Appendix 1 - Diversity and Equality in Police Scotland 2013 Report

Diversity and Equality in Police Scotland 2013 Report – The workforce profile of Police Scotland in this report states that –
- The percentage of minority ethnic police officers was 1% at 31/3/10 and remains static at 28/2/13.
- The percentage of minority ethnic police staff was 1% at 31/03/2010 and remains static at 28/02/2013.
- The percentage of minority ethnic special constables was 2% in 2010 decreasing to 1% in 2013.

Diversity and Equality in Police Scotland 2013 Report – In terms of recruitment of police officers -
- The percentage of applications received from applicants who have self-classified as coming from a minority ethnic background remains static at 4% for the reporting periods, April 2009 to March 2010 and April 2012 to February 2013. The percentage of applicants appointed

Diversity and Equality in Police Scotland 2013 Report – In terms of recruitment of police staff –
- The percentage of applications received from applicants who have self-classified as coming from a minority ethnic background has increased from 3% between April 2009 and March 2010 to 5% between April 2012 and February 2013. The percentage of applicants appointed remains static at 2% for the reporting periods April 2009 to March 2010 and April 2012 to February 2013.

Diversity and Equality in Police Scotland 2013 Report – In terms of recruitment of police special constables –
- The percentage of applications received from applicants who have self-classified as coming from a minority ethnic background has decreased from 5% between April 2009 and March 2010 to 2% between April 2012 and February 2013. The percentage of applicants appointed has decreased from 4% between April 2009 and March 2010 to 2% between April 2012 and February 2013.

Appendix 2 – The Democratic Audit of the United Kingdom – 2.5.3 – Social Representativeness of the Army, Police and Security Services

Figure 2.5e: Percentage of military officers from ethnic minority backgrounds, 2005-11.
There has been little to no change in the proportion of officers in the armed forces from a black or ethnic minority background over the period from 2005-2011, which has been static at around 2.5% in the armed forces as a whole since 2005.