

19 March 2009

Your Ref:

Our Ref:

Force Disclosure Unit
Police Headquarters
173 Pitt Street
GLASGOW
G2 4JS

Tel: 0141 435 1205

Fax: 0141 435 1218

Dear [REDACTED]

FREEDOM OF INFORMATION REQUEST REFERENCE NUMBER 0163/2009

I refer to your request for information dated 23 February 2009, which was received by Strathclyde Police on the same date. Your request has now been considered and on 19 March 2009, a decision was made to grant your request in full, as such the information you have requested is attached/detailed below.

How many current police officers and police staff in your force have declared their religion as Jedi?

As a matter of good practice, Strathclyde Police aims to monitor all strands of diversity, over the range of employment areas identified within the Race, Disability and Gender Equality Schemes. There are 6 strands of diversity:

- Age
- Disability
- Gender
- Race
- Religion & Belief
- Sexual Orientation

As a minimum, the Force must meet the specific duties set out in the Race Relations Amendment Act 2000 (Race Equality Duty), Disability Discrimination Act 2005 (Disability Equality Duty) and Equality Act 2006, which amended the Sex Discrimination Act 1975 (Gender Equality Duty). There is also employment legislation which protects staff from being discriminated in the workplace in relation to their age (Employment Equality (Age) Regulations 2006), Religion or Belief (Employment Equality (Religion and Belief) Regulations 2003) and Sexual Orientation (Employment Equality (Sexual Orientation) Regulations 2003). However, monitoring is not legally obliged under these Regulations.

Strathclyde Police go beyond the minimum legal requirements and aim to monitor across all strands as a matter of best practice to demonstrate the Force's commitment to equality and diversity and meet ACPOS recommendations. The information provided voluntarily by staff, such as their religion, is securely stored in the force System to Co-Ordinate Personnel and Establishment (SCOPE) which only allows viewing and updating by the individual themselves. SCOPE contains the facility to edit and update these personal details at any time. For example, if an individual feels their ethnic origin or religion is incorrectly represented or if they wish to disclose a disability, they update their personal details accordingly. The personal data input to SCOPE is only used to statistically monitor equality and diversity within the Force in relation to employment matters.

At the time of your request 10 (8 police officers and 2 police staff) had recorded their religion as Jedi.

I hope this information is helpful, however, if you are not satisfied with the way in which your request has been dealt with, you are entitled in the first instance to request a review of the decision made by the Force. Should you wish to request such a review, please write to Mrs Sheena Brennan, Disclosure Manager at the above address within 40 working days of receiving this letter.

Once informed of the Review Panel's decision, if you are still not satisfied, then you are entitled to apply to the Scottish Information Commissioner for a decision. Contact details are; Office of the Scottish Information Commissioner, Kinburn Castle, Doubledykes Road, St Andrews, Fife, KY16 9DS, telephone 01334 464610.

I would like to take this opportunity to thank you for your interest in Strathclyde Police. Should you require any further assistance concerning this matter please contact me directly on 0141 435 1205 quoting the reference number given.

Yours sincerely

Inspector Graeme Cuthbertson
Force Disclosure Unit