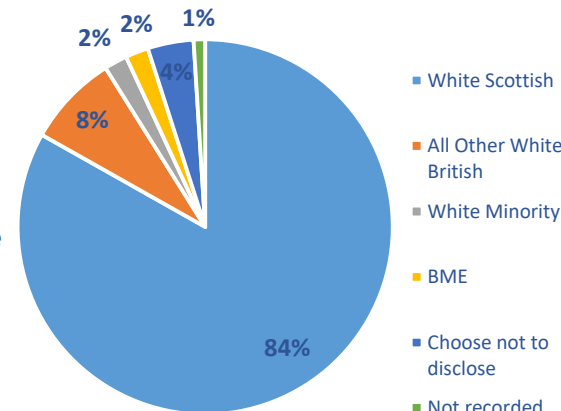


**2%**

of Police Staff are from 'BME' groups



No change from Dec. 2019

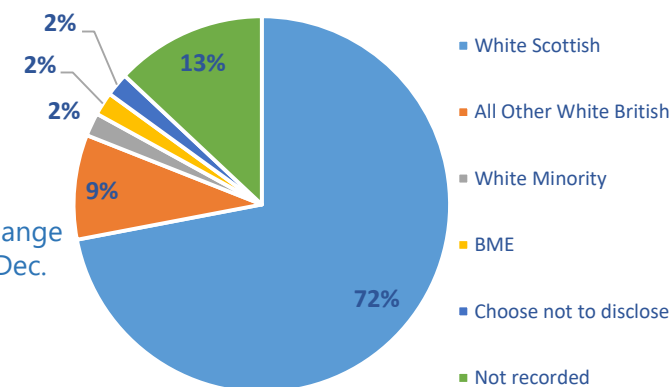


**2%**

of Special Constables are from 'BME' groups



No change from Dec. 2019



**12 days**

(annualised) have been lost through police officer sickness absence (Dec. 2020). Up **(+1 day)** since (Dec. 2019).

**15 days**

(annualised) have been lost through police staff sickness absence (Dec. 2020). Down **(-1 day)** (Dec. 2019).



## Police Officers

Short Term – **5 Days**

Long Term – **5 Days**

## Police Staff

Short Term – **6 Days**

Long Term – **7 Days**

Police officer turnover rate YTD (Apr-Dec 2020) is

**2.7%**

Police staff turnover rate YTD (Apr-Dec 2020) is

**3.7%**



Police officer turnover rate down

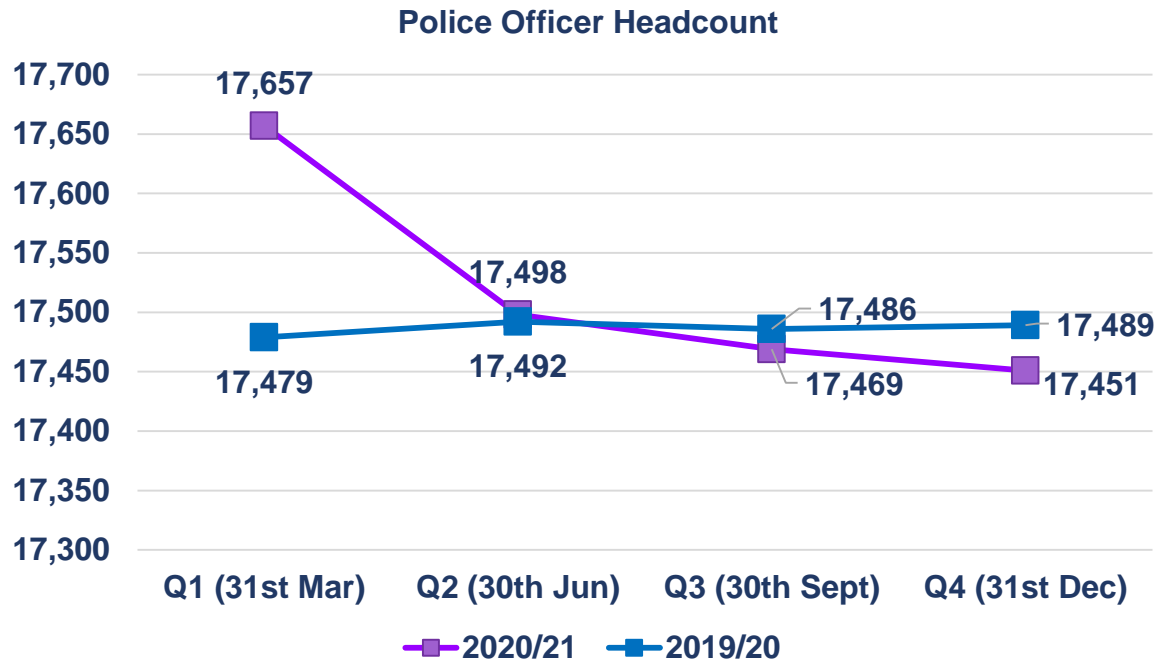
**(-1.2%)** in comparison to (Apr-Dec 2019).

Police staff turnover rate down

**(-2.1%)** in comparison to (Apr-Dec 2019).



# Headcount/FTE – Police Officers



The number of police officers on a quarterly basis for 2020/21 compared against 2019/20 are shown in Chart 1 (Headcount). Chart 2 shows (FTE) against the budgeted establishment of 17,234. Comparing (Headcount) for Q4 (31/12/20) with Q1 (31/03/20) police officer numbers have decreased by (-206) (-1%). In comparison to 31/12/19 officer numbers have decreased by (-18) (-0.1%).

FTE numbers for Q4 (31/12/20) compared with Q1 (31/03/20) have decreased by (-197) (-1%). In comparison to the same period the previous year (31/12/19) officer numbers have decreased by (-15) (-0.08%).

As can be seen FTE numbers remain at the budgeted establishment of 17,234. However it should be noted, Headcount/FTE exclude vacant posts.

**Please note in line with Scottish Government resource number reporting, all Headcount and FTE numbers for police officers and police staff are presented in calendar year format e.g. Jan-Mar is Q1.**

Chart 1

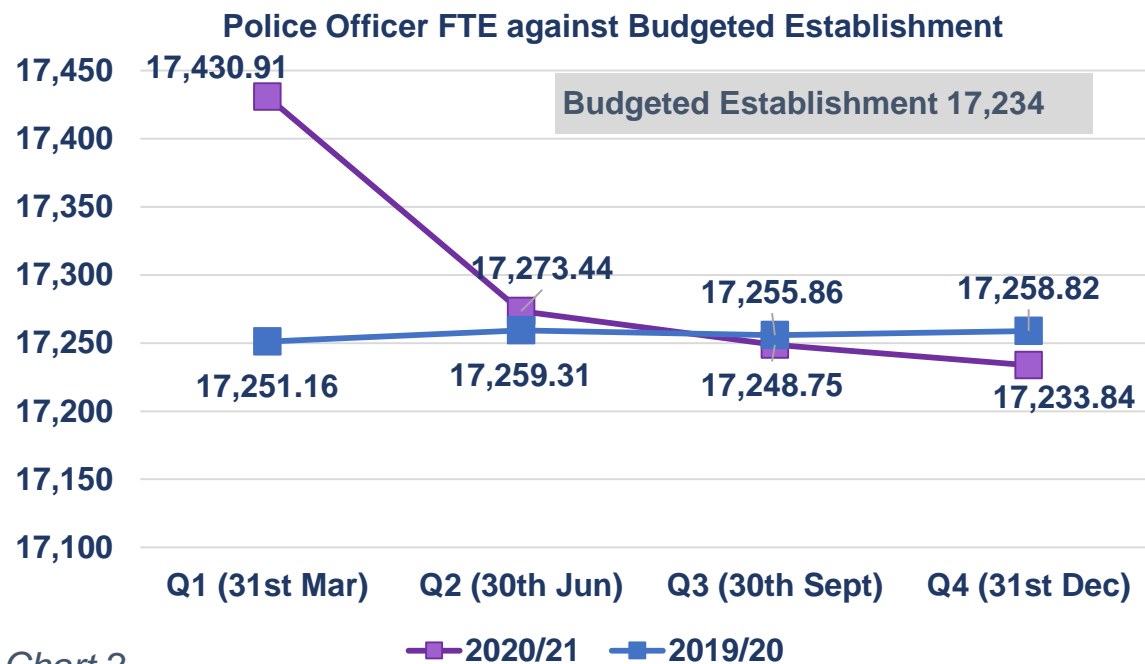


Chart 2

# Police Officers – Full-Time/Part-Time (Headcount)

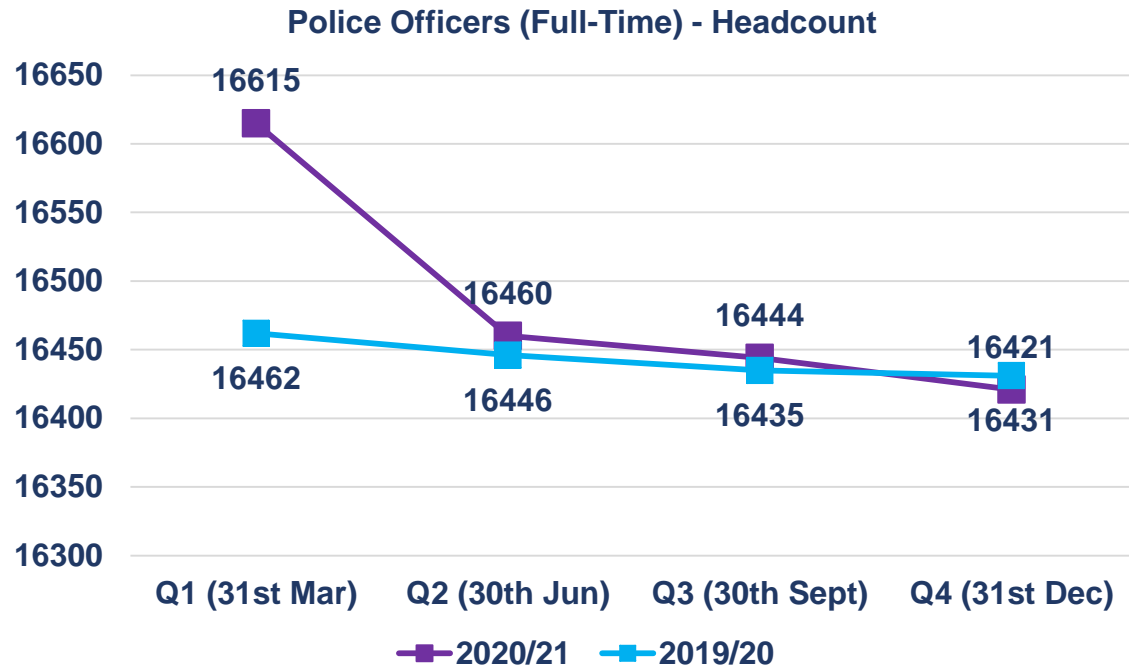


Chart 3

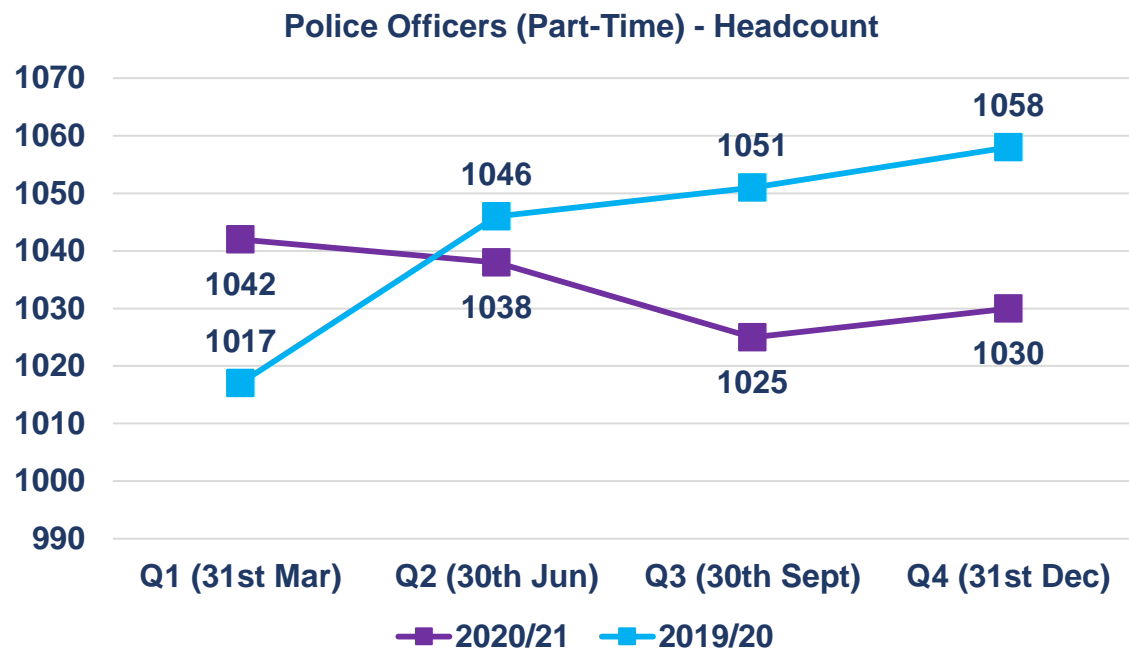


Chart 4



Charts 3 and 4 show the number of full-time and part time police officers each quarter for 2020/21 and 2019/20. As can be seen the number of full-time officers have decreased by (-194) (-1%) from Q1 to Q4. Comparing Q4 (31/12/2020) with Q3 (31/12/2019) officers working full-time have decreased by (-10) (-0.06%).

The number of officers working part-time have decreased from Q1 to Q4 by (-12) (-1%). Comparing Q4 (31/12/2020) with Q3 (31/12/2019) there has been a decrease of officers working part-time by (-28) (-3%).

# Headcount – Special Constables

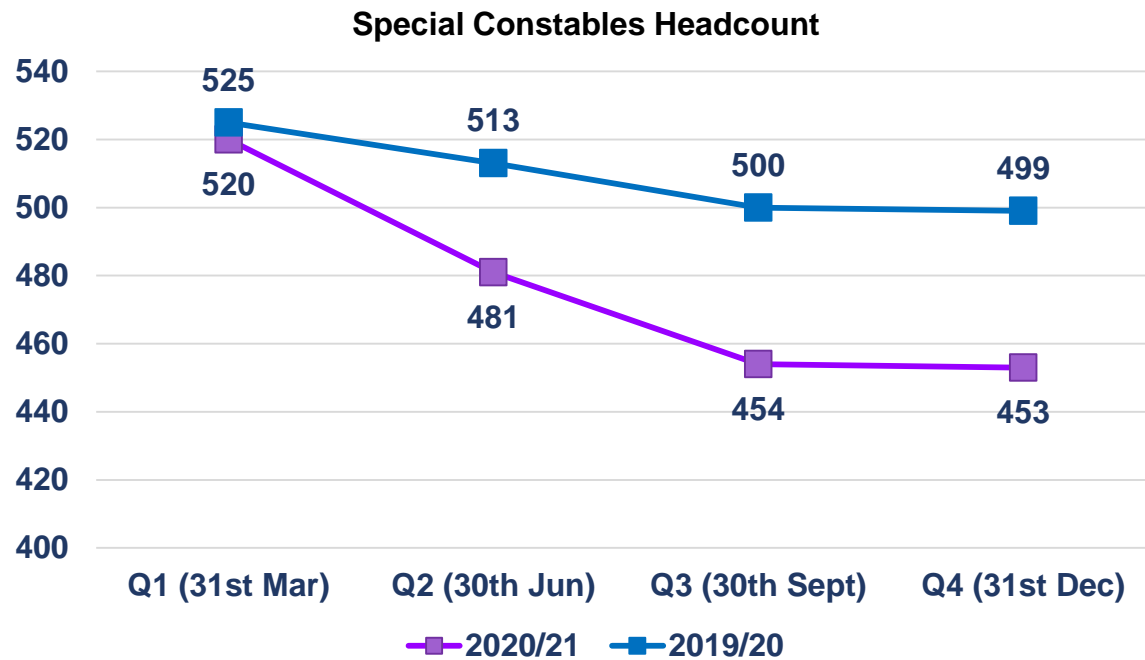


Chart 5



Chart 5 provides an overview of the number of special constables per quarter for 2020/21 and 2019/20. Special constable numbers have decreased by (-67) (-13%) from Q1 (31/03/20) to Q4 (31/12/20) and by (-46) (-9%) when comparing Q4 (31/12/20) with Q4 (31/12/19).

Special Constables deployments figures continue to be consistent and in line with previous years. The new three year volunteering strategy to increase special constable establishment over the next three years as well as the development of specialist training opportunities is to be presented to the Force executive in the near future. This will build on the current strength and look to enhance the profile and effectiveness of our volunteers. COVID-19 restrictions have impacted on the overall recruitment capability but online training opportunities are being developed and it is hoped that this can be implemented in the coming months.



