| Police Scotland logo | Freedom of Information Response Our reference: FOI 24-0566  Responded to: 25 March 2024 |
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Your recent request for information is replicated below, together with our response.

## Can you please provide me with details of the Sgt to Inspector promotion process run in Police Scotland from calendar year 2018.

## 1. What is the process and is it based on the competencies and values framework used by the college of policing.

Police Scotland use a competencies and values framework, developed by the College of Policing and modified with their permission, to incorporate Police Scotland's Values and Code of Ethics. This framework is used in all National Police Promotions Processes and has been in place since 2020. Since then, the Inspector assessment process has consisted of three exercises; 2 policing focused scenarios and 1 people focused scenario. Data prior to 2020 is outside of data retention policy.

In regard to providing information prior to 2020 please be advised that this data is no longer held. As such and in terms of Section 17 of the Act, I can confirm that the information you seek is not held by Police Scotland.

By way of explanation, we no longer hold this information in line with our record retention policy

## <https://www.scotland.police.uk/spa-media/nhobty5i/record-retention-sop.docx>

## 2. Details of how you moderate the process to ensure fairness.

All National Police Promotion Processes are concluded with a moderation panel, during which data and information about the process, success rates across divisions and departments, and equality and diversity data is shared with moderation panel members. Attendees for the Inspector NPPP would include at least 2 members of the Force Executive, typically at ACC level, representatives from Recruitment, Promotion and Selection and representatives from the Police Federation. The panel is chaired by the Head of Recruitment, Promotion and Selection. The purpose of the moderation panel is primarily to reach a decision on an appropriate merit line if required, above which candidates will enter the promotion pool. Points around lessons learned are also shared and any decisions required made.

## 3. Details of any changes to the process identified by the moderation

The structure of the Inspector NPPP has remained stable since 2020. In 2023 the use of actors in the people focused exercise was ceased to improve consistency for all candidates. More broadly, the scoring scale used for assessments at all ranks moved from 1-4 to 1-5 in 2023.

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.