

Our Ref: IM-FOI-2022-2536  
Date: 9<sup>th</sup> December 2022



## **FREEDOM OF INFORMATION (SCOTLAND) ACT 2002**

I refer to your recent request for information which has been handled in accordance with the Freedom of Information (Scotland) Act 2002.

For ease of reference, your request is replicated below together with the response.

**The information requested through this Freedom of Information request relates to the 2022 Police Scotland Sergeant to Inspector (East / West only) promotion process.**

**Could you please provide the following information.**

**1. How many candidates applied for this process.**

619

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

P Division - 25  
C Division - 21  
E Division - 33  
J Division - 36  
G Division - 71  
K Division - 23  
L Division - 17  
Q Division - 43  
U Division - 27  
V Division - 13  
C3 Division - 23  
CSD - 48  
PSD - 27  
CJSD - 38  
OSD - 44  
PPCW - 18  
SCD - 112

**3. How many candidates failed to progress to moderation following attendance at their assessment centre.**

197

**4. Provide the figures for pass / fail at PSC Tulliallan and PSC Jackton.**

Attended at SPC Tulliallan – 184

Unsuccessful at Assessment Centre at SPC Tulliallan – 64

Progressed to Moderation from SPC Tulliallan – 120

Attended at Jackton – 192

Unsuccessful at Assessment Centre at Jackton - 73

Progressed to Moderation from SPC Tulliallan – 119

**5. Please confirm the numerical pass mark set at moderation.**

60

**6. Please confirm how many candidates failed to achieve the pass mark set at moderation.**

28

**7. Please provide a breakdown of where candidates – who failed at moderation - are based as per home division.**

C Division - 4

E Division - 1

G Division - 2

J Division - 4

K Division - 3

P Division - 3

Q Division - 3

U Division - 7

V Division - 1

**8. Following information provided to me, please confirm if any candidates, who failed to progress to moderation, had their Assessment Centre scores “reviewed” and recalculated allowing them to progress to moderation having previously being informed they would not be progressing to this stage.**

Yes, as is normal practice, throughout and at conclusion of every National Promotion Process, all candidate scoring and associated feedback was reviewed to ensure fairness and that all scores reflected the feedback given by assessors.

A number of inconsistencies were found and those cases were reported to members of the Force Executive.

**9. If any scores had been reviewed, as queried in point 8, how many candidates have had their scores “reviewed” and as a result of this review, are now deemed eligible for promotion.**

17 candidate scores were reviewed/revised.

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9 of those 17 are now eligible for promotion as a result.

**10. If any candidates are now deemed eligible for promotion as per point 9, please provide details of where these candidates are based.**

K Division - 1  
E Division - 2  
G Division - 1  
OSD - 2  
SCD - 3

**11. Please confirm / provide the legal framework that permits a deviation from the promotion process SOP which permits this course of action and discrimination towards all other candidates in the process who have not had their scores "reviewed".**

Police Scotland Promotion is not governed via a legal Framework. Our Police Scotland code of ethics is applied to every selection process. As such, in terms of Section 17 of the Freedom of Information (Scotland) Act 2002, this represents a notice that the information requested is not held by Police Scotland.

I can however advise that all unsuccessful candidates were reviewed, there was no discrimination and everyone was treated in exactly the same manner.

**12. Please confirm if the query at point 8 has indeed occurred, will all candidates who entered the process now also have their scores reviewed, progress to moderation and be deemed eligible for promotion.**

**13. If, based on an affirmation of point 8, the circumstances in point 12 are not going to be applied across all candidates, please confirm if the results of this process will subsequently be deemed void.**

**14. If, based on an affirmation of point 8, the circumstances in point 13 are not applied, will all candidates progress to moderation and deemed eligible for promotion.**

**15. If, based on an affirmation of point 8, the circumstances in points, 12, 13 & 14 are not applied, will the affected candidates be compensated for loss of earnings / career progression and stress caused.**

**16. If, based on an affirmation of point 8, the circumstances in points 12, 13, 14 & 15 are not applied, how then can Police Scotland maintain its position of Integrity, Fairness and Respect towards its staff or indeed hold the position that the process was conducted in Fair, Consistent and Transparent manner.**

In regards to questions 12 to 16, as per my answer to question 11, all unsuccessful candidates were reviewed, the review process was completed and the process is now closed. As all candidates were reviewed, your questions are not applicable.

Should you require any further assistance please contact Information Management quoting the reference number given.

If you are dissatisfied with the way in which Police Scotland has dealt with your request, you are entitled, in the first instance, to request a review of our actions and decisions.

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Your request must specify the matter which gives rise to your dissatisfaction and it must be submitted within 40 working days of receiving this response - either by email to [foi@scotland.police.uk](mailto:foi@scotland.police.uk) or by post to Information Management (Disclosure), Police Scotland, Clyde Gateway, 2 French Street, Dalmarnock, G40 4EH.

If you remain dissatisfied following the outcome of that review, you are thereafter entitled to apply to the Office of the Scottish Information Commissioner within six months for a decision. You can apply [online](#), by email to [enquiries@itspublicknowledge.info](mailto:enquiries@itspublicknowledge.info) or by post to Office of the Scottish Information Commissioner, Kinburn Castle, Doubledykes Road, St Andrews, Fife, KY16 9DS.

Should you wish to appeal against the Office of the Scottish Information Commissioner's decision, there is an appeal to the Court of Session on a point of law only.

As part of our commitment to demonstrate openness and transparency in respect of the information we hold, an anonymised version of this response will be posted to the Police Scotland Freedom of Information [Disclosure Log](#) in seven days' time.