| Police Scotland logo | Freedom of Information Response Our reference: FOI 23-2097  Responded to: 15 September 2023 |
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Your recent request for information is replicated below, together with our response.

## The information that is requested through this freedom of information act relates only to the East / West Constable - Sergeant promotion processes.

## 1. How many candidates applied for this process and please confirm all applications have been assessed and provide with a numerical score?

There were 698 applicants for this process.

With regards to answering the 2nd part of your question in terms of the Freedom of Information (Scotland) Act 2002 a public authority is only obliged to provide recorded information.

Under Section 8 of the Act, information which requires opinion or a yes/no response is not in essence a valid request.

To be of assistance, the information you have requested is not held in this way. However, the table at the end of this letter provides you with the number of applicants and how many of those were progressed through the process. All applications are subject to local application review.

## 2. This information is to be divided into each division where each candidate is based e.g G,K,L,Q,U,V,C,E,J,P,OSD,CJSD?

I have provided a table at the end of this letter with this information.

## 3. Please confirm that all divisions have been subject to a " divisional sift" and how many candidates failed to progress to the next stage of the promotion process?

All divisions and departments conducted a local application review of submissions. 327 candidates were not progressed to assessment centre.

## 4. Please confirm how many spaces divisions are allocated for applicants to progress and the framework surrounding these calculations?

Allocations were calculated based on organisational need until November 2024, looking at current and projected vacancies and adding a standard uplift of spaces to each area which factored national pass rates at assessment centre.

## 5. Please confirm the numerical pass mark set for the above applicants? And please confirm that all divisions as stated above were subject to the same benchmark?

A set pass mark was not mandated. Each candidate was scored and feedback written against their performance. This score and written feedback was available for every candidate.

Thereafter the business area will take the best performing candidate score and drop that score down to the number of spaces allocated at assessment, known as a merit line.

## 6. Please provide a breakdown of where candidates who failed to achieve this mark as per home divisions?

Please see table at end of letter which provides this information.

## 7. Please confirm the numerical values of those who meet the above benchmark e.g how many scored 16, 17 and 18 or above? (Example holds passmark as 16).

I can advise you that Police Scotland does not hold the information requested by you. In terms of Section 17 of the Act, this letter represents a formal notice that information is not held.

By way of explanation. Local Senior Leaders assess their own candidates’ performance based on a numerical score, which gives a candidate written feedback.

## 8. Please confirm that from officers who reached the above benchmark score e.g 16, how many officers will be progressing to the next stage in the promotion process? and how many who ascertained the benchmark score only e.g 16 will not be progressing as per home divisions.

Please see table at end of letter.

Each of the business areas were allocated spaces at the assessment linked to vacancies projected until November 2024.

82 current vacancies at rank of Sergeant.

349 Projected vacancies at rank of Sergeant until End 2024.

371 Candidates progressing to assessment centre.

## 9. From the initial applicants how many, if any scores have been reviewed and as a result of the review are now deemed eligible for the next promotion stage?

I can advise you that Police Scotland does not hold the information requested by you. In terms of Section 17 of the Act, this letter represents a formal notice that information is not held.

By way of explanation, no scores have been reviewed by the National Police Promotion Process Team.

## 10. Please confirm what training assessors are required to complete and how often these skills are refreshed / renewed and assessed?

The NPPP team run assessor training ahead of each process. This is required for any new assessor. Any significant change to process would result in further required training.

If you require any further assistance please contact us quoting the reference above.

You can request a review of this response within the next 40 working days by [email](mailto:foi@scotland.police.uk) or by letter (Information Management - FOI, Police Scotland, Clyde Gateway, 2 French Street, Dalmarnock, G40 4EH). Requests must include the reason for your dissatisfaction.

If you remain dissatisfied following our review response, you can appeal to the Office of the Scottish Information Commissioner (OSIC) within 6 months - [online](http://www.itspublicknowledge.info/Appeal), by [email](mailto:enquiries@itspublicknowledge.info) or by letter (OSIC, Kinburn Castle, Doubledykes Road, St Andrews, KY16 9DS).

Following an OSIC appeal, you can appeal to the Court of Session on a point of law only.

This response will be added to our [Disclosure Log](http://www.scotland.police.uk/access-to-information/freedom-of-information/disclosure-log) in seven days' time.

Every effort has been taken to ensure our response is as accessible as possible. If you require this response to be provided in an alternative format, please let us know.

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|  | Total Applications | Initial Supported Applications | Allocation | Final Submission Progressing to Assessment Centre |
| J Division | 55 | 49 | 31 | 31 |
| E Division | 51 | 42 | 23 | 25 |
| C Division | 29 | 21 | 17 | 17 |
| P Division | 31 | 28 | 18 | 18 |
| G Division | 99 | 65 | 41 | 38 |
| Q Division | 57 | 40 | 25 | 33 |
| K Division | 46 | 18 | 13 | 13 |
| L Division | 25 | 7 | 18 | 7 |
| U Division | 29 | 16 | 13 | 13 |
| V Division | 11 | 8 | 10 | 8 |
| Corporate Services Division and PSD | 18 | 18 | 24 | 18 |
| LTD | 24 | 24 | 13 | 13 |
| C3 Division | 38 | 13 | 30 | 13 |
| Criminal Justice Services Division | 12 | 12 | 28 | 12 |
| Operational Support Division | 54 | 30 | 48 | 30 |
| PPCW | 6 | 3 | 10 | 3 |
| Specialist Crime Division | 113 | 109 | 79 | 79 |
| **Total** | **698** | **503** | **441** | **371** |