| Police Scotland logo | Freedom of Information Response Our reference: FOI 25-1641  Responded to: 04 August 2025 |
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Your recent request for information is replicated below, together with our response.

## Under the Freedom of Information (Scotland) Act 2002, I am requesting the following information regarding promotion assessments to Chief Inspector and Superintendent ranks within Police Scotland between 2021 and 2025:

## The total number of candidates who applied for promotion to Chief Inspector and Superintendent during that period.

Between 2021 - 2025, 686 applicants applied for promotion to Chief Inspector and 222 applicants applied for promotion to Superintendent.

## Of those, how many had served in an acting rank for over 6 months, over 12 months and over 18 months

The number of applicants who had served in an acting rank are as follows

Over 6 months: 25

Over 12 months: 18

Over 18 months: 8

## The success rate (defined as promotion pool placement or a successful outcome) of candidates with acting experience versus those without.

For details on success comparison figures for promotion to Chief Inspector please see table 1 below.

For details on success comparison figures for promotion to Superintendent please see table 2 below.

Please note that there was no promotion process for the position of Superintendent during 2025 and, as such, section 17 of the Act applies.

Table 1 - Chief Inspector promotion process

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Year** | **Applications Received** | **Applicants carrying out acting rank at time of application** | **Total Successful** | **Of successful candidates, total already in acting ranks** |
| 2021 | 128 | 64 | 47 | 31 |
| 2022 | 161 | 69 | 44 | 23 |
| 2023 | 151 | 66 | 68 | 34 |
| 2024 | 106 | 46 | 55 | 30 |
| 2025 | 140 | 46 | 70 | 29 |

Table 2 - Superintendent promotion process

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Year** |  | **Applications Received** | **Applicants carrying out acting rank at time of application** | **Total Successful** | **Of successful candidates, total already in acting ranks** |
| 2021 |  | 52 | 29 | 21 | 17 |
| 2022 |  | 62 | 29 | 35 | 22 |
| 2023 |  | 47 | 25 | 16 | 10 |
| 2024 |  | 61 | 49 | 27 | 22 |

## If recorded, a breakdown of successful candidates by age bracket (e.g. under 35, 35–44, 45–54, 55+).

The information sought is detailed in the tables below.

Figures are not held for 2021 and 2022 and, as such, section 17 of the Act applies.

Table 3 Outlines the success rate for Chief Inspector Promotion Process 2023

| **Age Group** | **Applications Received** | **Profile of those Successful** | **Overall Success** |
| --- | --- | --- | --- |
| 18-24 | 0% | 0% | 0% |
| 25-34 | <1% | 0% | 0% |
| 35-44 | 44% | 51% | 52% |
| 45-54 | 54% | 49% | 41% |
| 55-64 | 1% | 0% | 0% |
| 65+ | 0% | 0% | 0% |

Table 4 Outlines the success rate for Chief Inspector Promotion Process 2024

|  |  |  |  |
| --- | --- | --- | --- |
| **Age Group** | **Applications Received** | **Profile of those Successful** | **Overall Success** |
| 18-24 | 0% | 0% | 0% |
| 25-34 | 1% | 2% | 100% |
| 35-44 | 36% | 35% | 53% |
| 45-54 | 61 % | 61% | 54% |
| 55-64 | 2% | 2% | 50% |
| 65+ | 0% | 0% | 0% |

Table 5 Outlines the success rate for Chief Inspector Promotion Process 2025

| **Age Group** | **Applications Received** | **Profile of those Successful** | **Overall Success** |
| --- | --- | --- | --- |
| 18-24 | 0% | 0% | 0% |
| 25-34 | <1% | 0% | 0% |
| 35-44 | 46% | 59% | 63% |
| 45-54 | 51 % | 41% | 41% |
| 55-64 | 2% | 0% | 0% |
| 65+ | 0% | 0% | 0% |

Table 6 Outlines the success rate for Superintendent Promotion Process 2023

|  |  |  |  |
| --- | --- | --- | --- |
| **Age Group** | **Applications Received** | **Profile of those Successful** | **Overall Success** |
| 18-24 | 0% | 0% | 0% |
| 25-34 | 2% | 0% | 0% |
| 35-44 | 19% | 24% | 44% |
| 45-54 | 74 % | 76% | 37% |
| 55-64 | 4% | 0% | 0% |
| 65+ | 0% | 0% | 0% |

Table 7 Outlines the success rate for Superintendent Promotion Process 2024

|  |  |  |  |
| --- | --- | --- | --- |
| **Age Group** | **Applications Received** | **Profile of those Successful** | **Overall Success** |
| 18-24 | 0% | 0% | 0% |
| 25-34 | 0% | 0% | 0% |
| 35-44 | 27% | 41% | 69% |
| 45-54 | 70% | 55% | 36% |
| 55-64 | 3% | 4% | 50% |
| 65+ | 0% | 0% | 0% |

## Any internal Equality Impact Assessments (EqIA or EqHRIA) relating to promotion procedures in this timeframe, particularly where acting rank or temporary service was considered.

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 -[*EqHRIA Summary Of Results For Promotion (Police Officers) Procedure*](https://www.scotland.police.uk/spa-media/120d1vo4/eqhria-summary-of-results-for-promotion-police-officers-procedure.doc)

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.