

WILTSHIRE POLICE



XXXXX – Via email



Police Headquarters

London Road
DEVIZES
Wiltshire
SN10 2DN

disclosure@wiltshire.police.uk

Date: 18th September 2024

Our ref: 2024-775

Reply contact name:

Dear XXXXX,

I write in connection with your request for information dated 25th August 2024 regarding promotion processes.

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.

Following receipt of your request, research was conducted by recruitment at Wiltshire Police.

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

You wrote:

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

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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.

Our response:

Question	PC to Sergeant	Sergeant to Inspector	Inspector to Chief Inspector
1.	Wiltshire Police are governed by the college of policing in the first stages of the process. They have their own specialist neurodiverse team to scrutinise the content and guidance to accommodate any adjustments. Positive Action and disability network would review the content of the assessments and questions to accommodate recommendations to alter the content of the questions, for example how it is asked or worded to the candidates. All information that is provided to the candidates is given prior to all assessments to give them time to retain and process the information in a timely manner. All candidates are able to take notes from home or prepared in the preparation time allocated to them to support their assessments. Any requests made by the candidate as a further reasonable adjustment will be reviewed then by positive action or escalated to the head of recruitment. Each adjustment is accommodated on a case by case bases. There is guidance documents and seminars to	Wiltshire Police are governed by the college of policing in the first stages of the process. They have their own specialist neurodiverse team to scrutinise the content and guidance to accommodate any adjustments. Positive Action and disability network would review the content of the assessments and questions to accommodate recommendations to alter the content of the questions, for example how it is asked or worded to the candidates. All information that is provided to the candidates is given prior to all assessments to give them time to retain and process the information in a timely manner. All candidates are able to take notes from home or prepared in the preparation time allocated to them to support their assessments. Any requests made by the candidate as a further reasonable adjustment will be reviewed then by positive action or escalated to the head of recruitment. Each adjustment is accommodated on a case by case bases. There is guidance documents and seminars to	Any requests made by the candidate as a further reasonable adjustment will be reviewed then by positive action or escalated to the head of recruitment. Some occasion we can allocate a mentor to the candidate as additional support for the promotion process.

	prepare candidates for the assessments to hear verbally what to expect from the promotions.	prepare candidates for the assessments to hear verbally what to expect from the promotions.	
2.	Study leave is granted to everyone. There is allocated NPPF exam study leave time, it is five times eight hour shifts, not be taken in one block. There is a policy around the study leave, this can be obtained by head of employee relations.	Study leave is granted to everyone. There is allocated NPPF exam study leave time, it is five times eight hour shifts, not be taken in one block. There is a policy around the study leave, this can be obtained by head of employee relations.	Study leave is granted to everyone. There is allocated NPPF exam study leave time, it is five times eight hour shifts, not be taken in one block. There is a policy around the study leave, this can be obtained by head of employee relations.
3.	The Code of Ethics outlines the principles and standards of behaviour expected of all officers and staff in policing. It is embedded at Step Three of the NPPF to ensure the workforce reflects these principles and standards of behaviour. This is achieved by using values-based assessments. All candidates have preparation time to assess the contents prior to their step three assessment and are scored against our forces competency values framework. No reduction of area is given who share a disability, however they are provided detailed information of what the assessment is going to entail.	The Code of Ethics outlines the principles and standards of behaviour expected of all officers and staff in policing. It is embedded at Step Three of the NPPF to ensure the workforce reflects these principles and standards of behaviour. This is achieved by using values-based assessments. All candidates have preparation time to assess the contents prior to their step three assessment and are scored against our forces competency values framework. No reduction of area is given who share a disability, however they are provided detailed information of what the assessment is going to entail.	The Code of Ethics outlines the principles and standards of behaviour expected of all officers and staff in policing. It is embedded at Step Three of the NPPF to ensure the workforce reflects these principles and standards of behaviour. This is achieved by using values-based assessments. All candidates have preparation time to assess the contents prior to their step three assessment and are scored against our forces competency values framework. No reduction of area is given who share a disability, however they are provided detailed information of what the assessment is going to entail.
4.	As per the College of Policing guidance, we do not offer assessment of ability through observation in the role.	As per the College of Policing guidance, we do not offer assessment of ability through observation in the role.	As per the College of Policing guidance, we do not offer assessment of ability through observation in the role.
5.	As per the above.	As per the above.	As per the above.
6.	12month development at NPPF stage four.	12month development at NPPF stage four.	
7.	College of Policing guidance and Competency values framework.	College of Policing guidance and Competency values framework.	
8.	The questions and assessment criteria is set by College of Policing guidance and Competency values framework. There would not be niche question towards a certain area.	The questions and assessment criteria is set by College of Policing guidance and Competency values framework. There would not be niche question towards a certain area.	The questions and assessment criteria is set by College of Policing guidance and Competency values framework. There would not be niche question towards a certain area.

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,

Force Disclosure Decision Maker

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