Gloucestershire Constabulary
Police Headquarters
No.1 Waterwells, Waterwells Drive
Quedgeley, Gloucester. GL2 2AN
www.gloucestershire.police.uk

Our reference: FOI_26_0824
E-mail: FOI@gloucestershire.police.uk
Direct dial: 01452 754304
Postal Address: As above
Date: 22/10/2026

Dear

Gloucestershire Constabulary Freedom of Information request FOI_26_0824

On 02/09/2026 you sent an email constituting a request under the Freedom of Information Act asking the following:

Dear Freedom of Information Team,

I am making a request under the Freedom of Information Act 2000 regarding PC-to-Sergeant and Sergeant-to-Inspector promotion assessments.

For the most recent completed promotion processes for which the relevant assessment material is no longer live, please provide:

1. The scoring/marking criteria, score descriptors or behavioural anchors used by assessors to evaluate written application evidence.

2. Any assessor training or calibration material containing example, model, fictional, synthetic or anonymised written responses together with their expected/benchmark scores or assessor commentary.

3. Any guidance provided to assessors explaining how to distinguish between different scores or performance levels when assessing written application evidence.

I am particularly interested in calibration exercises where assessors scored an example response and were subsequently given the expected/benchmark score.

I am not requesting personal information relating to identifiable applicants or copies of identifiable candidates' applications.

If the most recent material remains operational or disclosure could prejudice a current or future assessment, please instead provide the most recent superseded equivalent that can be disclosed.

We are committed to being an anti-discriminatory organisation. This means not only acting in a non-discriminatory way, but addressing systemic inequalities, disadvantage and discrimination.

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

In relation to your request, please see the response below.

1. Please see attached, FOI_26_0824_Scoring Guidelines.

2. No information held.

3. Please see attached, FOI_26_0824_Scoring Guidelines.

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