## How We Compare

At the end of November 2020 the Metropolitan Police (MET) had 1,882 special constables, which equates to (6%) proportionally against a police officer FTE of 32,455.12. The proportion of special constables within Police Scotland is below this at just under 3%.

**Source: MET Workforce Data Report end November 2020**

# Headcount – Police Staff

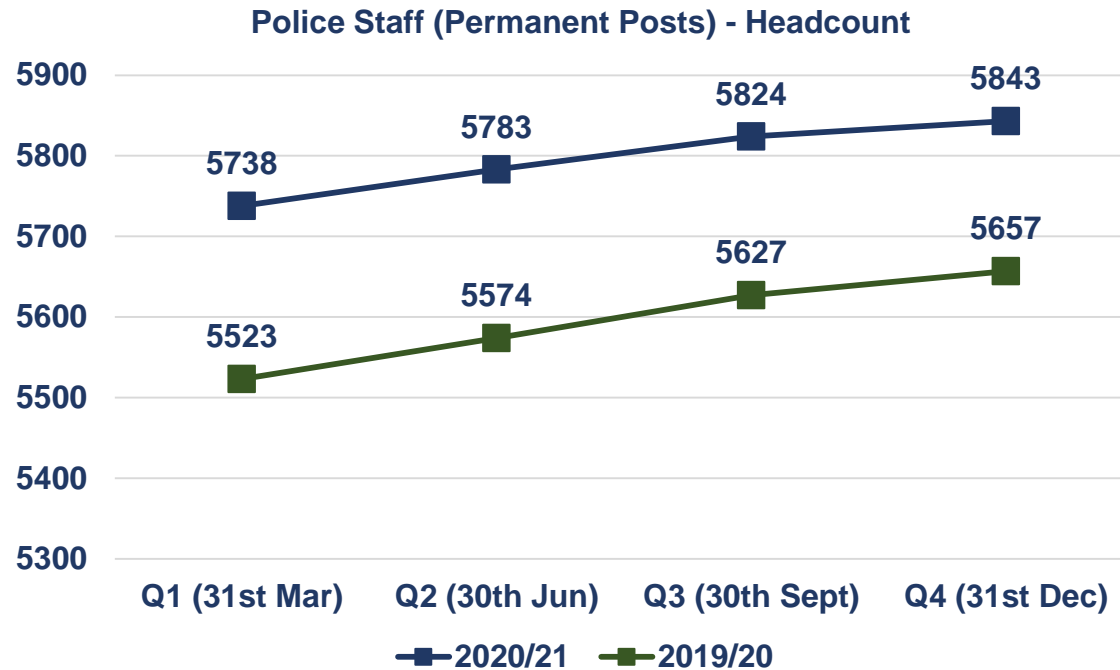


Chart 6

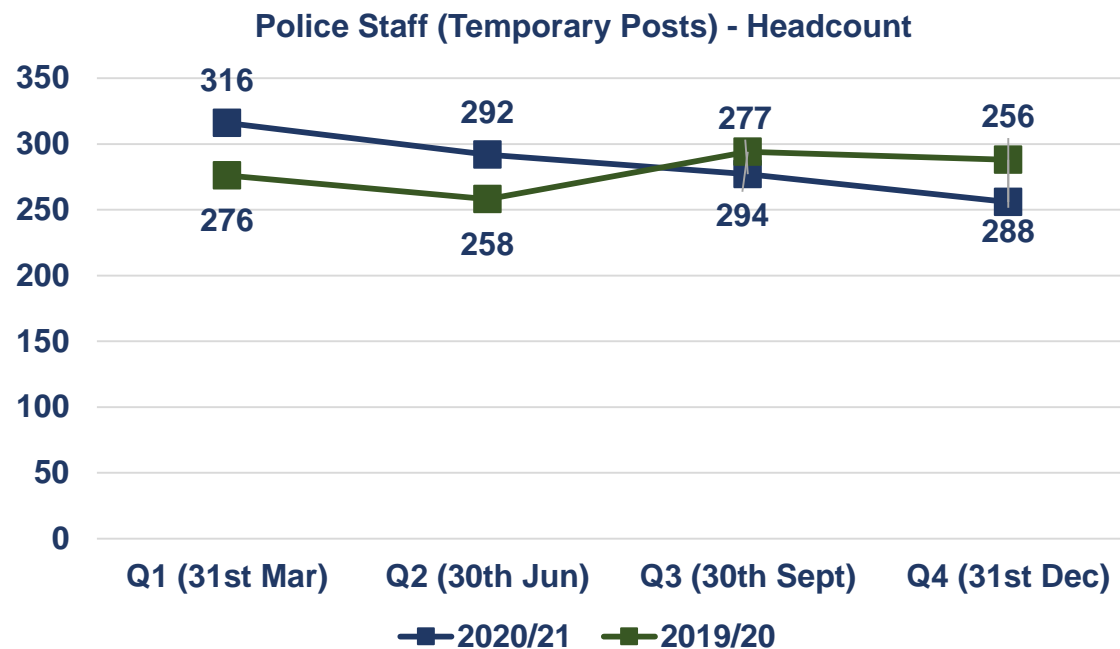


Chart 7



The number of permanent police staff posts on a quarterly basis for 2020/21 compared against 2019/20 are shown in Chart 6 (Headcount). Chart 7 shows the number of temporary police staff (Headcount) for 2020/21 compared against 2019/20.

Police staff permanent posts have increased by (+105) (+2%) from Q1 to Q4. Comparing Q4 (31/12/20) with Q4 (31/12/19) permanent posts have increased by (+186) (+3%).

Police staff temporary posts have decreased by (-60) (-19%) from Q1 to Q4. Comparing Q4 (31/12/20) with Q4 (31/12/19) temporary posts have decreased by (-11) (-4%).

As with police officer data, police staff data does not include vacancies.

***\*Please note these figures do not include agency staff.***

# Full Time Equivalent (FTE) – Police Staff

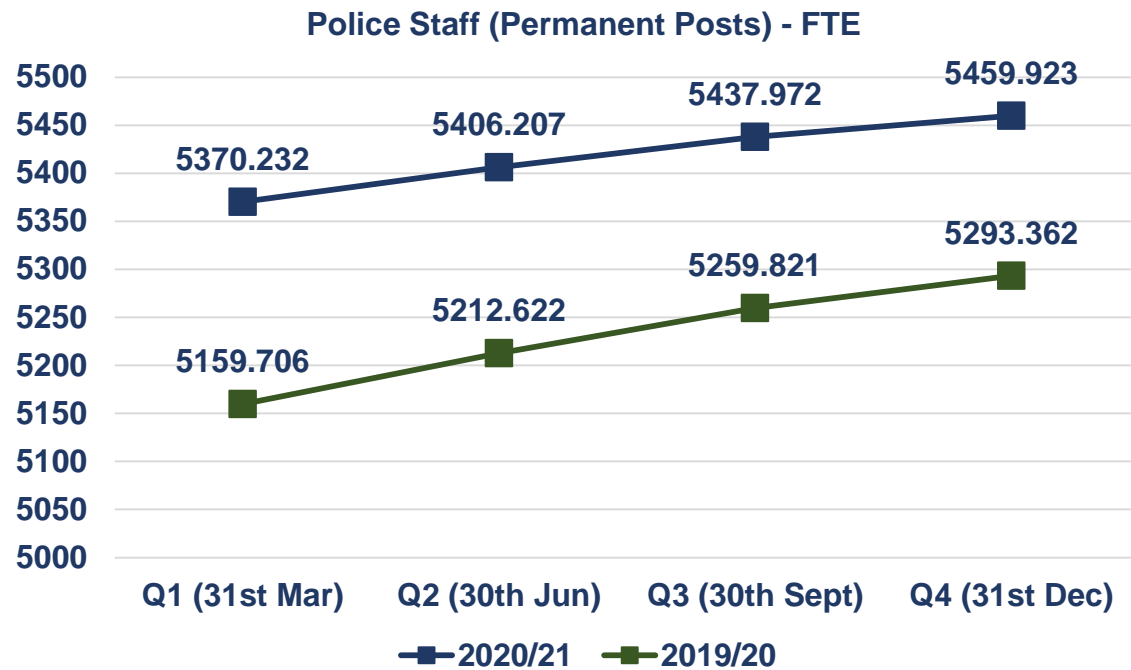


Chart 8

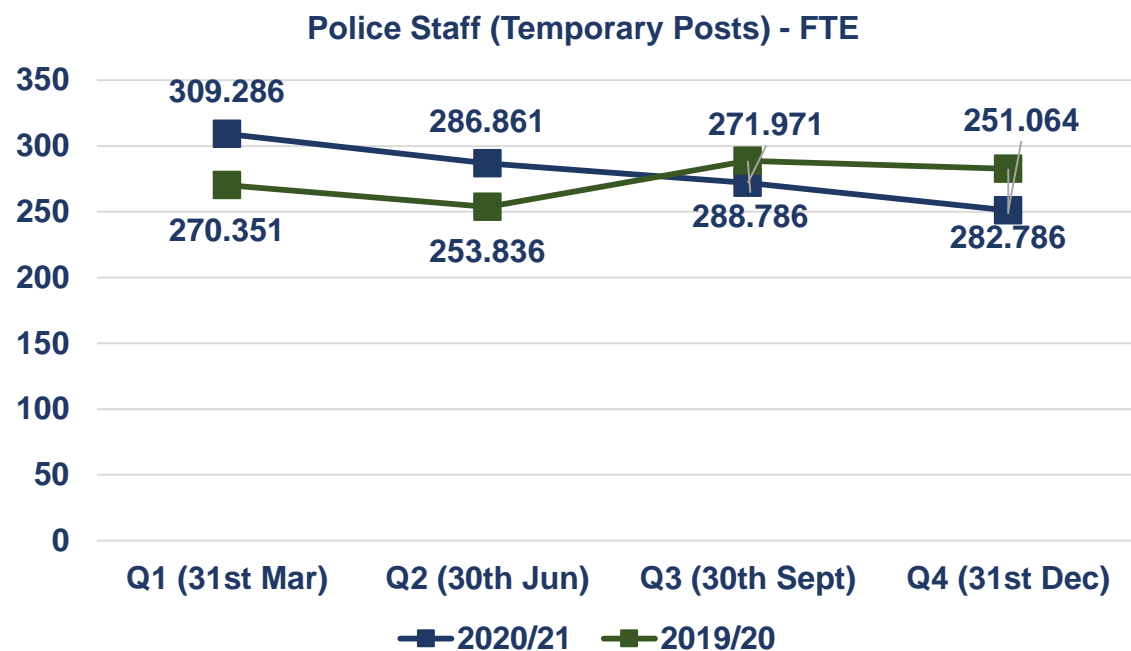


Chart 9



The number of permanent police staff posts for 2020/21 compared against 2019/20 are shown in Chart 8 (FTE). Chart 9 shows the number of temporary police staff (FTE) 2020/21 compared against 2019/20.

Police staff permanent posts have increased by (+90) (+2%) from Q1 to Q4. Comparing Q4 (31/12/20) to Q4 (31/12/19) permanent posts have increased by (+167) (+3%).

Police staff temporary posts have decreased by (-58) (-19%) from Q1 to Q4. Comparing Q4 (31/12/20) to Q4 (31/12/19) temporary posts have decreased by (-32) (-11%).

As with police officer data, police staff data does not include vacancies.

***\*Please note these figures do not include agency staff.***

# Police Staff – Full-Time/Part-Time (Headcount)

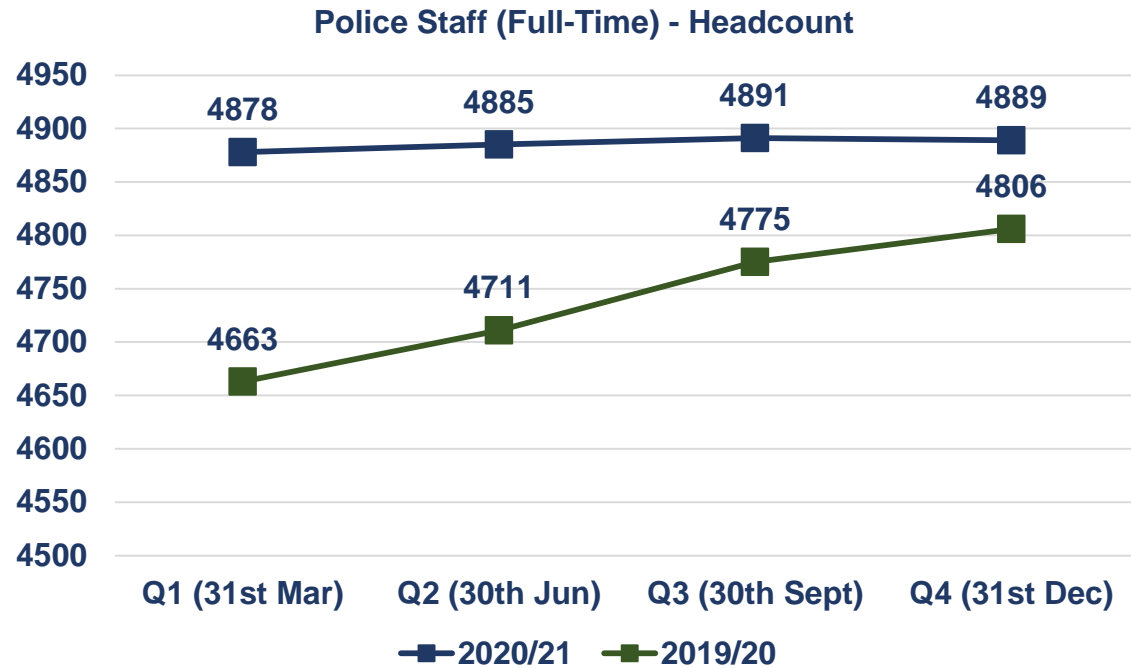


Chart 10

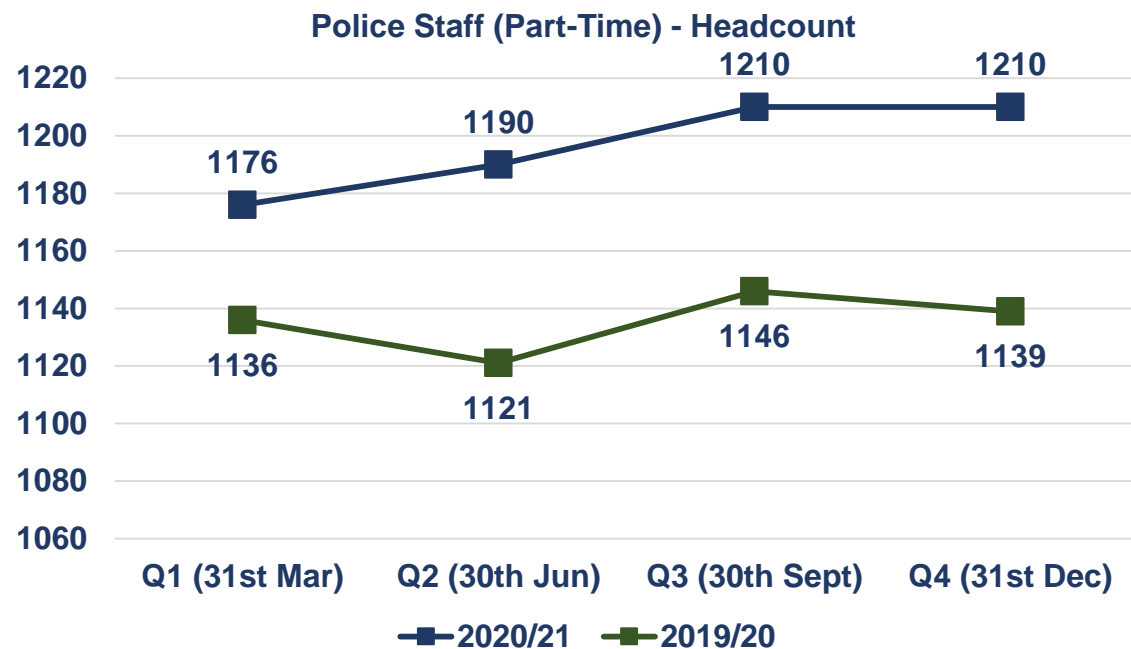


Chart 11



Charts 10 and 11 show the number of full-time and part-time police staff for 2020/21 and 2019/20. As can be seen the number of full-time staff have increased by (+11) (+0.2%) from Q1 to Q4. Comparing Q4 (31/12/2020) with Q4 (31/12/2019) staff working full-time have increased by (+83) (+2%).

The number of staff working part-time have increased from Q1 to Q4 by (+34) (+3%). Comparing Q4 (31/12/2020) with Q4 (31/12/2019) the number of police staff working part-time has increased by (+71) (+6%).

