



Your reference: n/a

Our reference: FOI_24_0257

E-mail: FOI

@gloucestershire.police.uk

Direct dial: 01452 754304

Postal Address: As above

Date: 26/03/2024

Dear

Gloucestershire Constabulary Freedom of Information request FOI_24_0257

On 28/02/2024 you sent an email constituting a request under the Freedom of Information Act asking the following:

1. Please can you supply the data to show how many police officers, broken down by gender, have applied for force promotion to Sergeant, how many have passed force selection processes, how many have then subsequently been temporarily promoted and how many have been substantively promoted in the last three financial years – 2020-2021, 2021-2022, 2022-2023. The data should include any 'detective' promotions too, if they are held separately please.
2. Please can you supply the data to show how many police officers, broken down by gender, have applied for force promotion to Inspector, how many have passed force selection processes, how many have then subsequently been temporarily promoted and how many have been substantively promoted in the last three financial years – 2020-2021, 2021-2022, 2022-2023. The data should include any 'detective' promotions too, if they are held separately please.
3. Please can you supply the data to show how many police officers, broken down by gender, have applied for force promotion to Chief Inspector, how many have passed force selection processes, how many have then subsequently been temporarily promoted and how many have been substantively promoted in the last three financial years – 2020-2021, 2021-2022, 2022-2023. The data should include any 'detective' promotions too, if they are held separately please.
4. Please can you supply the data to show how many police officers, broken down by gender, have applied for force promotion to Superintendent, how many have passed force selection processes, how many have then subsequently been temporarily promoted and how many have been substantively promoted in the last three financial years – 2020-2021, 2021-2022, 2022-2023. The data should include any 'detective' promotions too, if they are held separately please.

5. Please could you provide the numbers of applicants for ACC, DCC and CC posts, the number of temporary ACC, DCC and CC appointments and the number of substantive ACC, DCC and CC appointments in each of the last three financial years - 2020-2021, 2021-2022, 2022-2023, all broken down by gender.
6. Please could you let me know the number of voluntary resignations in your force in each of the last three financial years - 2020-2021, 2021-2022, 2022-2023, all broken down by gender?
7. Please could you let me know the number of voluntary resignations in your force in each of the last three financial years - 2020-2021, 2021-2022, 2022-2023, all broken down by ethnicity?
8. Please could you let me know the number of voluntary resignations in your force in each of the last three financial years - 2020-2021, 2021-2022, 2022-2023, all broken down by length of service?
9. Please could you let me know the number of officers declaring a disability in your force in each of the last three financial years - 2020-2021, 2021-2022, 2022-2023, all broken down by gender?

Under the Freedom of Information Act 2000 s1, I can confirm that Gloucestershire Constabulary holds some relevant information.

Unfortunately, it's not possible to electronically search for the information you have requested.

There is no central register of information relating to promotion applications. Although any application for promotion, whether that person passed the selection process and any subsequent promotion would be recorded in individuals HR Files, there is no way of retrieving statistics regarding this information. Each HR File would need to be manually reviewed, which would clearly take far longer than the 18 hours allowed under Section 12 of the Freedom of Information Act.

It's also not been possible to ascertain how many rank changes were temporary or substantive in the time period. There have been 1278 rank changes in the 3 financial years requested and each of these would need to be manually reviewed to ascertain whether they were temporary or substantive changes.

Section 17(5) of the Freedom of Information Act 2000 requires Gloucestershire Constabulary, when refusing to provide information (because the information is exempt) to provide you the applicant with a notice which: (a) states the fact, (b) specifies the exemption in question and (c) states (if not otherwise apparent) why the exemption applies.

In relation to your request Section 12 applies.

Section 12(1) – Fee Regulations states:

Section 1(1) of the Act does not oblige a public authority to comply with a request for information if the authority estimates that the cost of complying with the request would exceed the appropriate limit. (As detailed in the Data Protection and Freedom of Information Fees Regulations of 2004)

The appropriate limit at the moment is £450 calculated at an hourly rate of £25 per hour for all staff time incurred in:

- i. Determining whether information is held
- ii. Locating it
- iii. Retrieving it
- iv. Extracting the information to be disclosed from the other information.

In accordance with the Act, this letter represents a Refusal Notice for your request.

Providing Information Outside of the Act

By way of assistance and although excess cost removes the Force's obligations under the Freedom of Information Act, we have supplied the information relevant to your request which has already been retrieved. We trust this is helpful but it does not affect our legal right to rely on the fees regulations for the remainder of your request.

6. I can confirm that the Constabulary recorded the following number of voluntary resignations, broken down by gender:

Gender	2020/21	2021/22	2022/23	Total
Female	6	20	15	41
Male	7	17	27	51
Total	13	37	42	92

7. The above information broken down by ethnicity is as follows:

Ethnicity	2020/21	2021/22	2022/23	Total
Any Other Ethnic Group			1	1
Any Other Mixed Background		1		1
Any Other White Background		1		1
British	13	31	36	80
Mixed White / Asian		1	1	2
Mixed White / Black Caribbean		1		1
Not Stated			3	3
Pakistani		1		1
(blank)		1	1	2
Total	13	37	42	92

8. The above information broken down by length of service is as follows:

Length of Service (Years)	2020/21	2021/22	2022/23	Total
0	5	11	8	24
1	3	9	7	19
2		7	6	13
3		2	4	6
4	1	2	5	8
5	1		1	2
6		1	1	2
7	1			1
8		1		1
9		1	2	3
13		1		1
14	1		2	3
15		1	1	2
16			1	1
17	1		1	2
19			2	2
20		1		1
25			1	1
Total	13	37	42	92

9. I can confirm that the electronic HR system has a field for employees to disclose if they have a disability. This field is a non-mandatory field. Details of the number of staff who have disclosed they have a disability broken down by gender is as follows:

Gender	2020/21	2021/22	2022/23	Total
Female	60	51	50	161
Male	70	65	62	197
Total	130	116	112	358

If you are not satisfied with this response or any actions taken in dealing with your request, you have the right to ask that we review your case under our internal procedure. Please note that a request for an internal review must be made within 20 working days of the response to your original request.

If you decide to request that such a review is undertaken and following this process you are still unsatisfied, you then have the right to direct your complaint to the Information Commissioner for consideration.

The Information Commissioner can be contacted via the following means:

Website - <https://ico.org.uk/>

Call their helpline - 0303 123 1113

Email - casework@ico.org.uk

Post –

Information Commissioner's Office
Wycliffe House
Water Lane
Wilmslow
Cheshire
SK9 5AF

Yours sincerely,

Disclosure Officer
Gloucestershire Constabulary