

Our Ref: IM-FOI-2022-1704
Date: 25 August 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.

a. Please confirm the criteria required for promotion to Police Sergeant from Police Constable in Police Scotland. In particular, I would like to know whether the Diploma in Police Service Leadership and Management is a current requirement.

The diploma is one current qualification, however the Scottish and/or English Police Exams are still relevant. Police Scotland is introducing MyCareer and the associated Police Leadership Development Programme. In the future the PLDP will be the qualification required prior to promotion.

or promotion to the rank of	Required qualifications
Sergeant and Inspector	Elementary or General Police Duties/Traffic/Crime or Diploma in Police Service Leadership and Management OSPRES 1 or OSPRES 2* (*English, Welsh and Northern Ireland Qualification)

b. Please provide the average number of years served for promotion to Sergeant. Please also provide the quickest time that promotion to Sergeant can be achieved.

- On average candidates spent 14.9 years in the substantive rank of Constable prior to applying for promotion to the Sergeant Rank.
- Female candidates spent 14.8 years, male candidates spent 15 years.

Criteria for promotion

The promotion process is open to anyone who meets the qualifying criteria set in the table above and within the Police Service of Scotland (Promotion) Regulations 2013. To be eligible to apply for promotion you must:

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- have successfully completed your probation and hold either the diploma or exams set out above; and
- have completed two years substantive service in your current rank on the date applications close. Periods of temporary promotion will not be considered relevant to the two years unless an officer has successfully passed the national promotion process and is in the pool awaiting substantive promotion, within that rank.

The quickest time that promotion can be achieved is as quick as a candidate can finish their probation and successfully apply for and be successfully started on the new PLDP. The PLDP is 12 months.

Should you require any further assistance please contact Information Management - Dundee at foidundee@scotland.police.uk 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.

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 or by post to Information Management (Disclosure), Police Scotland, Clyde Gateway, 2 French Street, Dalarnock, 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 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.

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