**\*Please note these figures do not include agency staff.**

# Police Officers Age Group

Police Officers within each Age Group as at 31<sup>st</sup> December 2020

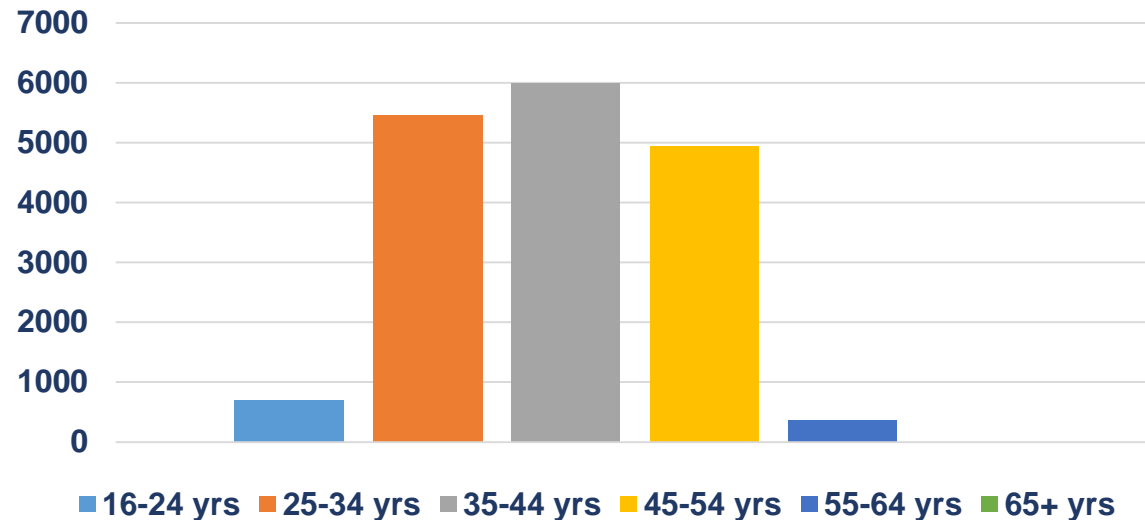


Chart 12

Police Officers within each Age Group and Rank as at 31<sup>st</sup> December 2020

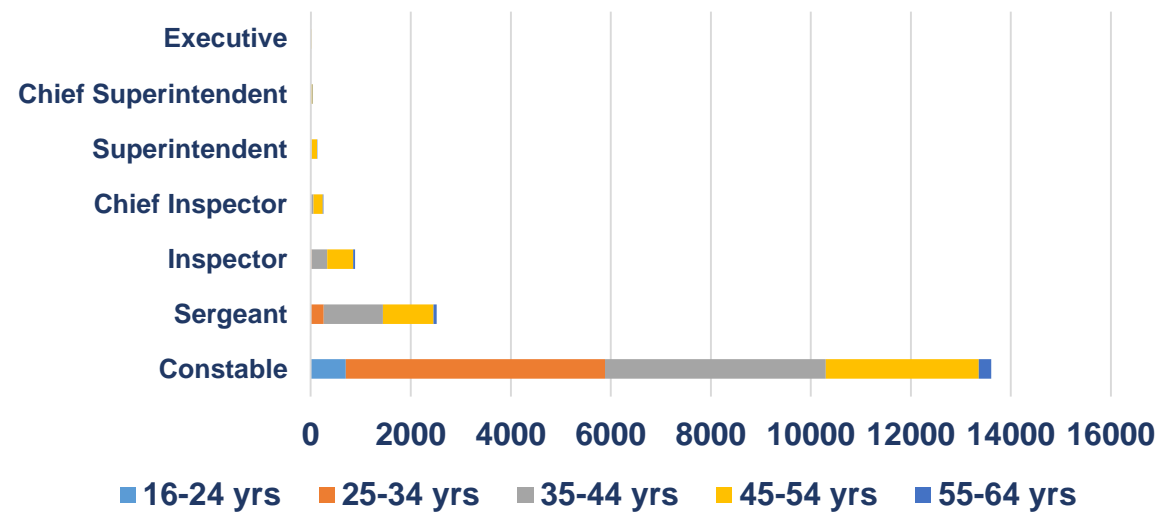


Chart 13



Chart 12 illustrates police officers by age group as at 31<sup>st</sup> December 2020. The largest proportion of officers are within the age group of 35 to 44 years.

Chart 13 illustrates officers by age group and rank as at 31<sup>st</sup> December 2020. The rank of police constables has the highest proportion of all officers, with the age group 25 to 34 years having the most officers. Executive rank consists of Chief Constable, Deputy Chief Constable and Assistant Chief Constables. Within Police Scotland, 70% of officers are aged 44 or under and 30% 45 years and over and 4% of all officers are aged 24 years or under.



## How We Compare

At the end of November 2020, within the MET, 72% of all police officers were aged 44 or **under, slightly above Police Scotland**. Within the MET 8% of all officers are aged 24 years or **under, 5% more than Police Scotland**.

**Source: MET Workforce Data Report end November 2020**

# Police Staff Age Group

Police Staff within each Age Group as at 31<sup>st</sup> December 2020

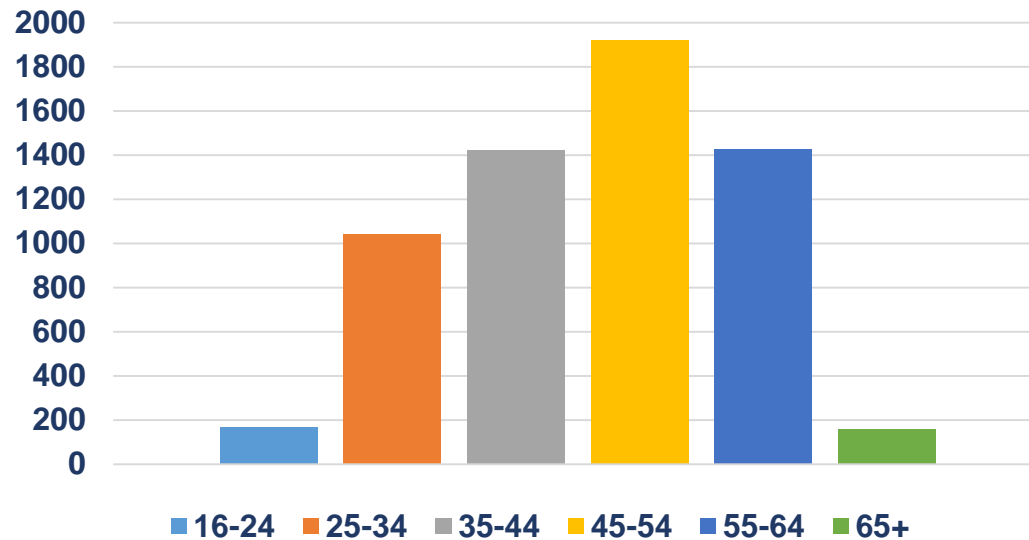


Chart 14

Police Staff by Age Group and Grade as at 31<sup>st</sup> December 2020

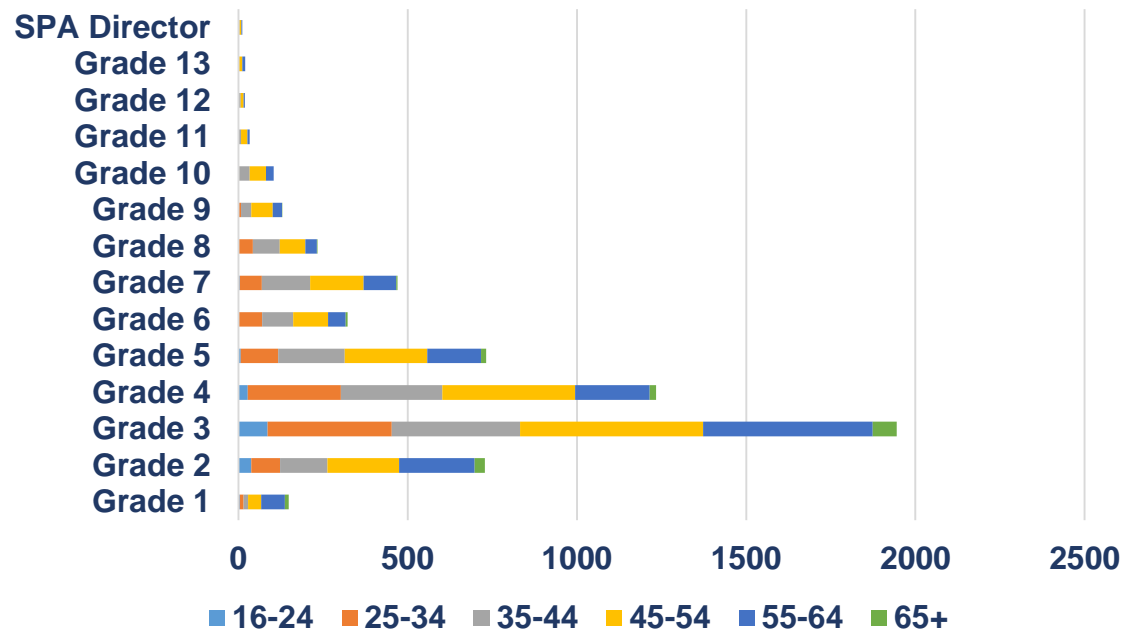


Chart 15



Chart 14 illustrates police staff by age group as at 31st December 2020. The largest proportion of staff are within the age group of 45 to 54 years.

Chart 15 illustrates staff by age group and grade as at 31<sup>st</sup> December 2020. The grade with the highest proportion of staff is grade 3 within age group 45 to 54 years. Nearly half of the police staff workforce (43%) are 44 years or under, with 26% over the age of 55. Police staff aged under 25 years represent 3% of the police staff workforce.



## How We Compare

At the end of November 2020, within the MET, 47% of all police staff were aged 44 or under, 4% more than Police Scotland. Police staff over the age of 55 equated to 23%, 3% below Police Scotland. Over 4% of all staff are aged 24 years or under, slightly above Police Scotland.

**Source: MET Workforce Data Report end November 2020**



# Police Officers & Police Staff – Rank/Grade

Police Officers by Rank 2020 vs 2019

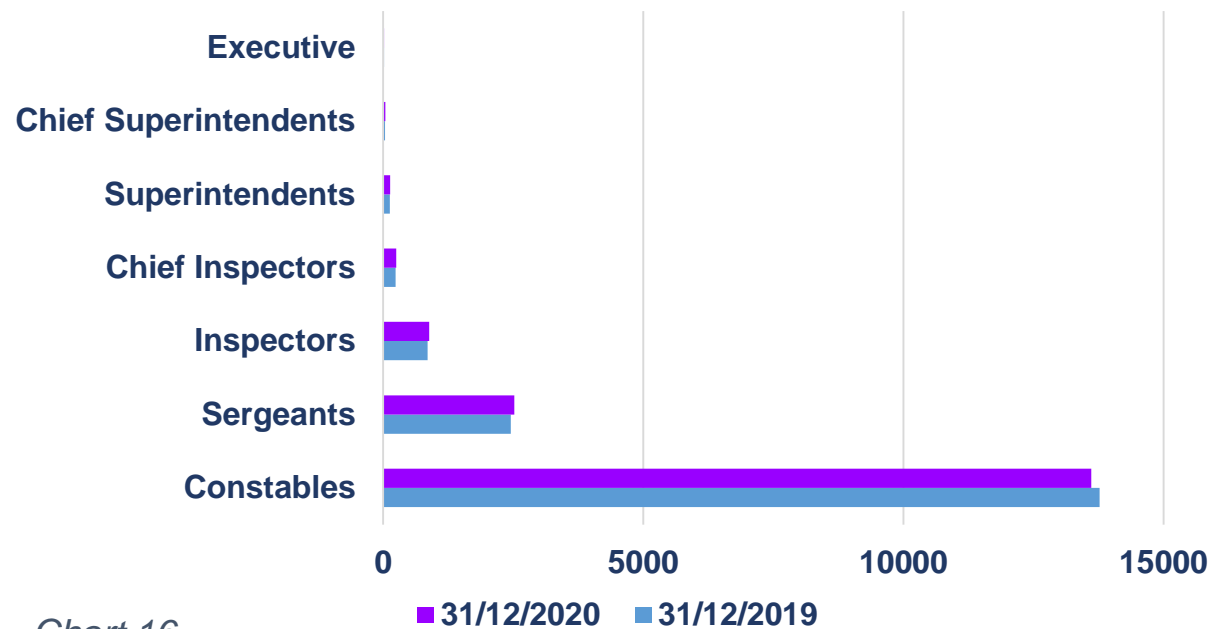


Chart 16

Police Staff by Grade 2020 vs 2019

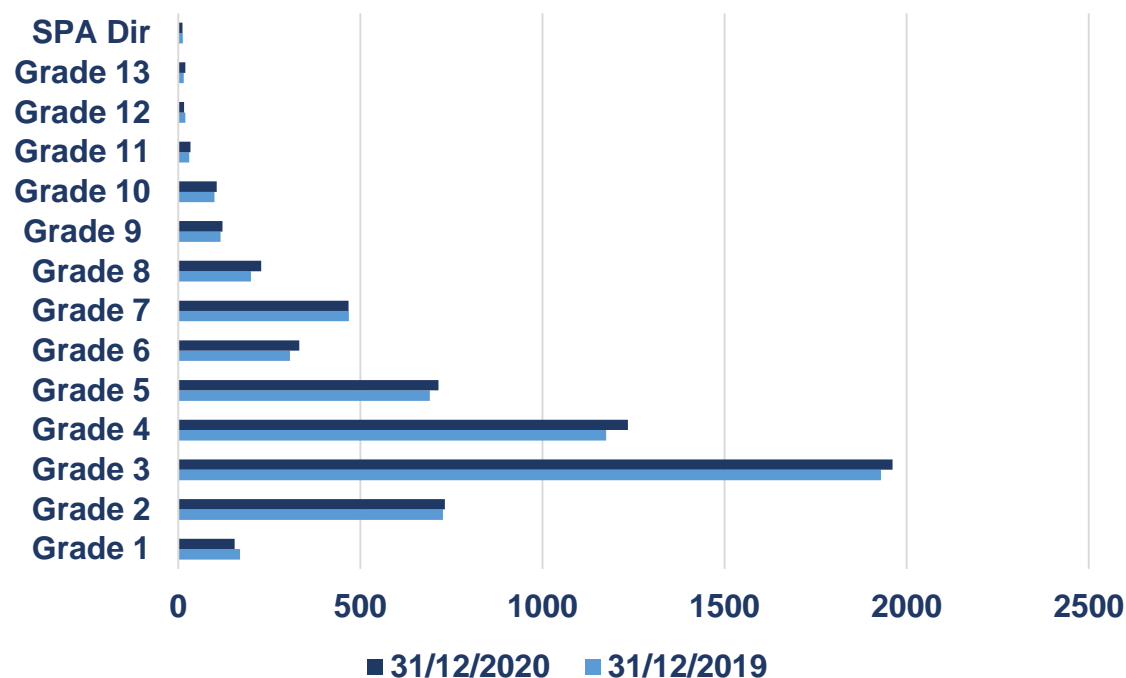


Chart 17



Chart 16 illustrates the ranks of police officers at 31/12/20 vs 31/12/19. At 31<sup>st</sup> December 2020, the highest rank proportion is within the rank of constable, which accounts for (78%) of all officers. The lowest proportion is within the executive rank, (14) (0.08%). Executive rank consists of Chief Constable, Deputy Chief Constable and Assistant Chief Constables. The rank of constable has decreased by (-164) (-1%) in comparison to the same period last year.

Chart 17 illustrates police staff by grade as at 31/12/20 vs 31/12/19. At 31<sup>st</sup> December 2020, the highest proportion of staff (1,945) (32%) are within Grade 3. The lowest proportion (12) (0.2%) are within SPA Director grade.



## How We Compare

Comparing the proportion of each police officer rank against total, Police Scotland's ratios are very similar to the MET's most recent Workforce Data Report. The largest variance is within the rank of Constable. Police Scotland's rank of Constable is (-3%) below that of the METs. Ranks of Sergeant and Inspector within Police Scotland are (+1%) above that of the METs.

It is not known whether the grades of Police Staff are directly comparable, therefore they have not been included.

