| Police Scotland logo | Freedom of Information Response Our reference: FOI 24-0483  Responded to: 25 March 2024 |
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Your recent request for information is replicated below, together with our response.

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

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

## Document – A copy of the “Police Scotland Sergeant to Inspector East and West Promotion Process July 2022 – November 2022 Equality and Diversity Profile”.

I have attached separately the document requested above.

## A copy of all the assessment questions used for the Police Scotland Sergeant to Inspector East and West Promotion Process July 2022 – November 2022.

In terms of section 16 of the Freedom of Information (Scotland) Act 2002, I am refusing to provide you with the information requested.

This information is considered to be exempt in terms of the Freedom of Information (Scotland) Act 2002 (the Act). Section 16 of the Act requires Police Scotland to provide you with a notice which:

(a) States that it holds the information,

(b) States that it is claiming an exemption,

(c) Specifies the exemption in question and

(d) States, if that would not be otherwise apparent, why the exemption applies.

Where information is considered to be exempt, this letter serves as a Refusal Notice that information is held and an explanation of the appropriate exemption is provided.

In response to the provision of specific training materials, the following exemption is applicable:

## Section 30 (c) – Prejudice to effective conduct of public affairs

Information is exempt under section 30(c) of FOISA if disclosure would otherwise prejudice substantially, or be likely to prejudice substantially, the effective conduct of public affairs.

## Public interest test

The Act does not define the term “public interest”, but it has been described as “something which is of serious concern and benefit to the public.” It has also been said that the public interest does not mean what is of interest to the public, but what is in the interest of the public.

In this instance I can see no benefit to the general public in the disclosure of this information. A disclosure under the Act is a public disclosure, available on Police Scotland’s web page and as such would undermine the integrity of the recruitment process.

## Please provide the equality and human rights impact assessment for each of the questions used at the National Assessment Centre (NAC) for the Sergeant to Inspector East and West Promotion Process July 2022 – November 2022.

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, the equality and human rights impact assessments are not completed for each question/assessment. To be of assistance, information can be found in the link below.

## [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/)

## Data on placement of the merit line for the last 3 years for the junior processes (East, West & North) – for PC to Sgt and Sgt to Inspector.

Merit lines may be set at moderation to allow the organisation to promote an appropriate number to the aspiring rank. Ahead of moderation, data is gathered on the number of current and projected vacancies for the rank across the next 12 months. At moderation panel, the executive decide on an appropriate merit line, above which successful applicants will enter the promotion pool.

Sergeant Spring 2022 - No merit line

Sergeant Autumn 2022 - Merit line set at a score of 60

216 successful at moderation of 233 progressed to moderation.

Sergeant North 2023 - No merit line

Sergeant East/West 2023 - No merit line

Inspector East/West 2022 - Merit line set at a score of 60

314 successful at moderation of 342 progressed to moderation.

Inspector North 2023 - No merit line

## For the Sergeant to Inspector East and West Promotion Process July 2022 – November 2022 please provide a breakdown of all the Posts/Parent Departments those who were successful took up (Please break down Corporate Services into constituent departments)

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, due to SCOPE being a live HR system, where an officer was based when promoted may have now moved to another division and is only accurate as the date the report was ran from the SCOPE system.

## Please provide data on the number of persons who undertook the National Assessment Centre (NAC)  Sergeant to Inspector East and West Promotion Process July 2022 – November 2022 – I’m looking for the Total number of disabled persons Vs the total number of non-disabled persons, with a breakdown by success at NAC and average overall score for each group.

As per question 1, the document attached provides the information requested above.

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.