



Response Date: 30/08/2024

2024/813 - Police Officer Promotion Process

In response to your recent request for information regarding;

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?**

Adjustments are considered on a case by case basis and is bespoke to the individual needs - examples include additional time to prepare, coloured paper, time to mind map.

- 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?**

No requests received to date – all Reasonable Adjustments (RA) are considered on a case by case basis – RA is offered to those individuals who are protected under Equality legislation.

- 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)?**

No requests received to date – all RA is considered on a case by case basis.

- 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?**

No – we have College of Policing (CoP) guidelines to adhere to.

- 5. Would you consider use of the above (promotion through assessment of ability through observation in role) as a bespoke reasonable adjustment?**

Adjustments are considered on a case by case basis and is bespoke to the individual needs.

- 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?**

Yes.

- 7. Where you have an Assessment Centre as part of your Promotion Process, what criteria governs scenarios or question setting?**

N/a.

- 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.**

North Wales Police do not hold any information in relation to this part of your request.

THIS INFORMATION HAS BEEN PROVIDED IN RESPONSE TO A REQUEST
UNDER THE FREEDOM OF INFORMATION ACT 2000, AND IS CORRECT AS AT 28/08/2024