| Police Scotland logo | Freedom of Information Response Our reference: FOI 24-0484  Responded to: 23 April 2024 |
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Your recent request for information is replicated below, together with our response.

I have divided your Freedom of Information request into 3 separate responses.

## For the 2022 Sergeant to Inspector promotion process (East/West):

## For Police Scotland Promotion in General:

## The average number of years service for an individual to be promoted from PC to Sgt (with a break down for those who have disclosed disability and those who have not).

For Police Officers promoted between 1 April 2022 and 31 March 2023, the average length of service on promotion to Sergeant was 15 years for those who have a Recorded Disability (Yes) compared to 14 years for those who identified as No.

Breakdown of disclosed disability

| **Disability** | **Police Officer**  **%** | **Police Officer No.** |
| --- | --- | --- |
| **Yes** | 3.78% | 638 |
| **No** | 85.40% | 14418 |
| **Choose Not to Disclose** | 8.23% | 1389 |
| **Not Recorded** | 2.59% | 438 |

The number of police officers with a Recorded Disability (Yes) has increased from 589 at 31 March 2022 to 638 at 31 March 2023.

35-44 is the most common age group for police officers who identified as Yes or No to having a disability. This is a change in the most common age group for police officers with a Recorded Disability (Yes) where in previous reporting periods, the 45-54 age group was the most common. However, the overall age demographic of police officers who identified as Yes is still older when compared to those who identified as No.

11-15 years’ service is the most common length of service for police officers who have a Recorded Disability (Yes). This is also the most common length of service for those who identified as No.

Please note information provided about disability is on a voluntary basis by our staff. Not everyone who has a disability within Police Scotland will necessarily choose to record it on their personal HR record but may have reasonable adjustments in place.

## The average number of years service for an individual to be promoted from Sgt to Insp (with a break down for those who have disclosed disability and those who have not).

With regards to the average number of years service for an individual to be promoted from Sergeant to Inspector, I can advise you that Police Scotland does not hold the requested information. In terms of Section 17 of the Act, this letter represents a formal notice that information is not held.

By way of explanation, this information has not been collated.

Breakdown of disclosed disability

| **Disability** | **Sergeant & Above %** | **Sergeant & Above No.** | **Constable %** | **Constable No.** |
| --- | --- | --- | --- | --- |
| **Yes** | 3.45% | 127 | 3.87% | 511 |
| **No** | 86.05% | 3170 | 85.22% | 11248 |
| **Choose not to Disclose** | 10.31% | 380 | 7.64% | 1009 |
| **Not Recorded** | 0.19% | 7 | 3.27% | 431 |

The proportion of police officers in the ranks of sergeant and above who have a Recorded Disability (Yes) is not too dissimilar to the Police Officer Disability Workforce Profile of 3.78% in 31 March 2023

The number of police officers in promoted ranks (sergeant and above) with a recorded disability has increased from 124 at 31/03/2022 to 127 at 31/03/2023.

## The average number of years’ service for an individual to be promoted from PC to Sgt (with a break down for those who are deployable and those who are not deployable).

## The average number of years’ service for an individual to be promoted from Sgt to Insp (with a break down for those who are deployable and those who are not deployable).

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

By way of explanation, as you will be aware an individual’s right in terms of the legislation is to obtain information held by a public authority at the time a request is received and there is no obligation on them to create new information specifically for this request.

## Please provide the EQHRIA for the process undertaken at the National Assessment Centre (NAC)(I do not mean the Promotions Policy EQHRIA, the assessment centre is briefly touched upon but the process is not explained, explored or rationalised why it is the way it is (e.g. 15min with a question, then got to interview, answer the initial question, then 2x flipping of the scenario).

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

By way of explanation, EQHRIA’s are not completed for the National Assessment Centre separately from the Promotions EQHRIA.

## Please provide data on the time set out for each of the 3 rooms in the NAC (time set out for each candidate, max time allowed before a hard stop).

Candidates have 15 minutes to prepare followed by 20 minutes to undertake their assessment in each room. This may alter if a reasonable adjustment request has been made and given.

## Please detail the process as to how the assessment questions are created and how they are equality and human rights impact assessed.

Assessments are designed by a team of Business Psychologists, alongside input from senior Police Officers and the Head of Recruitment and Selection. Assessments are designed to mirror scenarios that officers may face, or may support others to face, in the rank / role they are seeking to obtain. Though a formal equality and human rights impact assessment is not undertaken for each individual design, the structure and format of the assessment centre process was design by an external consultancy and equality and human rights concerns are considered in each design.

## Please provide details of any formal scheme to assist those who are protected under the equality act to pass the junior promotions processes (for example details of any promotion syllabus, organisational training on the format of the NAC, mock interviews etc etc)

The National Police Promotion Process team do not provided any formal schemes to anyone applying for promotion, as to do so would constitute a conflict of interest. Divisions and departments may provide support locally.

## Please provide a copy of the paper which went to Senior Leadership Board detailing the output of the leadership survey in 2015 and advocating the process we currently have. (Is referenced within the previous Chief Constable’s feedback page)

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

By way of explanation, data from 2015 falls outwith our data retention timescales and is therefore not retained.

## As I understand it, assessors for the junior promotion processes undergo training including unconscious bias training. Please provide a copy of this training and data related to the amount of time taken to provide same, how frequently this is refreshed etc.

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

By way of explanation, all assessors for all National Police Promotion Processes are asked to take part in an assessor training session with the NPPP team, which is 1 hour long. Content can be exercise specific, and as such the training content is not sharable.

If a significant change to process takes place, all assessors will be invited to refresh their training and be updated on the change (e.g. a change to scoring scale).

## Please provide a copy of any statistical data and reports which outline, represents or include demographics data as it relates to Police Scotland Officers and staff who have disclosed a disability to police Scotland as it relates to career development and promotion.

## CLARIFICATION

## The business area has asked for further clarification as they are still unsure what information you are looking for? Are you looking for information relating to specific promotion processes, specific years? Is there a specific document you are referring to?

## I’m looking for (all) the demographics data they hold which considers promotion and the lead up to promotion. I believe there is also a related report.

I can advise that Police Scotland does not hold the above requested information. In terms of Section 17 of the Act, this letter represents a formal notice that information is not held. If you are able to refine your question we may be able to further assist you.

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.