



Your reference:

Our reference: FOI_24_0785

E-mail: FOI

@gloucestershire.police.uk

Direct dial: 01452 754304

Postal Address: As above

Date: 08/10/2024

Dear

Gloucestershire Constabulary Freedom of Information request FOI_24_0785

On 27/08/2024 you sent an email constituting a request under the Freedom of Information Act asking the following:

Please, can I make a Freedom of Information request for the following detail, which are questions relating to your Police Officer Promotion Process. I would like to specifically know about: i) PC to Sgt, ii) Sgt to Insp and iii) Insp to Chief Insp. If the time constraints on FOI work start to be a factor, then please concentrate on information relating to Sgt to Insp processes.

1. What reasonable adjustment do you offer for officers that might suffer cognitive impairment through disability, who would be disadvantaged in comparison with their peers in assessment or test formats, be it through ability to retain or process information?
2. It is noted that preparation for interviews and assessments within the Police is highly competitive with much preparatory work at home often required. What reasonable adjustments do you offer for those officers that might be incapable to prepare for tests outside of working hours, either due to health or caring responsibilities?
3. Do you offer a bespoke reasonable adjustment where candidates exhibiting the issues detailed in point 2 are given a reduced area to have to prepare/research for, i.e. provided a more restrictive scope of questions prior to the assessment or given an approximate of crime types, if a crime scenario is reviewed – being told a question relates to Group 2 Crimes, rather than the officer have to try and revise all crime areas (the result being the candidate has less areas to revise in comparison with peers without the disadvantage faced)?
4. Do you offer assessment of ability through observation in role, i.e. a candidate acts or temps within a rank and a judgement is made on whether they are competent to be promoted?

5. Would you consider use of the above (promotion through assessment of ability through observation in role) as a bespoke reasonable adjustment?
6. Does your Force utilise the NPPF, whereby officers who pass a selection sift have a temporary promotion (12 months) and a work-based assessment leading to a professional qualification in police management – with promotion taking place after this 4th step?
7. Where you have an Assessment Centre as part of your Promotion Process, what criteria governs scenarios or question setting?
8. Would you set a question within an Assessment Centre where a course would be required to answer it to a competent standard, i.e. a question on Public Order Tactics or Child Interviewing? If not, please confirm the reasons why, i.e. lack of fairness to other candidates or financial implications on training workforce in the course, etc. If yes, please explain under what circumstances this would be deemed proportionate, i.e. majority of staff would have undertaken the course, etc.

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

With regards to question 1-3, the following has been extracted from Gloucestershire Constabulary's Guidance for Police Promotion –

“Reasonable Adjustments

If you believe reasonable adjustments could be beneficial to you, you are entitled to ask. Adjustments offered vary from being given extra time, taking breaks, having interviews at a different time of day or seeing questions in advance. Any adjustment will be unique to an individual which is why there cannot be an exhaustive list, and each request will be considered on an individual basis.

Reasonable adjustments should be requested at the earliest opportunity, in all promotion processes this question will be asked at application stage.

If you would like more information on whether reasonable adjustments could help you, or what options there could be please speak to our Disability or Neurodiversity Staff Association Networks or Better Together for an informal conversation, or HR for more formal advice”

4. Gloucestershire Constabulary offers acting, and long term acting, opportunities but the individual would still be subject to the competitive promotion process. All applicants need to be supported by their line manager.
5. The promotion process has recently been reviewed, however this is not something we have considered at this time.
6. NPPF is in place for both the Sergeant and Inspector promotion processes
7. We do not conduct Assessment Centres as part of the promotion process
8. N/A

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