**Source: MET Workforce Data Report end November 2020**

# Police Officers & Police Staff – Length of Service

Police Officers length of service 2020 vs 2019

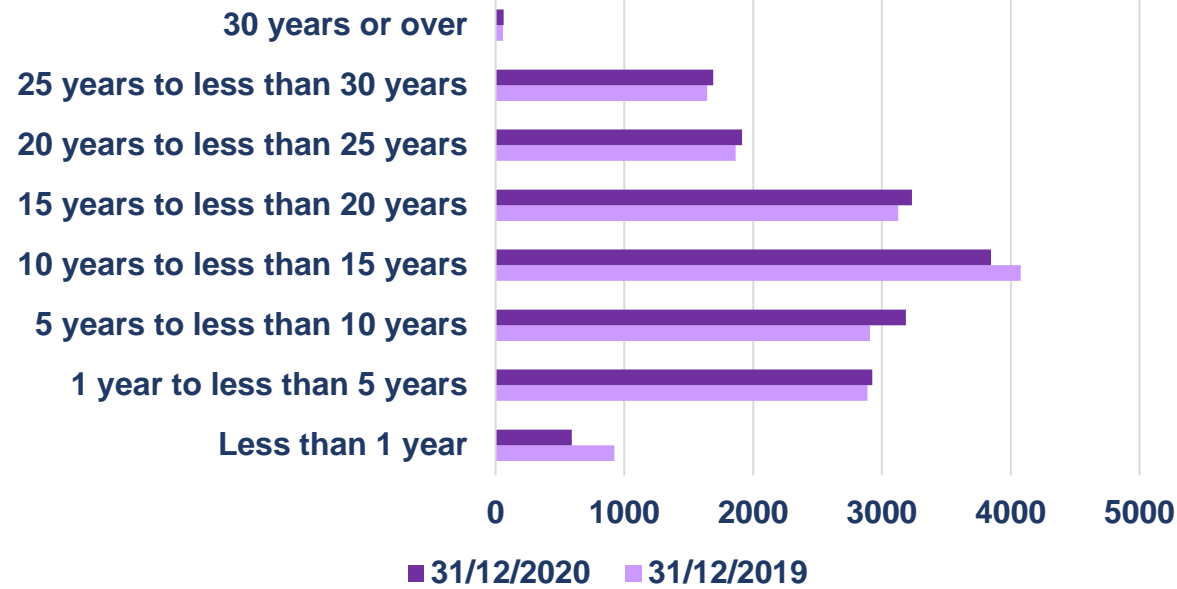


Chart 18

Police staff length of service 2020 vs 2019

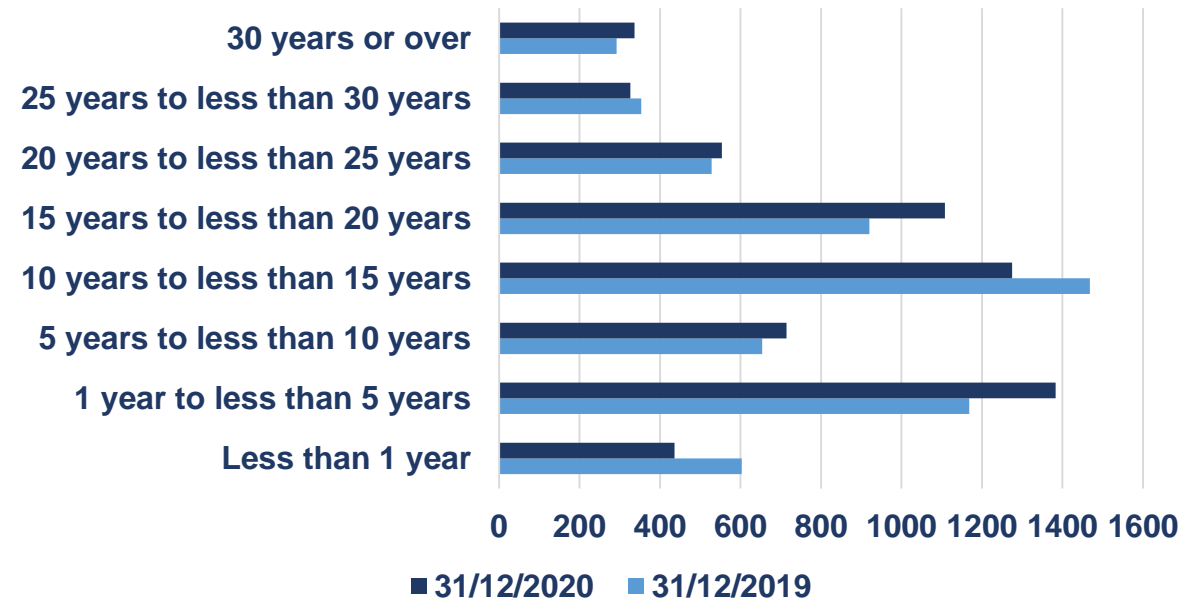


Chart 19



Charts 18 and 19 show the length of service for police officers and police staff at 31/12/20 vs 31/12/19. As can be seen the most common length of service for police officers is between 10 years and less than 15 years, which accounts for (22%) of officers at the end of December 2020. The largest increase when comparing 2020 with 2019 are officers with length of service between 5 years and less than 10 years, which has increased by (+278) (+10%).

Within the police staff area, the most common length of service was between 1 year to less than 5 years, which accounted for (23%) of staff. The largest increase when comparing 2020 with 2019 are staff with one year to less than 5 years service, which has increased by (+215) (+18%).



## How We Compare

At the end of November 2020, the highest length of service within the MET' are officers, with 15 to less than 20 years service (21%).

For police staff within the MET, the highest length of service are also staff within 15 to less than 20 years service (22%).

**Source: MET Workforce Data Report end November 2020**

# Police Officer & Staff Recruits

Police Officer Recruits Oct-Dec 2020/21 v 2019/20

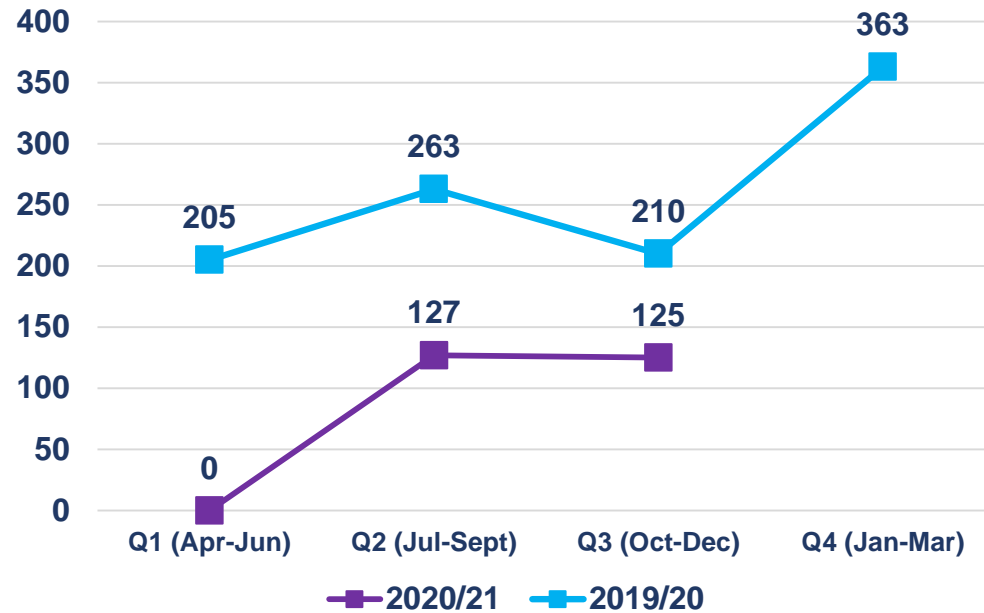


Chart 20

Police Staff Recruits Apr - Dec 2020/21 v 2019/20

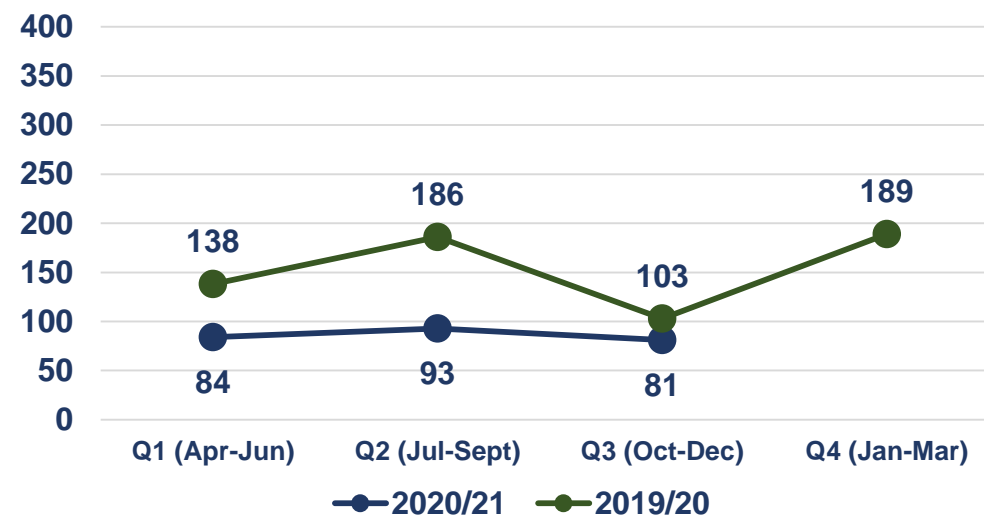


Chart 21



Charts 20 and 21 show police officer and staff recruit numbers. Police officer recruits numbers at the end of Q3 (Oct-Dec) 2020 have risen by (+125) compared to Q1 (Apr-Jun) 2020. Comparing Q3 (Oct-Dec) 2020 with Q3 (Oct-Dec) 2019 recruits have decreased by (-85) (40%). Please note there was an anomaly in the Oct-Dec 2019 figures reported last quarter, which has now been rectified.



### How We Compare

Comparing Police Scotland's police officer recruit numbers with the METs, Police Scotland have had 252 recruits year to date, and the MET have had 1,282 (direct police constable recruits) YTD to the end of November 2020 (+1,030) more than Police Scotland.

**Source: MET Workforce Data Report end November 2020**



Police staff recruit numbers at the end of Q3 (Oct-Dec) 2020 have decreased by (-3) (-4%) compared to Q1 (Apr-Jun) 2020. Comparing Q3 (Oct-Dec) 2020 with Q3 (Oct-Dec) 2019 police staff recruits have decreased by (-22) (-21%).

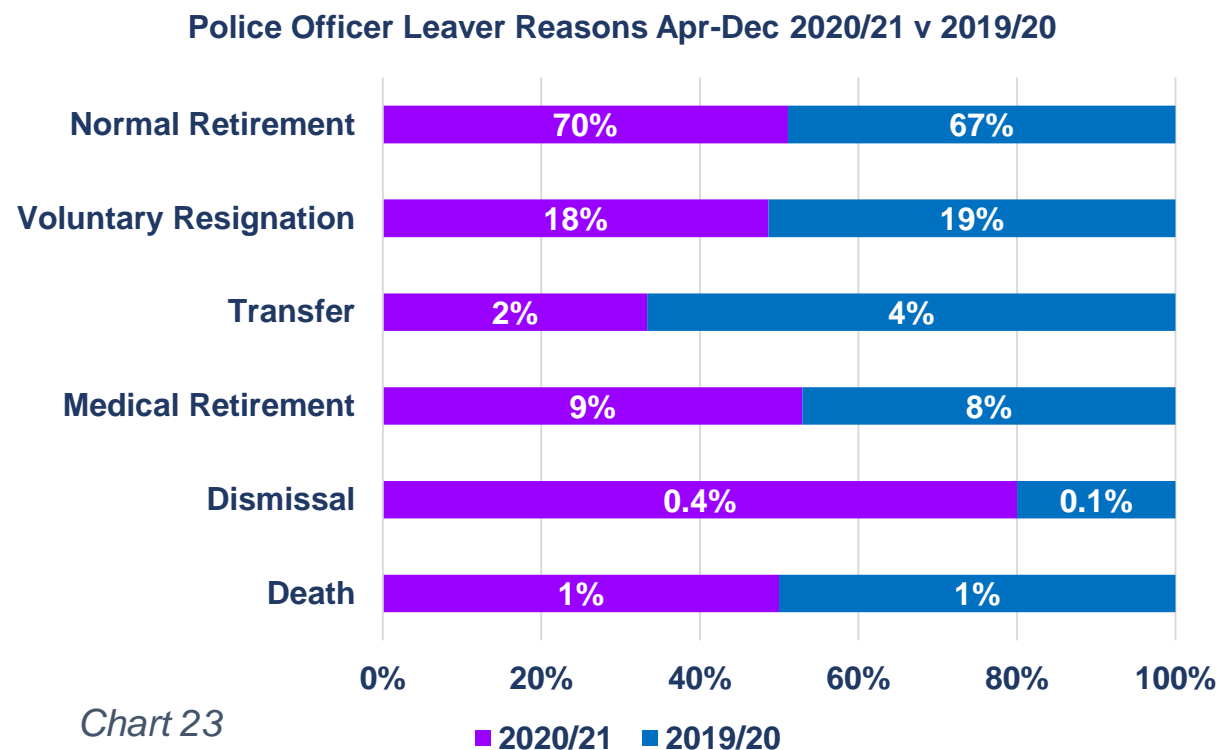


### How We Compare

Comparing Police Scotland's police staff recruit figures with the METs, Police Scotland have had 258 police staff recruits year to date. The MET have had 613 YTD to the end of November 2020, (+355) more than Police Scotland.

**Source: MET Workforce Data Report end November 2020**

# Police Officer Leavers



Charts 22 and 23 show police officer leaver numbers and reasons for leaving. Comparing leaver numbers at the end of Q3 (Oct-Dec) 2020 with Q1 (Apr-Jun) 2020 officer leaver numbers have decreased by (-12) (-8%). At the end of Q3 (Oct-Dec) 2020 police officer leaver numbers have decreased by (-61) (-30%) in comparison to the same period the previous year. The highest proportion of leavers year to date have been within Specialist Crime Division (76) (17%).



### How We Compare

Comparing Police Scotland with the MET's year to date leavers data, the MET have had 1,083 compared to 457 leavers year to date in Police Scotland, a difference of (-626) (-58%) compared to the MET.

**Source: MET Workforce Data Report end November 2020**



The majority of police officers leaving the service to date do so via normal retirement (+70%), which has increased by (+3%) in comparison to the same period the previous year.



### How We Compare

At the end of November 2020, the highest proportion of leavers year to date in the MET have also left the service via normal retirement (42%).

**Source: MET Workforce Data Report end November 2020**

# Police Staff Leavers

Police Staff Leavers Apr-Dec 2020/21 v 2019/20

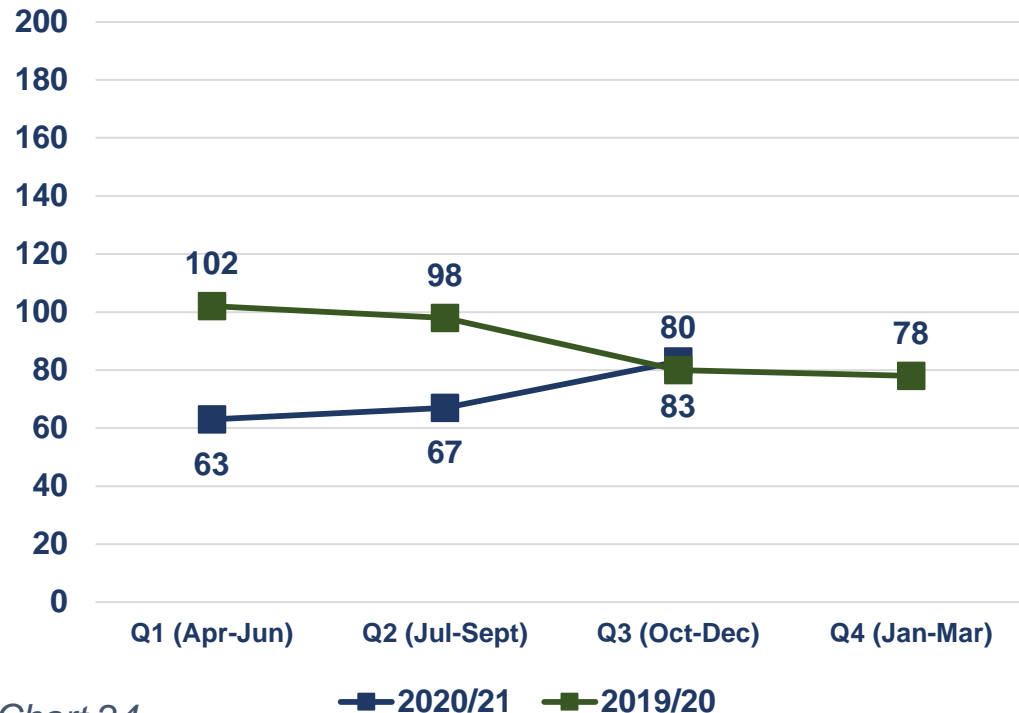


Chart 24

Charts 24 and 25 show police staff leaver numbers and reasons for leaving. Comparing staff leaver numbers at the end of Q3 (Oct-Dec) 2020 with Q1 (Apr-Jun) 2020, staff leaver numbers have increased by (+20) (32%). At the end of Q3 (Oct-Dec) 2020 staff leavers have increased by (+3) (-4%) in comparison to the same quarter the previous year.

**How We Compare**  
Comparing Police Scotland with the MET's leavers data, the MET have had 254 police staff leavers year to date compared to 213 in Police Scotland, a difference of (-41) (-16%) compared to the MET.

