

**Force Disclosure Unit**

Wiltshire Police HQ

London Road

Devizes

Wiltshire

SN10 2DN

Tel 101 ext 62005

www.wiltshire.police.ukdisclosure@wiltshire.pnn.police.ukDate: 15th July 2022

Your ref: FOI

Our ref: FOI 2022 / 502

Dear ***,

I write in connection with your request for information dated 15th June 2022 concerning assessor training.

I am required by the Freedom of Information Act 2000 to handle all requests in a manner that is blind as to the identity and motives of the requestor. Any information released as a response to a request is regarded as being published and therefore in the public domain without caveat.

Your request for information has now been considered and I am now able to respond as follows.

You wrote:

This is a request under the Freedom of Information Act, and I seek information on the level of training provided to assessors for promotions within your police force.

Please state:

1. The number of force assessors who assess police officers for promotion from Constable to Sergeant.

- A breakdown of these assessor's ethnicities.
- How many hours of training these assessors have each received.

2. The number of force assessors who assess police officers for promotion from Sergeant to Inspector.

- A breakdown of these assessor's ethnicities.
- How many hours of training these assessors have each received.

3. The number of force assessors who assess police officers for promotion from Inspector to Chief Inspector.

- A breakdown of these assessor's ethnicities.
- How many hours of training these assessors have each received.

4. The number of force assessors who assess police officers for promotion from Chief Inspector to Superintendent.

- A breakdown of these assessor's ethnicities.
- How many hours of training these assessors have each received.



INVESTOR IN PEOPLE

5. The number of force assessors who assess police officers for promotion from Superintendent to Chief Superintendent.

- A breakdown of these assessor's ethnicities.
- How many hours of training these assessors have each received.

6. The number of force assessors who assess police officers for promotion from Chief Superintendent to Chief Officer.

- A breakdown of these assessor's ethnicities.
- How many hours of training these assessors have each received.

Clarification sought from the applicant to establish if they wanting to know the number of assessors who assess the assessment centre or the portfolios:

Please can you provide data for both of the number of assessors who assess the assessment centre and portfolio if possible? And please clearly mark the difference between the two.

Our response:

Please note the answers for the number of assessors who assess the assessment centre and the number of assessors who assess the portfolio have been provided by 2 different departments, due to these being two completely different processes. As a result, the answers will vary.

It is worth noting that Sergeants and Inspectors go through an assessment Centre (called Step 3 within the NPPF) they then go onto (if they pass), a year of a portfolio which gets assessed by another team (this is called step 4 within the NPPF), however CI, Supt ranks and above do have to do an assessment centre (not NPPF), however they do not have the portfolio year.

Question 1: The number of assessors who assess the assessment centre

1. The number of force assessors who assess police officers for promotion from Constable to Sergeant = **70**

- A breakdown of these assessor's ethnicities.

White - English/Welsh/Scottish/Northern Irish/British	64
Other ethnic group - Arab	1
Black/African/Caribbean/Black British - Caribbean	1
Mixed/Multiple ethnic - Any other Mixed/Multiple ethnic background	2
Asian/Asian British - Chinese	1
White - Any other White background	1

- How many hours of training these assessors have each received. = **2-day training course total of 16 hours**

Question 1: The number of assessors who assess the portfolio.

1. The number of force assessors who assess police officers for promotion from Constable to Sergeant = **3**

- A breakdown of these assessor's ethnicities.

White - European	3
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- How many hours of training these assessors have each received. = **Unable to provide exact time frame as these qualifications take to time to complete every assessor has assessment qualifications externally awarded, that are as a minimum level 3,**

however, our assessors have been assessing using a range of methods for many years. Training for portfolio assessors is more ongoing where they attend regular standardisation meetings to ensure consistency in standards.

Question 2: **The number of assessors who assess the assessment centre**

2. The number of force assessors who assess police officers for promotion from Sergeant to Inspector = **46**

- A breakdown of these assessor's ethnicities.

White - English/Welsh/Scottish/Northern Irish/British	43
Mixed/Multiple ethnic - Any other Mixed/Multiple ethnic background	1
Asian/Asian British - Chinese	1
White - Any other White background	1

- How many hours of training these assessors have each received. = **2-day training course total of 16 hours**

Question 2: **The number of assessors who assess the portfolio.**

- 2.The number of force assessors who assess police officers for promotion from Constable to Sergeant = **3**

- A breakdown of these assessor's ethnicities.

