



Response Date:05/02/2025

2025/032 - Recruitment process

In response to your recent request for information regarding;

Thank you for your response to my FOI request 2024/1167 – Recruitment Process

As a result of the information provided, I have some further requests.

NWP recruitment policy section 9.2 states, "All applicants should be notified of the decision and if unsuccessful should be given the reason why they have not been selected". From the response, it can be concluded that candidate 1 who scored highest overall with 23 was not offered the job. For what reason were they not selected, and were they notified of the reason why?

Candidate 1 declined the invitation to attend a follow up interview, ultimately removing themselves from the process.

Did candidate 1 give any written reasons for declining a follow up interview and if so, what were those reasons?

Candidate 1 declined the offer to attend a further interview as they stated they were unsure as to the reasons for this request and have a concern that they may be treated less favourably in a subsequent interview.

The response confirms that a pass/fail with scoring was used for this process. NWP recruitment policy states the following, "The next stage of the recruitment process is the interview assessment. This may be made up of two stages: an assessment or test then an interview. Some posts may not require an assessment, in which case the interview is the only stage" and also, "The final decision on an applicant's suitability for the post applied for will be made by the interview panel. If panel members agree immediately on the overall grading of the applicants (i.e there is not a tie) this will be accepted. If not, it will be necessary to reassess the evidence emerging for the interview against the various job criteria. If agreement on the successful candidate is still not forthcoming i.e two candidates still score the same, the individual assessments will be re-examined to determine the candidate who scored highest in those criteria considered most important for the role to be performed".

As there is no mention in the policy of conducting more than one interview, and there was no tie, for what reason was candidate 1 who scored highest overall with 23 asked/required to attend a follow up interview?

A resit of the process was undertaken to ensure transparency which required a further interview to conclude the process.

For what reason was candidate 2 who scored 21 in the first interview asked/required to attend a follow up interview?

So three candidates in second round could be scored fairly and consistently within the second round.

For what reason was candidate 3 who scored 17 in the first interview, not offered a follow up interview?

It was assessed as they did not meet the required standard

All the candidates in the November 2024 interviews were the same gender, what gender did they identify as?

Male

For what reasons were HR not present as observers at 3 interviews?

Invited to attend 1st interview however work commitment /workload resulted in them not being able to attend

For what reasons were HR present as observers at only 2 interviews?

As an observer only due to the interviews being on line.

For what reason was the initial interview date of 11th December 2024 (as stated in your response) moved to 12th December 2024 which resulted in the RMU staff member being unable to interview? And was the RMU staff member consulted with about the change of date prior to the date being moved?

Interviews not formally agreed for the 11th – however scheduled for 12th

Did any RMU staff member have an input into what questions would be asked in the December 2024 interviews? If not, who compiled the questions?

Interview questions prepared by senior management in People & Organisational Development who had an in-depth knowledge of the role and the tasks that would be undertaken.

For what reasons were the interviews in December 2024 held via Teams and not face to face?

So not to encroach further on candidates time (travel etc)

As no RMU representative was available for the December 2024 interviews, did either of the interview panel members that conducted those interviews have an in-depth knowledge of the role of Resource planner, and have they ever worked in RMU?

There was operational planning experience

Candidate 2 who attended a follow up interview, performed notably worse in the second interview scoring 15, having scored 21 in the first interview (which included an RMU staff member). As the follow up interview for candidate 2 was held via Teams, with different questions, and a different interview panel, none of which were RMU representatives, was candidate 2's score or performance in the first interview taken into consideration when deciding on who was to be the successful candidate?

No

Were any notes recorded by the interview panel in candidate 2's first interview (that included an RMU representative) taken into consideration when deciding on who was to be the successful candidate?

No

From the response, it can be concluded that candidate 4 who was interviewed once and scored 16 in the December 2024 interviews, must have been offered the job, having beaten candidate 2 with their score of 15 for their follow up interview. For what reason was candidate 4 the successful candidate/offered the job having achieved one of the lowest interview scores overall and not interviewed by a RMU staff member?

Highest score on the interview date – previous scores not considered

How many candidates that attended interviews were external applicants and how many were internal candidates?

Round 1 = 4 external

Round 2 = 2 external 1 internal

Was candidate 4 (the reconsidered candidate) an internal candidate, already employed by North Wales Police?

Yes

For what reason was candidate 4 reconsidered for interview?

A resift process of application was repeated to ensure transparency – candidate 4 score placed them in line for an interview.

Was candidate 4 reconsidered for interview after the first round of interviews had been concluded?

Yes

How many male candidates were interviewed?

First round 4

Second round 1

How many female candidates were interviewed?

1

What gender did candidate 4 identify as?

Female

For what reason was candidate 4 only interviewed once?

A review of the shortlisting was undertaken, and it was assessed that candidate 4 did demonstrate skills to be invited to attend an interview

Was candidate 4 the successful candidate and selected for the role?

Yes

Have North Wales Police ever been found by an employment tribunal decision to have discriminated against any individual on the grounds of gender since the introduction of the Equality Act 2010? If so, on how many occasions?

Nil

THIS INFORMATION HAS BEEN PROVIDED IN RESPONSE TO A REQUEST
UNDER THE FREEDOM OF INFORMATION ACT 2000, AND IS CORRECT AS AT 04/02/2025