**Source: MET Workforce Data Report end November 2020**

Police Staff Leaver Reasons Apr-Dec 2020/21 v 2019/20

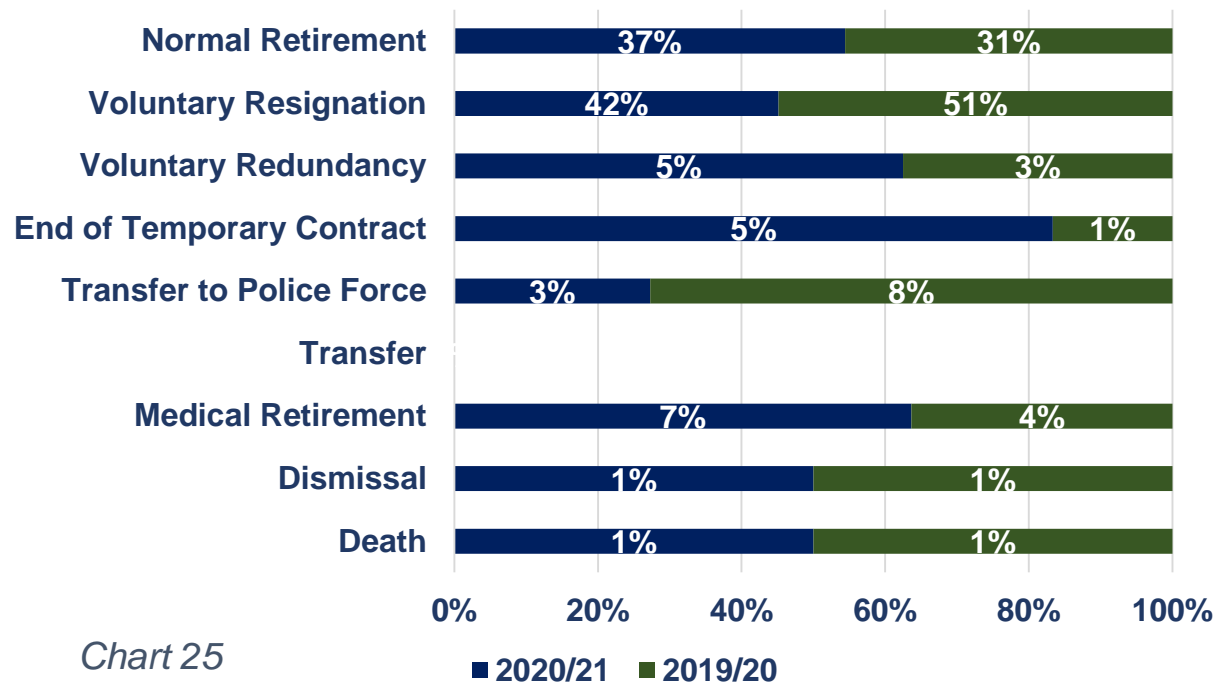


Chart 25

The majority of police staff leaving the service year to date (Apr-Dec) 2020 do so via voluntary resignation(42%). When comparing the same period the previous year, the highest proportion of staff left via voluntary resignation (51%).

**How We Compare**  
At the end of November 2020, the highest proportion of leavers year to date in the MET have left the service via voluntary resignation (62%).

**Source: MET Workforce Data Report end November 2020**

# Police Officer & Staff Turnover

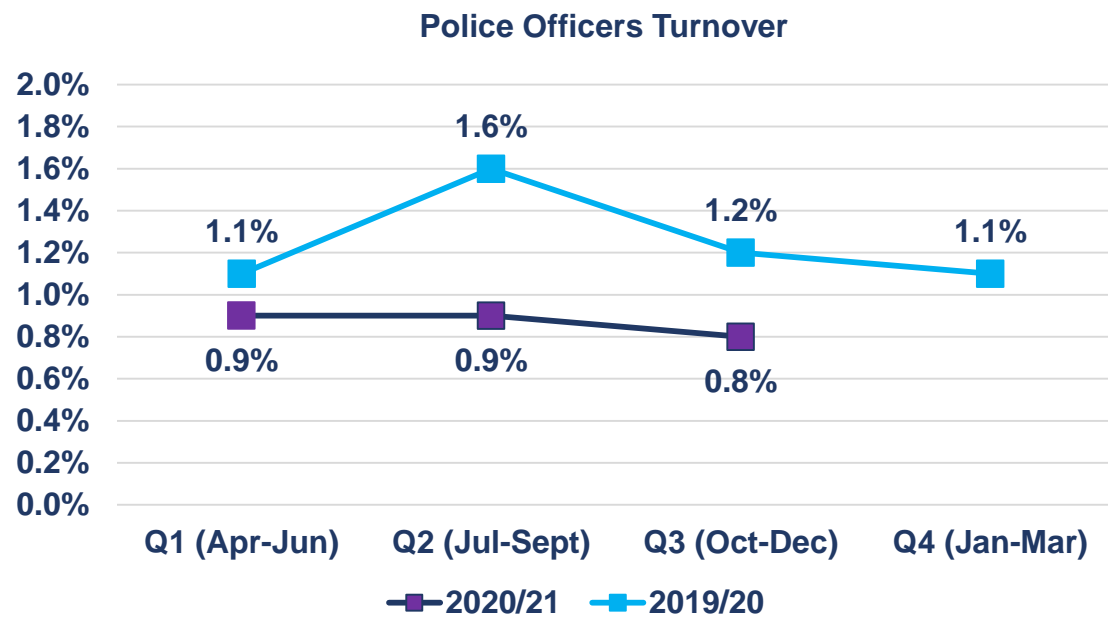


Chart 26

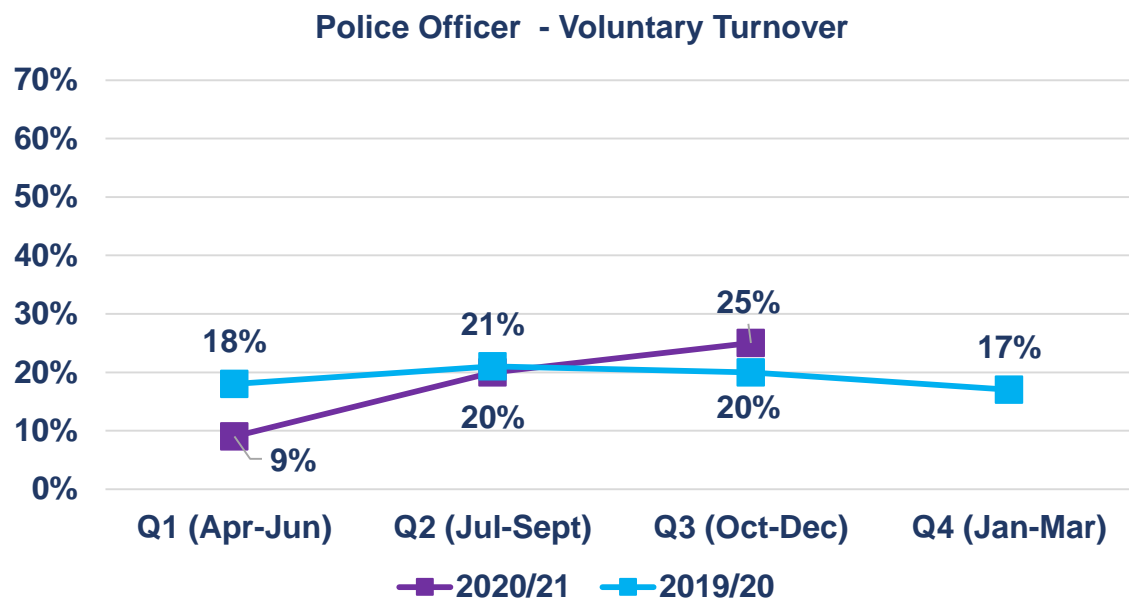


Chart 28

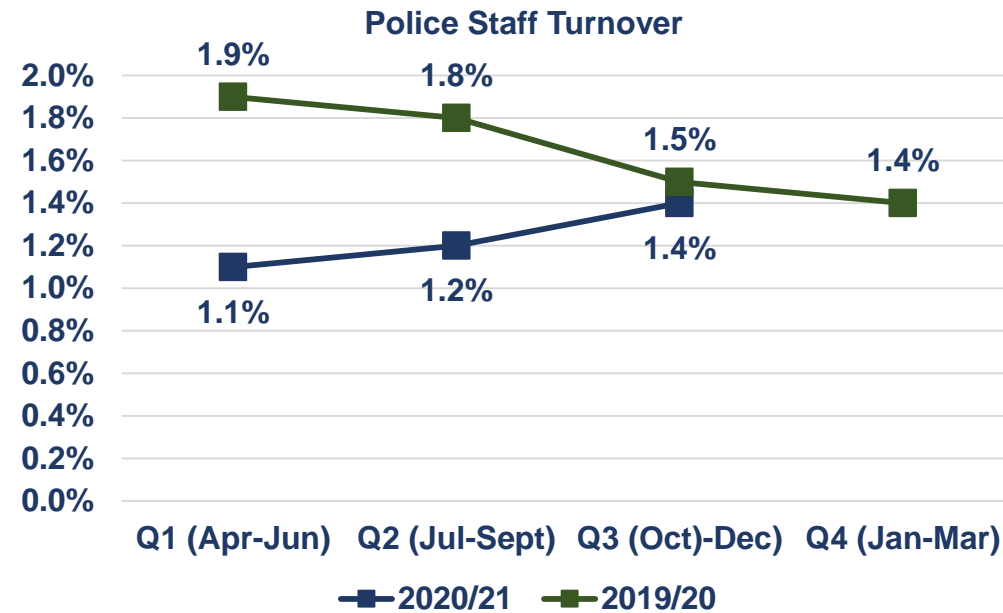


Chart 27

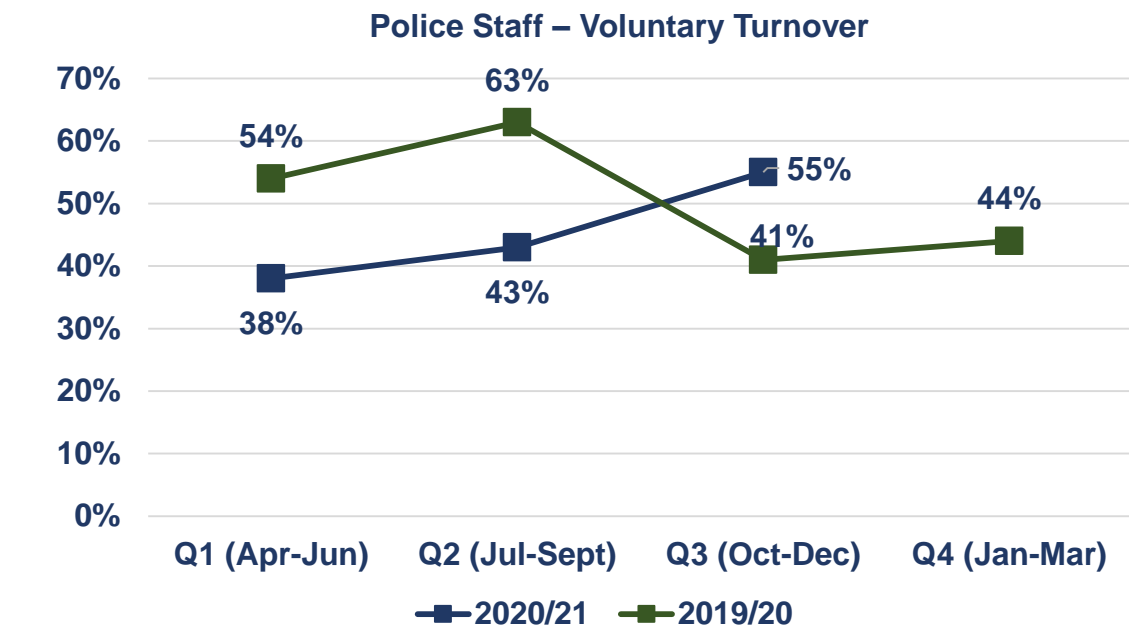


Chart 29

# Police Officer & Staff Turnover – Key Points



Charts 26 and 27 illustrate police officer and police staff turnover rates for 2020/21 and 2019/20. Chart 26 shows there has been a decrease of (-0.4%) in officer turnover when comparing Q3 (Oct-Dec) 2020 with Q3 (Oct-Dec) 2019.

Chart 27 highlights that police staff turnover has also decreased marginally (-0.1%) when comparing Q3 (Oct-Dec) 2020 to Q3 (Oct-Dec) 2019.

Charts 28 and 29 show police officer and police staff voluntary turnover rates. Voluntary turnover rates include officers and staff who have resigned from the organisation. Police staff voluntary turnover rates also include police staff who have left the organisation via the VR/ER scheme. As can be seen police officer levels have increased by (+5%) when comparing Q3 (Oct-Dec) 2020 to Q3 (Oct-Dec) 2019, however year to date attrition rates are down by (-214) (-32%). Police staff levels show a similar pattern, Q3 (Oct-Dec) 2020 levels have increased by (+14%) when comparing the same period last year, however overall year to date police staff attrition rates are down by (-67) (-24%).



## How we Compare

The METs police officer turnover rate year to date, is 3%, slightly higher than Police Scotland's year to date turnover of 2.7%.

The METs police staff turnover rate year to date is 2.5%, (1.2%) below Police Scotland's year to date turnover of 3.7%.

**Source: MET Workforce Data Report end November 2020.**

# Police Officer & Police Staff - Absence

Work Days Lost (Annualised) – Police Officers

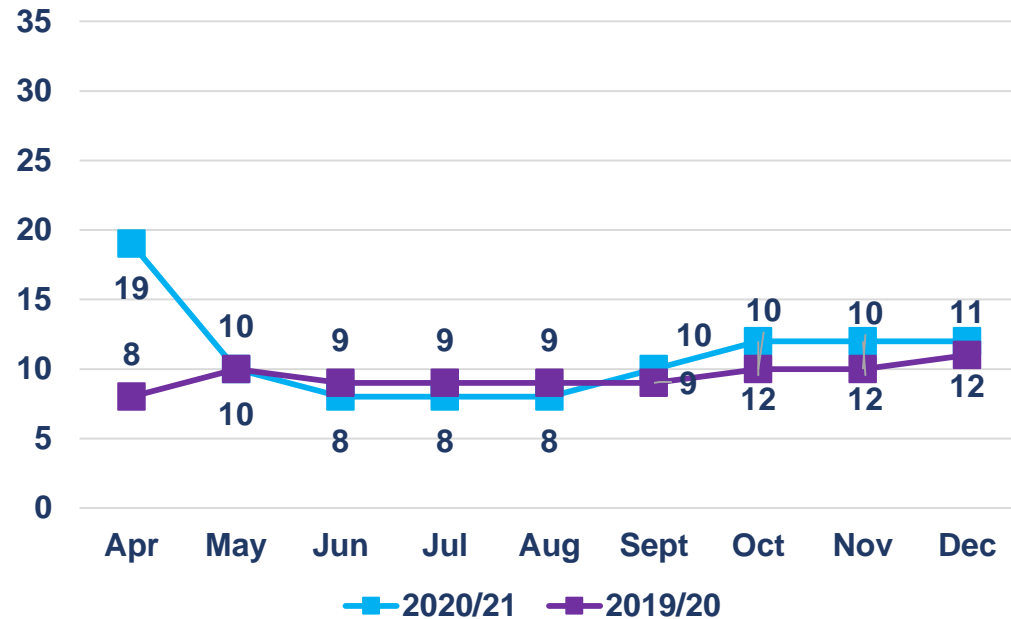


Chart 30

Work Days Lost (Annualised)– Police Staff

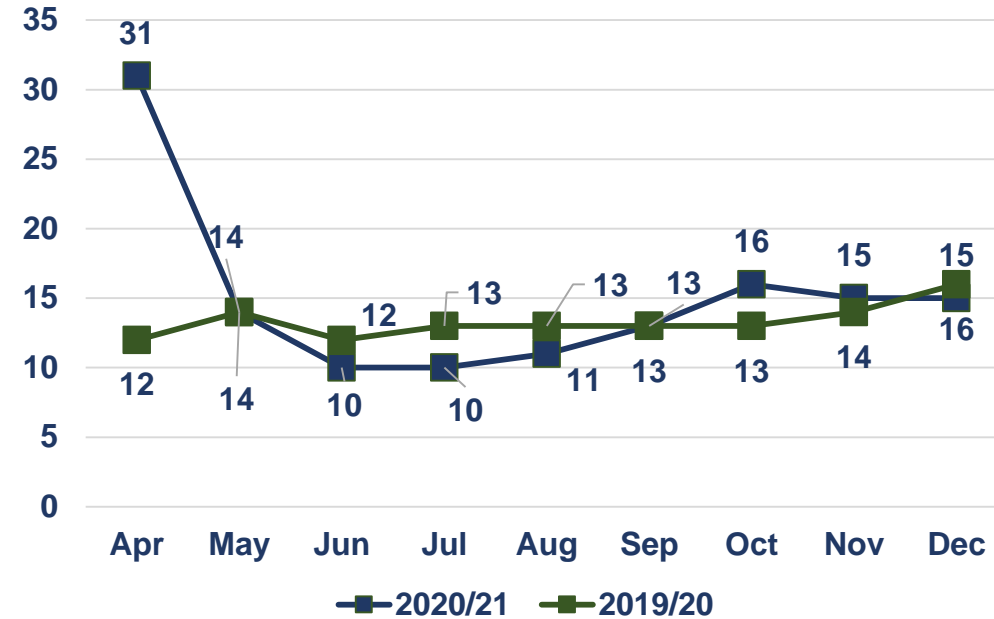


Chart 31



Charts 30 and 31 show work days lost (annualised) for police officers and police staff for 2020/21 vs 2019/20. Annualised absence measures the number of absence days per officer/staff. This metric is used to forecast the likely number of absence days per person which will occur in a given year based on current year to date absence rates.