White - European	3
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- How many hours of training these assessors have each received. = **Unable to provide exact time frame as these qualifications take to time to complete every assessor has assessment qualifications externally awarded, that are as a minimum level 3, however, our assessors have been assessing using a range of methods for many years. Training for portfolio assessors is more ongoing where they attend regular standardisation meetings to ensure consistency in standards.**

Please note the following for questions 3-6:

Assessors for the Assessment Centres for these ranks are not trained by an awarding training body due to the fact that they have to be of a certain rank in order to be on the assessor panel. For example, for the superintendent assessment centre, there are few people at this rank and above within Wiltshire Police due to our size. The higher the rank, the fewer the pool of officers and staff that can assess.

However, those on the assessor panel for Chief Inspectors and higher do not have to be assessor trained. When it comes to ranks for Q3-4, you do not have to be assessor trained to be on the assessor panel, the people just happen to be of those ranks and also assessor trained.

Those who are trained assessors from CI rank upwards would have had 2 days but those who are not assessor trained, would have had zero hours.

Question 3:

3. The number of force assessors who assess police officers for promotion from Inspector to Chief Inspector. = **17**

- A breakdown of these assessor's ethnicities.

White - English/Welsh/Scottish/Northern Irish/British	17
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- How many hours of training these assessors have each received. = **2-day training course total of 16 hours**

Question 4:

4. The number of force assessors who assess police officers for promotion from Chief Inspector to Superintendent = **5**
- A breakdown of these assessor's ethnicities.

White - English/Welsh/Scottish/Northern Irish/British	5
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- How many hours of training these assessors have each received. = **2-day training course total of 16 hours**

Question 5: **We do not have Chief Superintendent rank.**

Question 6:

6. The number of force assessors who assess police officers for promotion from Chief Superintendent to Chief Officer = **The assessors for this role would change each time and as a result this question cannot be easily answered. However, the assessors would involve ELT, Regional ELT colleagues, external partners and the OPCC**

I am satisfied that all the relevant information has been passed to me and been considered in the light of your request within the time constraints applicable under the legislation.

Wiltshire Police would like to thank you for the interest that you have shown in the Force.

Yours sincerely,

Disclosure Decision Maker

Wiltshire Police offers a re-examination of your case under its review procedure.



Force Disclosure Unit

Wiltshire Police HQ, London Road, Devizes, Wiltshire SN10 2DN
Telephone 101 ext 62005

Freedom of Information Request Appeals Procedure

1. Who Can Ask for a Review

Any person who has requested information from Wiltshire Police, which has been dealt with under the Freedom of Information Act, is entitled to complain and request an internal review, if they are dissatisfied with the response they received.

2. How to Request a Review

Requests for review of a Freedom of Information request must be made in writing to the:

Force Disclosure Unit
Wiltshire Police Headquarters,
London Road, Devizes,
Wiltshire,
SN10 2DN

Email at disclosure@wiltshire.pnn.police.uk.

The reference number, date of the request and details of why the review is being requested must be included. Requests for review should be brought to the attention of the Force Disclosure Unit within 20 working days of the Force's response to the original FoI request.

3. Review Procedure

Receipt of a request for review will be acknowledged in writing to include confirmation of the reasons for the review. The review will be conducted by another Decision Maker, who is independent from the original Decision Maker. The Force Disclosure Unit will set a target date for a response. The response will be made as soon as is practicable with the intention to complete the review within twenty working days. In more complex cases the review may take up to 40 working days.

The Independent Decision Maker will conduct a review of the handling of the request for information and of decisions taken, including decisions taken about where the public interest lies in respect of exempt information where applicable. The review enables a re-evaluation of the case, taking into account the matters raised by the complaint.

4. Conclusion of the Appeal

On completion of the review the Independent Decision Maker will reply to the complainant with the result of the review. If the complainant is still dissatisfied following the review they should contact the Information Commissioner to make an appeal. The Information Commissioner can be contacted via the following details:

Information Commissioner's Office
Wycliffe House
Water Lane
Wilmslow
Cheshire
SK9 5AF
Tel: 01625 545 700
Fax: 01625 524 510
Email: mail@ico.gsi.gov.uk