

**OFFICIAL**

Our Ref: IM-FOI-2022-1114  
Date: 7<sup>th</sup> June 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.

**I write to you to request information relating to the most recent PC to Sergeant process held within Scottish police college Jackton.**

**I would be grateful if you can provide the following information relating to the interviews chaired by Superintendent Derek Lang**

**1. How many interviews overall were conducted by Superintendent Lang or those he had involvement in?**

36

**2. What was the overall number of male/ female candidates interviewed by him?**

Male – 24

Female – 12

**3. Of those interviewed what is the breakdown of the number who passed/ failed?**

Passed – 28

Failed – 8

**4. What is the gender breakdown in relation in to those whose passed and failed?**

Passed – 20 Male and 8 Female

Failed – 4 Male and 4 Female

**5. How many candidates only failed the process overall as a result of the scenario chaired by him?**

6

**6. Has there been, or will there be, any investigation looking at any clear disparity in scoring between interviewers?**

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There is no disparity of scoring. Each room is scored with between an 89% and 91% success rate. Candidates do however require to pass each room. It is not unusual for candidates to pass two rooms well and fail one room, but the assessments are across all three rooms therefore candidates require to be successful in all three rooms to fully assess all values and competencies.

### **7. Is discrimination by interviewers ever looked at or investigated?**

Yes, candidates can appeal based on 2 categories namely failure to follow policy or grounds of unlawful discrimination.

### **8. Do interviewers need to record sufficient & specific reasoning behind scoring?**

Yes

### **9. Has Superintendent Lang been subject or currently subject of any complaint regarding conduct towards colleagues?**

### **10. Have any complaints been reported relating to conduct against female colleagues?**

In regards to questions 9 and 10 I must advise that having considered your request in terms of the Freedom of Information (Scotland) Act 2002, I am refusing to confirm or deny whether the information sought exists or is held by Police Scotland in terms of section 18 of the Act.

Section 18 applies where the following two conditions are met:

- It would be contrary to the public interest to reveal whether the information is held

Whilst we accept that you may have a particular personal interest in being informed as to whether or not the information sought is held, the overwhelming public interest lies in protecting individuals' right to privacy and the expectation of confidence that the public have in Police Scotland as regards their information.

- If the information was held, it would be exempt from disclosure in terms of one or more of the exemptions set out in sections 28 to 35, 38, 39(1) or 41 of the Act

In this instance, sections 38(1)(b) and 38(1)(2A) of the Act apply insofar as you have requested third party personal data which is exempt from disclosure where it is assessed that disclosure would contravene the data protection principles as defined in the Act.

### **11. Apart from current interview training are any other considerations given to determine the character and suitability of interviewers?**

Yes

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

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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.pnn.police.uk](mailto:foi@scotland.pnn.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.