As can be seen both police officer and police staff levels have reduced from the highest levels experienced in April, directly attributed to the COVID-19 pandemic. Although levels have started to rise again since the summer months, levels have been relatively stable over the last quarter. Analysis of the last 5 years absence data demonstrates that absence levels do rise over the winter months, peaking to their highest levels in January each year. Of course the impact of COVID-19 may also have a negative impact on future absence levels.



# Police Officer & Police Staff – Short Term/Long Term Absence

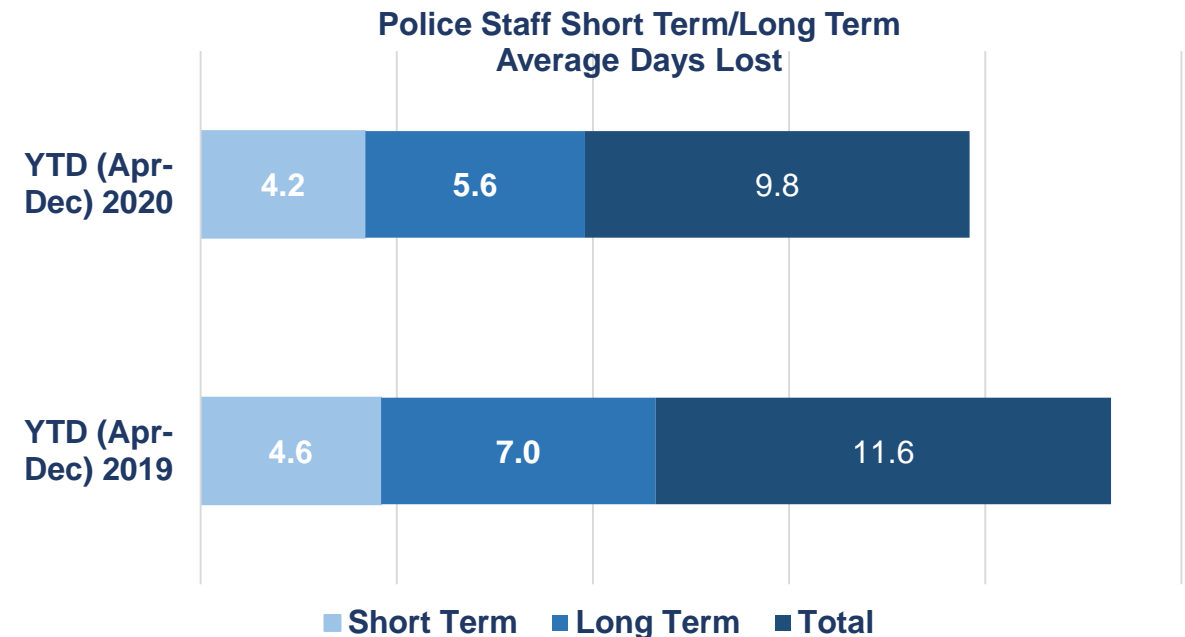
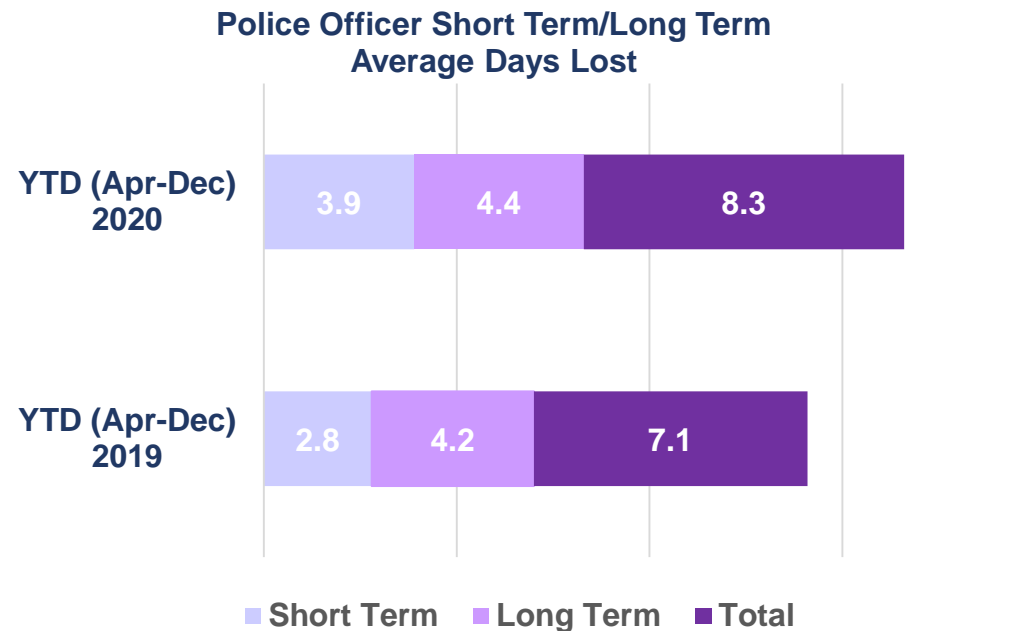


Chart 32

Chart 33



Charts 32 and 33 show the average number of work days lost for police officers and police staff split by short and long term absences. The average days lost is based on the total number of work days lost between April and December 2020 and 2019 and divided by the average number of officers/staff over the same period. The work days lost have been split by short term (absences between 1 and 28 days) and long term (absences 29 days and over). As can be seen for both police officers and police staff, long term absences have the biggest impact and police officer average days lost have increased by 1.2 days and police staff by 1.8 days in comparison to the same period the previous year.



### How We Compare

Comparing Police Scotland's absence with the Local Government Benchmarking Framework, non-teaching staff in Scotland in 2018/19 had **11.49** days lost to absence and teaching staff **6.21**. Year to date both police officers and police staff average days lost are below non-teaching staff levels, however above teaching staff levels. It should be noted that the spike in absence levels experienced in April 2020 has impacted on work days lost levels.

Police Scotland also benchmark absence with PSNI and their average days lost absence levels year to date to the end of December 2020 were **8** days (police officers) **6** days (police staff). At the end of Q3 Police Scotland average days lost officer levels are slightly above PSNI, however police staff average days lost are above PSNI levels.

# Police Officer & Police Staff – COVID-19 vs Non-COVID Absences

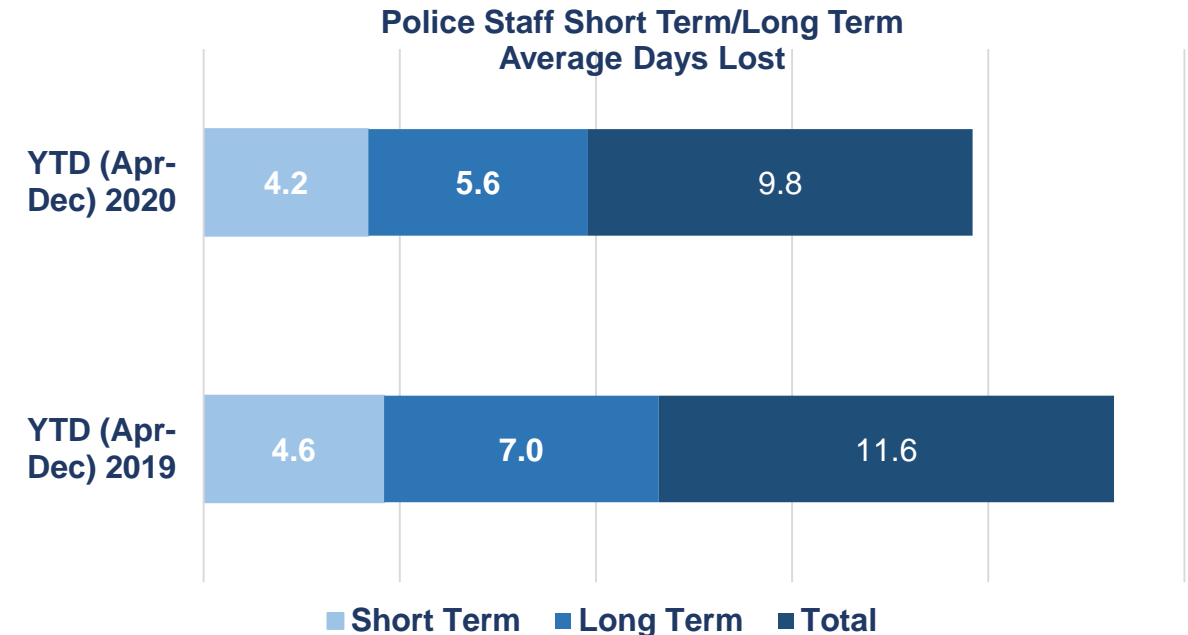


Chart 32

Chart 33



Charts 32 and 33 show the average number of work days lost for police officers and police staff split by short and long term absences. The average days lost is based on the total number of work days lost between April and December 2020 and 2019 and divided by the average number of officers/staff over the same period. The work days lost have been split by short term (absences between 1 and 28 days) and long term (absences 29 days and over). As can be seen for both police officers and police staff, long term absences have the biggest impact and police officer average days lost have increased by 1.2 days and police staff by 1.8 days in comparison to the same period the previous year.



### How We Compare

Comparing Police Scotland’s absence with the Local Government Benchmarking Framework, non-teaching staff in Scotland in 2018/19 had **11.49** days lost to absence and teaching staff **6.21** . Year to date both police officers and police staff average days lost are below non-teaching staff levels, however above teaching staff levels. It should be noted that the spike in absence levels experienced in April 2020 has impacted on work days lost levels.

Police Scotland also benchmark absence with PSNI and their average days lost absence levels year to date to the end of December 2020 were **8** days (police officers) **6** days (police staff). At the end of Q3 Police Scotland average days lost officer levels are slightly above PSNI, however police staff average days lost are above PSNI levels.

**Sources: PSNI; NHS Scotland Workforce Report 31/03/20; Local Government Benchmarking Framework**

# Police Officers – Work Days Lost by Category & Proportion of Work Days Lost to COVID-19

Police Officers – Work Days Lost by Category (Apr-Dec 2020)

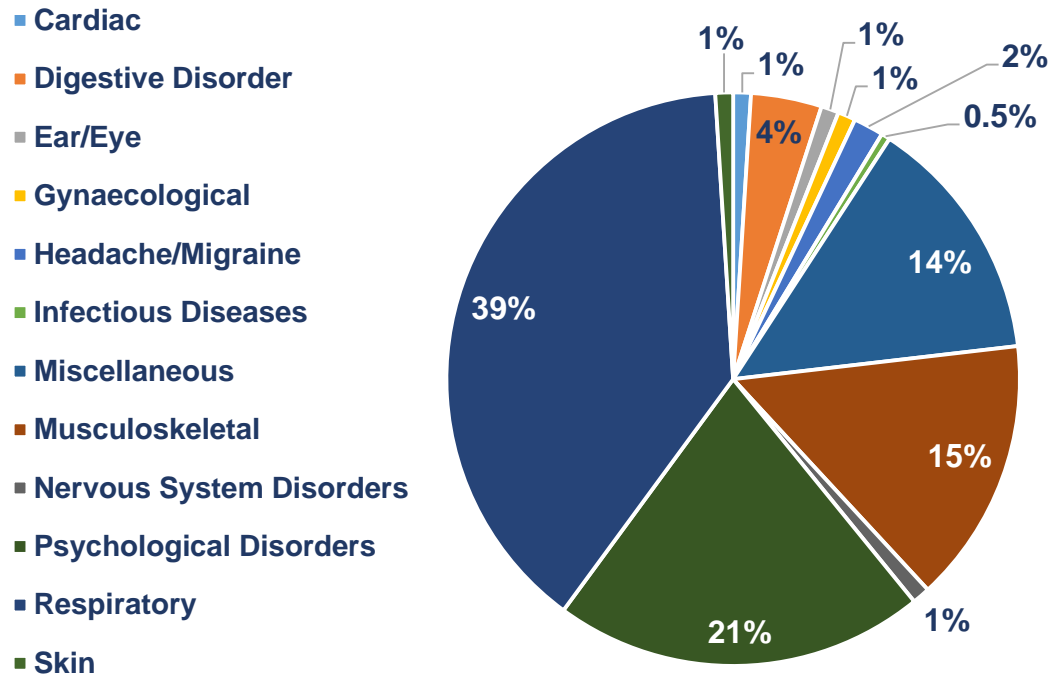


Chart 34

Police Officer – Work Days Lost COVID-19 vs Non-COVID-19

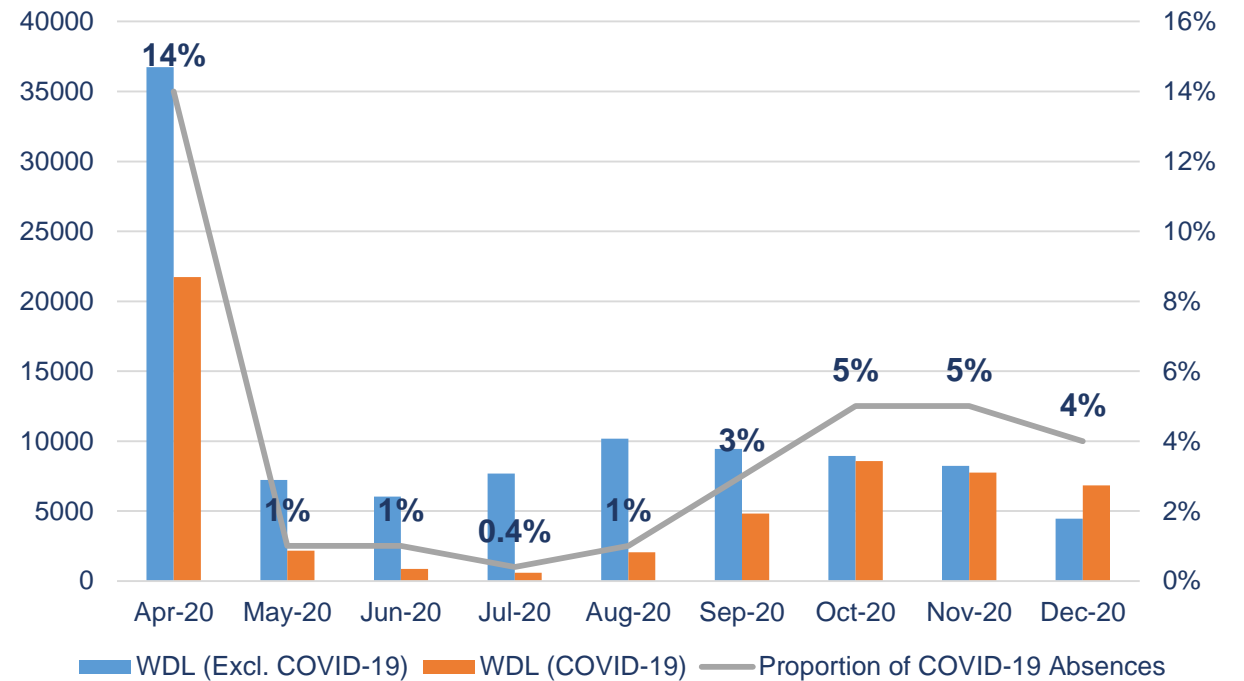


Chart 35



Chart 34 shows the number of work days lost by category for police officers and Chart 35 shows the number and proportion of work days to COVID-19 absences. The top 3 reasons for police officer absence between 01/04/20 and 01/01/21 are:-

- 1) Respiratory
- 2) Psychological disorders
- 3) Musculoskeletal

To enable absences to be broken down by COVID-19 and non- COVID-19, data has been extracted from the year to date work days lost report. As can be seen the highest proportion of COVID-19 absences (14%) were experienced in April 2020, the height of the initial pandemic and were on a downward trajectory until September 2020 where they started to rise again, although not to the levels experienced earlier in 2020. The number of officers absent with a COVID-19 related illness continues to be monitored on a daily basis and discussed weekly by members of the Operation Talla Group.

