

22 October 2024

FOI Ref 17194

Request - You asked us 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.

We received your request on 27/08/2024 and have processed this under the Freedom of Information Act (FOIA).

Staffordshire Police's response to your enquiry is as follows:

Staffordshire Police holds the requested information.

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. – **Disclosed, the below principles are the same for all ranks.**

- 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? **Disclosed, reasonable adjustments are agreed individually with candidates who request them. These can range from assessment materials on different coloured paper, additional time, preview of the questions a short time before a candidate goes into the interview.**
- 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? **Disclosed, we offer support in the form of candidate briefings at each stage and the opportunity to link up with a mentor, if a candidate requests additional worktime for preparation because of health and caring responsibilities this would be considered.**
- 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)? **Disclosed, no.**
- 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? **Disclosed, not at present however, this will form part of our revised promotion process.**
- 5. Would you consider use of the above (promotion through assessment of ability through observation in role) as a bespoke reasonable adjustment? **Disclosed, as above.**
- 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? **Disclosed, yes.**



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- 7. Where you have an Assessment Centre as part of your Promotion Process, what criteria governs scenarios or question setting? **Disclosed, the Competency and Values Framework.**
- 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. **Disclosed, no, unless promotion was for a specific role (eg Specialist Crime).**

Please note that this data has been provided to the best of our ability, subject to the limitation of current recording protocols and systems/software.

Every effort is made to ensure that the data presented is accurate and complete. However, it is important to note that this has been extracted from multiple sources, developed for specific policing purposes, for which data extraction methods have not been specifically designed to directly correlate with the terminology of this request. Therefore, the data presented is subject to the inaccuracies and idiosyncrasies inherent in any large-scale recording system.

As a consequence, care should be taken in the interpretation and presentation of this data, so as to not misrepresent the whole or any part of the data disclosed.

Next steps

You can ask us to review our response.

If you would like us to carry out a review of our response, please let us know within two months of the date of receipt of this email, review requests should be addressed to:

foi@staffordshire.police.uk

Or by Post to:

Central Disclosure Unit
Staffordshire Police HQ
PO Box 3167
Stafford
ST16 9JZ

Please remember to quote the reference number in any future communications.

Freedom of Information
Central Disclosure Unit