| Police Scotland logo | Freedom of Information Response Our reference: FOI 24-0802  Responded to: 10 April 2024 |
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Your recent request for information is replicated below, together with our response.

**Can you provide me with a copy of Police Scotlands Promotion EQHRIA.**

The information sought is held by Police Scotland, but I am refusing to provide it in terms of section 16(1) of the Act on the basis that the section 25(1) exemption applies:

“Information which the applicant can reasonably obtain other than by requesting it […] is exempt information”.

The information sought is publicly available:

[Standard Operating Procedures P-S - Police Scotland](https://www.scotland.police.uk/access-to-information/policies-and-procedures/standard-operating-procedures/standard-operating-procedures-p-s/)

**Can you provide information (last three years) on the number of officers who appealed a failed promotion process, either at the initial stages, or as they progressed through the process. Please break this down into which stage they appealed, and if the appeal was successful.**

I can confirm that a total of 52 appeals were received by the National Police Promotions Process (NPPP) team from 2022 to present. This data excludes appeals received for the most recent Inspector East / West 2024 process as these appeals are still being processed.

Please note, for which stage the appeals are raised, the information sought is not held by Police Scotland and section 17 of the Act therefore applies. To explain, we do not retain information regarding which stage in the process an appeal is raised however, I can confirm that all appeals are from candidates who have attended National Selection Assessment Centre (NSAC).

46 appeals were not upheld

6 appeals were upheld

**Re point 2, what were the grounds for each of the appeals.**

2 appeals were received on the grounds that the appellant believed they had been unlawfully discriminated against.

32 appeals were received on the grounds that the process had been incorrectly followed.

18 appeals were received on both of the above grounds.

**Please break down appeal information per division or area of business.**

The information sought is not held by Police Scotland and section 17 of the Act therefore applies. By way of explanation, data on the division or area of business from which appeals are received does not form part of the appeal submission therefore this data is not held.

**Why does Police Scotland’s promotion policy not allow an appeal at the sifting stage, but does at three other parts of the process**

Applicants have the right to appeal at three stages of the process:

* Following the National Selection Assessment Centre (NSAC)
* After receiving a final written outcome after the Moderation Panel
* Following being formally notified of being removed from the promotion pool

Candidates are not yet part of the National Police Promotion Process until supported at sift by their department or division.

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.