*Work days lost above includes all current and closed absences that commenced between 01/04/20 and 01/01/21 (when the data was extracted). This means if an absence remains open when the work days lost report was run on 01/01/21, the work days lost for open absences will be calculated from the start date to the report run date e.g. (01/01/21).*

# Police Staff – Work Days Lost by Category & Proportion of Work Days Lost to COVID-19

Police Staff – Work Days Lost by Category (Apr-Dec 2020)

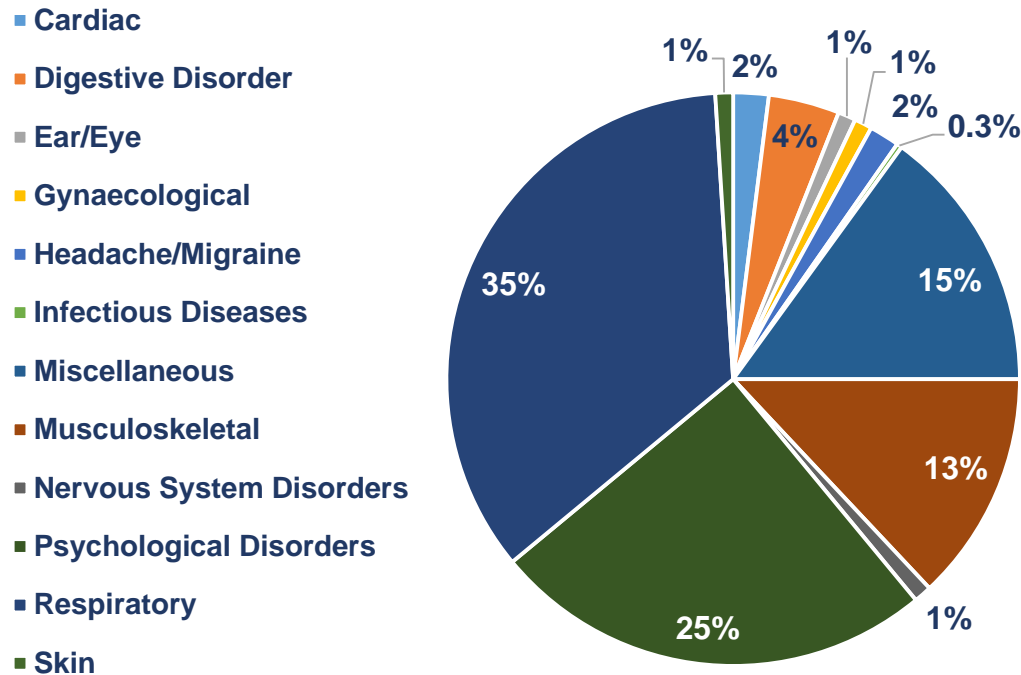


Chart 36

Police Staff – Work Days Lost COVID-19 vs Non-COVID-19

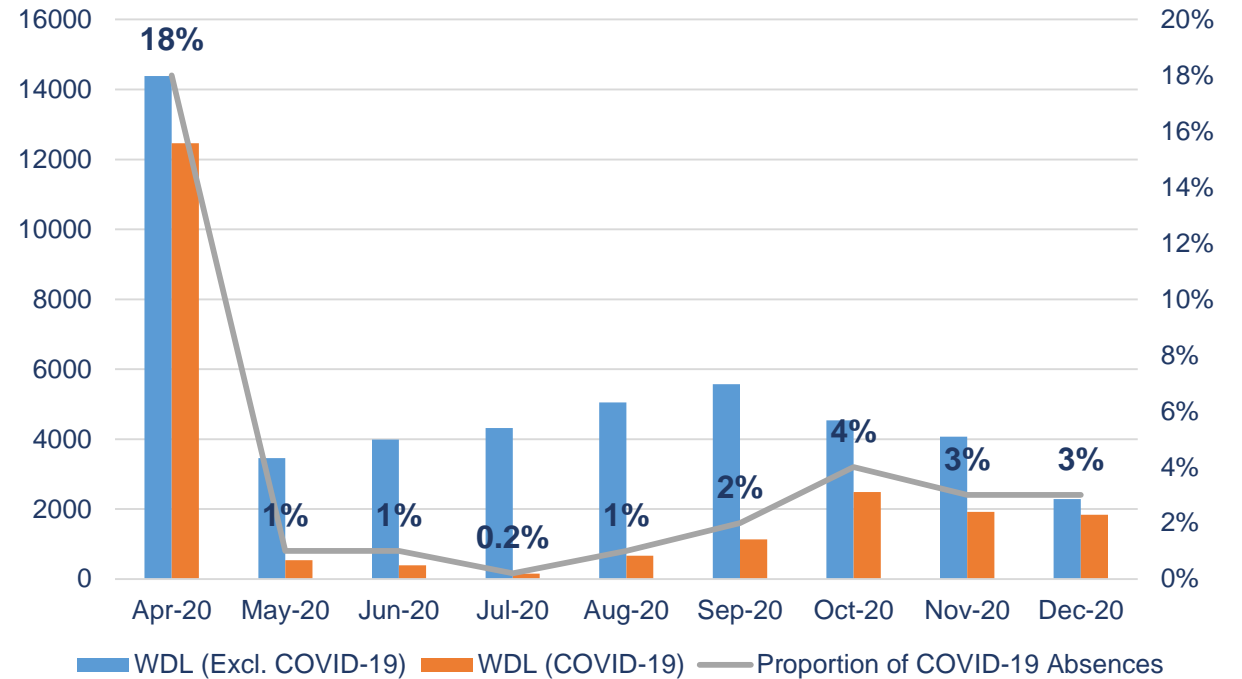


Chart 37



Chart 36 shows the number of work days lost by category for police staff and Chart 37 shows the number and proportion of work days to COVID-19 absences. The top 3 reasons for police staff absence between 01/04/20 and 01/01/21 are:-

- 1) Respiratory
- 2) Psychological disorders
- 3) Miscellaneous

As can be seen the highest proportion of COVID-19 absences (18%) were experienced in April 2020, the height of the initial pandemic and were on a downward trajectory until September 2020 where they started to rise again, although not to the levels experienced earlier in 2020. The number of staff absent with a COVID-19 related illness continues to be monitor on a daily basis and are discussed weekly by members of the Operation Talla Group.

*Work days lost above includes all current and closed absences that commenced between 01/04/20 and 01/01/21 (when the data was extracted). This means if an absence remains open when the work days lost report was run on 01/01/21, the work days lost for open absences will be calculated from the start date to the report run date e.g. (01/01/21).*

# Police Officer & Police Staff - Modified Duties

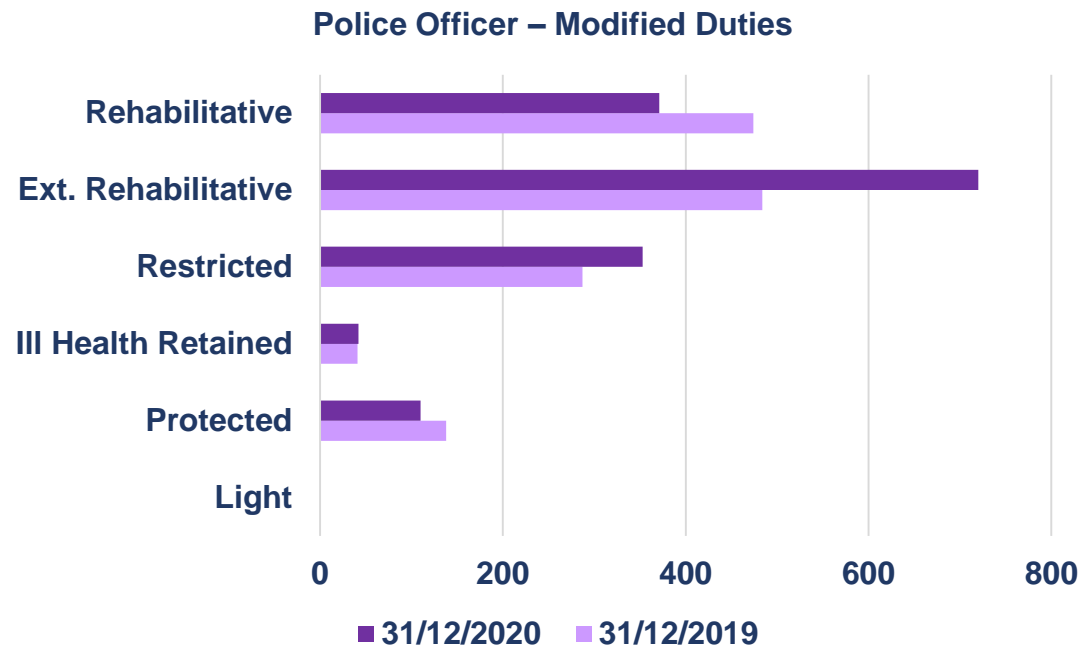


Chart 38

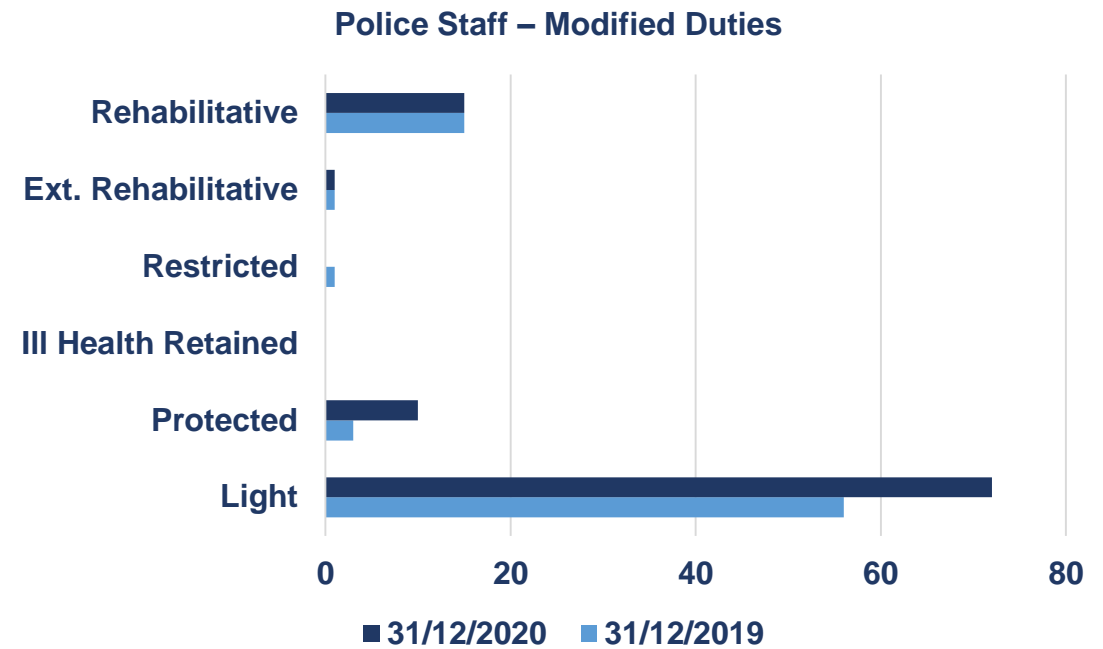


Chart 39

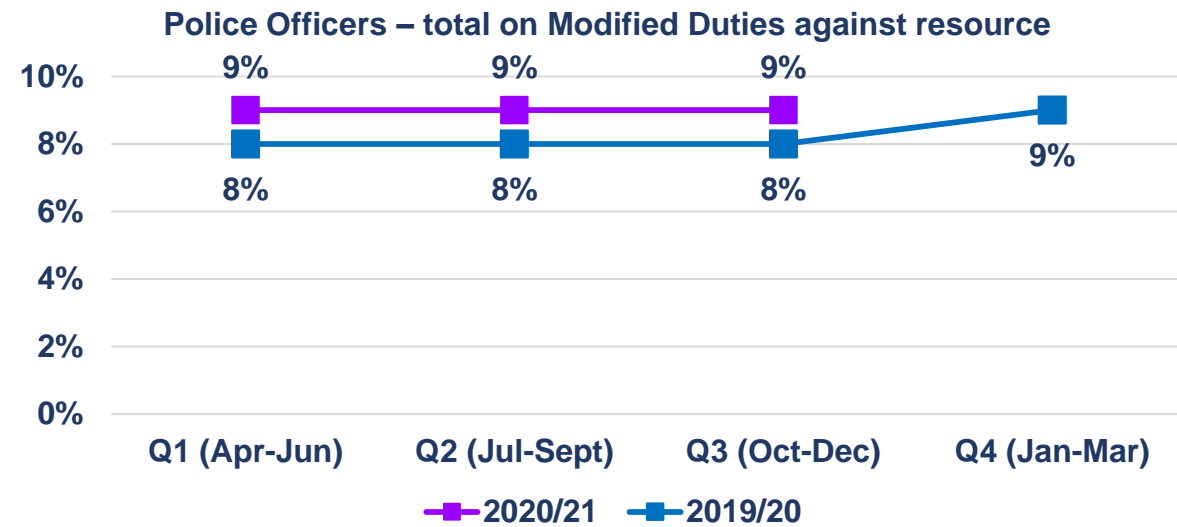


Chart 40

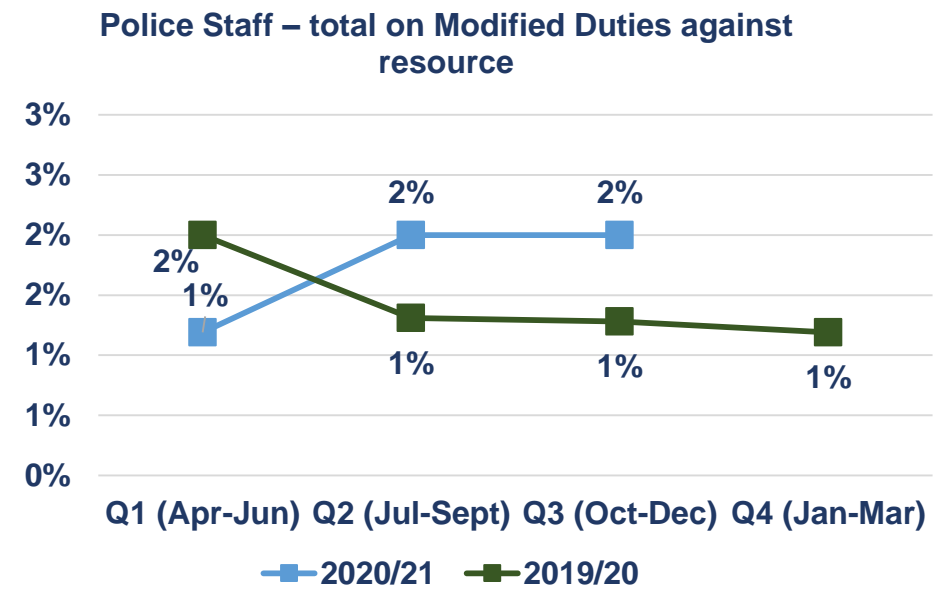



Chart 41

# Modified Duties – Key Points

 Charts 38 and 39 show the number of police officers and police staff on modified duties in Q3 (Oct-Dec) 2020 compared with Q3 (Oct-Dec) 2019. Excluding protected duties, the total number of police officers on modified duties has increased by (+200) (+16%) in comparison to the same period the previous year.

As reported last quarter, Police Scotland are responding to a rise in the number of officers on modified duties and have set up a project to improve the support and deployment of officers who are injured on a short or long term basis. People Services and Divisions are in the process of doing a complete data cleanse on SCoPE of those officers on modified duties to ensure all data is up to date prior to the new categorisation process being implemented.

Excluding protected duties, police staff levels have increased by (+16) (+22%) in comparison to the previous year.

Chart 40 shows the proportion of police officers on modified duties against resource. The proportion of officers on modified duties has increased from 8% in Q3 (Oct-Dec) 2019 to 9% in Q3 (Oct-Dec) 2020.

Chart 41 shows the proportion of police staff on modified duties against resource. The proportion of staff on modified duties has increased from 1% in Q3 (Oct-Dec) 2019 to 2% in Q3 (Oct-Dec) 2020.

## How We Compare

At 31 March 2020 England and Wales police workforce had 4% of officers on recuperative duties and 4% on adjusted duties against resource. As at 31<sup>st</sup> December 2020 Police Scotland have 8.6% of officers on modified duties against resource. As highlighted above planned improvements are being implemented in this area.

# Data Tables

Table 1 highlights **police officer** numbers by Division at 31<sup>st</sup> December 2020 in comparison to 31<sup>st</sup> December 2019. The table also shows increases/decreases by number and percentage.

POLICE OFFICER FTE VARIANCE (31/12/20 vs 31/12/19)				
DIVISION	31/12/2020	31/12/2019	NUMBER	PERCENTAGE
A DIVISION	1055.44	1084.80	-29	-3%
D DIVISION	881.36	897.87	-17	-2%
N DIVISION	609.14	619.10	-10	-2%
C DIVISION	603.14	597.15	6	1%
E DIVISION	1086.52	1105.96	-19	-2%
J DIVISION	851.88	891.84	-40	-4%
P DIVISION	738.24	748.97	-11	-1%
G DIVISION	2375.41	2475.87	-100	-4%
K DIVISION	601.72	633.89	-32	-5%
L DIVISION	526.05	526.45	0	0%
Q DIVISION	1355.70	1374.07	-18	-1%
U DIVISION	780.87	801.64	-21	-3%
V DIVISION	343.61	342.31	1	0%
CONTACT COMMAND CONTROL DIVISION	657.75	540.04	118	22%
CORPORATE SERVICES DIVISION	604.39	545.73	59	11%
CRIMINAL JUSTICE SERVICES DIVISION	403.73	315.56	88	28%
OPERATIONAL SUPPORT DIVISION	1824.47	1888.17	-64	-3%
SPECIALIST CRIME DIVISION	1934.00	1869.40	65	3%
<b>POLICE OFFICER TOTAL</b>	<b>17233.42</b>	<b>17258.82</b>	<b>-25</b>	<b>-0.1%</b>

Table 1

# Data Tables

Table 2 highlights **police staff** numbers by Division at 31<sup>st</sup> December 2020 in comparison to 31<sup>st</sup> December 2019. The table also shows increases/decreases by number and percentage.

POLICE STAFF FTE VARIANCE (31/12/20 vs 31/12/19)				
DIVISION	31/12/2020	31/12/2019	NUMBER	PERCENTAGE
A DIVISION	119.35	115.41	4	3%
D DIVISION	47.69	47.34	0	1%
N DIVISION	70.83	69.00	2	3%
C DIVISION	25.91	25.15	1	3%
E DIVISION	68.28	69.28	-1	-1%
J DIVISION	58.88	62.85	-4	-6%
P DIVISION	63.20	64.98	-2	-3%
G DIVISION	82.23	85.39	-3	-4%
K DIVISION	23.83	22.83	1	4%
L DIVISION	17.96	19.50	-2	-8%
Q DIVISION	51.01	54.24	-3	-6%
U DIVISION	30.65	31.74	-1	-3%
V DIVISION	33.45	33.74	0	-1%
CONTACT COMMAND CONTROL DIVISION	1054.12	1038.11	16	2%
CORPORATE SERVICES DIVISION	1950.91	1930.26	21	1%
CRIMINAL JUSTICE SERVICES DIVISION	864.92	858.65	6	1%
OPERATIONAL SUPPORT DIVISION	255.94	251.86	4	2%
SCOTTISH POLICE AUTHORITY	577.42	579.28	-2	0%
SPECIALIST CRIME DIVISION	343.69	349.98	-6	-2%
<b>POLICE STAFF TOTAL</b>	<b>5,740.26</b>	<b>5,709.58</b>	<b>31</b>	<b>1%</b>

Table 2



# Data Tables

Table 3 highlights **special constable** numbers by Division at 31<sup>st</sup> December 2020 in comparison to 31<sup>st</sup> December 2019. The table also shows increases/decreases by number and percentage.

SPECIAL CONSTABLE VARIANCE (31/12/20 vs 31/12/19)				
DIVISION	31/12/2020	31/12/2019	NUMBER	PERCENTAGE
A DIVISION	78	85	-7	-8%
D DIVISION	55	63	-8	-13%
N DIVISION	59	73	-14	-19%
C DIVISION	27	35	-8	-23%
E DIVISION	32	31	1	3%
J DIVISION	35	35	0	0%
P DIVISION	30	33	-3	-9%
G DIVISION	25	26	-1	-4%
K DIVISION	9	11	-2	-18%
L DIVISION	15	19	-4	-21%
Q DIVISION	23	21	2	10%
U DIVISION	26	28	-2	-7%
V DIVISION	27	29	-2	-7%
OPERATIONAL SUPPORT DIVISION	6	4	2	50%
SPECIALIST CRIME DIVISION	6	6	0	0%
<b>SPECIAL CONSTABLES</b>	<b>453</b>	<b>499</b>	<b>-46</b>	<b>-9%</b>

Table 3

# Data Tables

Table 4 highlights **police officers** by rank within each Division at 31<sup>st</sup> December 2020.

POLICE OFFICER NUMBERS BY RANK PER DIVISION AS AT 31/12/20								
DIVISION	*EXECUTIVE	*CHIEF SUPERINTENDENT	*SUPERINTENDENT	*CHIEF INSPECTOR	*INSPECTOR	*SERGEANT	*CONSTABLE	TOTAL
A DIVISION		1	3	10	45	157	866	1082
D DIVISION		1	2	8	32	99	752	894
N DIVISION		1	3	9	29	91	489	622
C DIVISION		1	3	6	27	75	501	613
E DIVISION		1	4	10	41	129	918	1103
J DIVISION		1	3	8	28	110	714	864
P DIVISION		1	2	7	28	94	622	754
G DIVISION		1	6	16	80	286	2004	2393
K DIVISION		1	3	6	23	77	495	605
L DIVISION		1	2	6	21	67	434	531
Q DIVISION		1	3	8	45	165	1145	1367
U DIVISION		1	3	6	26	93	663	792
V DIVISION		1	2	4	18	43	283	351
CONTACT COMMAND CONTROL DIVISION		1	4	8	41	150	472	676
CORPORATE SERVICES DIVISION	14	10	32	41	123	179	210	609
CRIMINAL JUSTICE SERVICES DIVISION		3	6	14	54	158	175	410
OPERATIONAL SUPPORT DIVISION		3	11	31	83	235	1467	1830
SPECIALIST CRIME DIVISION		9	42	53	142	311	1398	1955
<b>TOTAL HEADCOUNT POLICE OFFICERS</b>	<b>14</b>	<b>39</b>	<b>134</b>	<b>251</b>	<b>886</b>	<b>2519</b>	<b>13608</b>	<b>17451</b>

\*Executive includes the ranks of Chief Constable, Deputy Chief Constables and Assistant Chief Constables

\*Chief Superintendent rank includes Detective Chief Superintendent ranks

\*Superintendent rank includes Detective Superintendent ranks

\*Chief Inspector rank includes Detective Chief Inspector Rank

\*Police Inspector rank includes Detective Inspector ranks

\*Police Sergeant rank includes Detective Sergeant ranks

\*Police Constable rank includes Detective Constable ranks

Table 4

# Data Tables

Table 5 highlights **police staff** by grade within each Division at 31<sup>st</sup> December 2020.

POLICE STAFF NUMBERS BY GRADE PER DIVISION AS AT 31/12/20															
DIVISION	Grade 1	Grade 2	Grade 3	Grade 4	Grade 5	Grade 6	Grade 7	Grade 8	Grade 9	Grade 10	Grade 11	Grade 12	Grade 13	SPA Dir	TOTAL
A DIVISION	6	28	82	14	2	2	1								135
D DIVISION	1	24	23	5			1								54
N DIVISION	1	19	57	5	1		1								84
C DIVISION	1	5	23	4											33
E DIVISION	2	14	56	2			2								76
J DIVISION	2	6	56	3		1									68
P DIVISION	1	13	50	3	1		1								69
G DIVISION	3	25	55	2		1	1								87
K DIVISION	1	8	14	1			1								25
L DIVISION	2	7	9	1											19
Q DIVISION	4	14	33	2			1								54
U DIVISION	3	9	19	2											33
V DIVISION		14	19	2			1								36
CONTACT COMMAND CONTROL DIVISION		5	629	420	65	4	10	1		2	1				1137
CORPORATE SERVICES DIVISION	108	290	205	381	436	149	222	92	80	58	19	15	16	6	2077
CRIMINAL JUSTICE SERVICES DIVISION	11	148	408	255	78	3	5		2						910
OPERATIONAL SUPPORT DIVISION		71	121	27	41	3	3	4	7	1	1				279
SCOTTISH POLICE AUTHORITY	1	14	28	38	27	115	163	121	31	39	11	4	4	6	602
SPECIALIST CRIME DIVISION	2	14	58	67	81	45	57	16	10	4	1				355
<b>TOTAL HEADCOUNT POLICE STAFF</b>	<b>149</b>	<b>728</b>	<b>1945</b>	<b>1234</b>	<b>732</b>	<b>323</b>	<b>470</b>	<b>234</b>	<b>130</b>	<b>104</b>	<b>33</b>	<b>19</b>	<b>20</b>	<b>12</b>	<b>6133</b>

Table 5

# Data Tables

Table 6 highlights the work days lost, by reason per Division for **police officers** at 31<sup>st</sup> December 2020.

WORK DAYS LOST BY REASON PER DIVISION/DEPARTMENT - POLICE OFFICER AS AT 31/12/20													
Division/Department	Cardiac	Digestive	Ear/Eye	Gynaecological	Headache/ Migraine	Infectious Diseases	Musculo- skeletal	Nervous System Disorder	Psychological Disorder	Respiratory	Skin	Miscellaneous	Total Work Days Lost
<b>NORTH</b>	<b>55</b>	<b>1143</b>	<b>154</b>	<b>290</b>	<b>511</b>	<b>157</b>	<b>2336</b>	<b>166</b>	<b>6088</b>	<b>7478</b>	<b>118</b>	<b>3590</b>	<b>22,086</b>
A	15	503	49	102	193	126	881	6	1740	2979	49	1429	8,072
D	35	431	80	115	164	26	948	143	2946	3351	37	1211	9,487
N	5	209	25	73	154	5	507	17	1402	1148	32	950	4,527
<b>EAST</b>	<b>155</b>	<b>889</b>	<b>191</b>	<b>289</b>	<b>618</b>	<b>82</b>	<b>3561</b>	<b>345</b>	<b>4605</b>	<b>11342</b>	<b>231</b>	<b>4108</b>	<b>26416</b>
C		121	45	4	40	15	758	271	774	2388	6	609	5031
E	28	345	97	134	312		668		628	4281	96	919	7508
J	48	217	24	63	128	67	1204		1783	2666	15	1455	7670
P	79	206	25	88	138		931	74	1420	2007	114	1125	6207
<b>WEST</b>	<b>556</b>	<b>2572</b>	<b>418</b>	<b>621</b>	<b>715</b>	<b>392</b>	<b>9557</b>	<b>372</b>	<b>11546</b>	<b>25716</b>	<b>184</b>	<b>7520</b>	<b>60169</b>
G	294	1038	258	194	230	164	4002	59	4851	10910	73	3081	25154
K	71	329	7	56	91	56	999	164	1370	2909	10	728	6790
L	5	298	12	43	53	75	469		1390	1773	22	527	4667
Q	8	541	63	264	170	70	1842	42	2104	6909	38	1315	13366
U	178	237	57	47	110	11	1644	107	1345	2521	23	1113	7393
V		129	21	17	61	16	601		486	694	18	756	2799
<b>SPECIALIST FUNCTION DIVISIONS</b>	<b>873</b>	<b>1815</b>	<b>380</b>	<b>366</b>	<b>868</b>	<b>75</b>	<b>8325</b>	<b>521</b>	<b>10421</b>	<b>16263</b>	<b>278</b>	<b>7394</b>	<b>47579</b>
Contact Command & Control	125	575	38	37	268	18	1467	284	1984	2601	15	1349	8761
Corporate Services Division	68	103	62	7	155		272	63	474	1439		1004	3647
Criminal Justice	138	118	90	90	45		495		1079	983	17	290	3345
Operational Support Division	111	598	30	141	311	50	3651		2094	5520	11	1744	14261
Specialist Crime Division	431	421	160	91	89	7	2440	174	4790	5720	235	3007	17565
<b>OVERALL TOTALS</b>	<b>1639</b>	<b>6419</b>	<b>1143</b>	<b>1566</b>	<b>2712</b>	<b>706</b>	<b>23779</b>	<b>1404</b>	<b>32660</b>	<b>60799</b>	<b>811</b>	<b>22612</b>	<b>156250</b>

Table 6

# Data Tables

Table 7 highlights the work days lost, by reason per Division for **police staff** at 31<sup>st</sup> December 2020.

WORK DAYS LOST BY REASON PER DIVISION/DEPARTMENT - POLICE STAFF AS AT 31/12/20													
Division/Department	Cardiac	Digestive	Ear/Eye	Gynaecological	Headache/ Migraine	Infectious Diseases	Musculo- skeletal	Nervous System Disorder	Psychological Disorder	Respiratory	Skin	Miscellaneous	Total Work Days Lost
<b>NORTH</b>	<b>112</b>	<b>104</b>	<b>5</b>	<b>61</b>	<b>38</b>	<b>0</b>	<b>410</b>	<b>17</b>	<b>524</b>	<b>1287</b>	<b>4</b>	<b>128</b>	<b>2690</b>
A	28	28	5	7	15		342	12	154	854		95	1540
D	78				15		39		240	186		23	581
N	6	76		54	8		29	5	130	247	4	10	569
<b>EAST</b>	<b>89</b>	<b>156</b>	<b>18</b>	<b>11</b>	<b>58</b>	<b>4</b>	<b>289</b>	<b>0</b>	<b>488</b>	<b>1419</b>	<b>2</b>	<b>642</b>	<b>3176</b>
C	49	73			6		6		42	212		157	545
E	36	32	9	4	3	4	56		141	515		174	974
J		29		7	16		91		59	440	2	18	662
P	4	22	9		33		136		246	252		293	995
<b>WEST</b>	<b>114</b>	<b>142</b>	<b>106</b>	<b>120</b>	<b>40</b>	<b>33</b>	<b>490</b>	<b>40</b>	<b>592</b>	<b>1337</b>	<b>18</b>	<b>926</b>	<b>3958</b>
G	42	99		13	15	23	218		260	539	18	436	1663
K		3			7		15	18	92	102		12	249
L		1					8	22		85		7	123
Q	72	22	106	95	9	10	110		91	306		457	1278
U		13		2	2		133		149	214			513
V		4		10	7		6			91		14	132
<b>SPECIALIST FUNCTION DIVISIONS</b>	<b>1091</b>	<b>2506</b>	<b>791</b>	<b>539</b>	<b>1177</b>	<b>135</b>	<b>7247</b>	<b>614</b>	<b>14207</b>	<b>18240</b>	<b>326</b>	<b>7497</b>	<b>54370</b>
Contact Command & Control	321	955	566	288	444	60	2148	21	5311	6037	65	2322	18538
Corporate Services Division	559	513	135	110	449	51	2552	124	4150	5972	133	2882	17630
Criminal Justice	137	688	61	112	229	10	1938	328	3355	4088	86	1414	12446
Operational Support Division	6	248	12		35		306	14	350	786	7	349	2113
Specialist Crime Division	68	102	17	29	20	14	303	127	1041	1357	35	530	3643
SPA	3	133	55	49	78	19	390	7	1197	2085		1013	5029
<b>OVERALL TOTALS</b>	<b>1409</b>	<b>3041</b>	<b>975</b>	<b>780</b>	<b>1391</b>	<b>191</b>	<b>8826</b>	<b>678</b>	<b>17008</b>	<b>24368</b>	<b>350</b>	<b>10206</b>	<b>69223</b>

Table 7

# Data Tables

Tables 8 and 9 highlight the race profile of **police officers** and **special constables** as at 31<sup>st</sup> December 2020. Please note that no direct comparison can be made with police officer resource figures, as E&D include officers on career breaks in their stats.

POLICE OFFICER (BASED ON HEADCOUNT) AS AT 31/12/20												
Rank	White Scottish	% of Rank	Other White British	% of Rank	White Minority	% of Rank	BME	% of Rank	Choose not to Disclose	% of Rank	Not Recorded	% of Rank
Constable	10706	78%	1196	9%	295	2%	222	2%	954	7%	279	2%
Sergeant	2038	81%	196	8%	33	1%	33	1%	215	9%	<5	<1%
Inspector	742	83%	56	6%	13	1%	<5	<1%	76	9%	0	0%
Chief Inspector	210	83%	18	7%	<5	2%	5	2%	15	6%	0	0%
Superintendent + above	157	84%	19	10%	<5	1%	<5	1%	8	4%	0	0%
<b>Total</b>	<b>13853</b>	<b>79%</b>	<b>1485</b>	<b>8%</b>	<b>347</b>	<b>2%</b>	<b>266</b>	<b>1%</b>	<b>1268</b>	<b>7%</b>	<b>282</b>	<b>2%</b>

Table 8

SPECIAL CONSTABLES (BASED ON HEADCOUNT) AS AT 31/12/20		
Ethnic Origin	%	No.
White Scottish	72%	326
All Other White British	9%	39
White Minority	2%	11
BME	2%	10
Choose not to Disclose	2%	7
Not Recorded	13%	60
<b>Total</b>	<b>100%</b>	<b>453</b>

Table 9

# Data Tables

Tables 10 and 11 highlight the race profile of **police staff (PSOS)** and **SPA staff** as at 31<sup>st</sup> December 2020. Please note that no direct comparison can be made with police staff resource figures, as E&D include staff who are on career breaks in their stats.

<b>POLICE STAFF (BASED ON HEADCOUNT) AS AT 31/12/20</b>		
<b>Ethnic Origin</b>	<b>%</b>	<b>No.</b>
White Scottish	85%	4659
All Other White British	7%	386
White Minority	1%	85
BME	2%	96
Choose not to Disclose	4%	216
Not Recorded	1%	68
<b>Total</b>	<b>100%</b>	<b>5510</b>

Table 10

<b>SPA STAFF (BASED ON HEADCOUNT) AS AT 31/12/20</b>		
<b>Ethnic Origin</b>	<b>%</b>	<b>No.</b>
White Scottish	76%	455
All Other White British	15%	90
White Minority	2%	13
BME	2%	10
Choose not to Disclose	5%	30
Not Recorded	<1%	<5
<b>Total</b>	<b>100%</b>	<b>601</b>

Table 11