



## FREEDOM OF INFORMATION REQUEST



**Request Number:** F-2011-01881

**Keyword:** Human Resources

**Subject:** New Recruits Qualifications

### Request and Answer:

This is to inform you that the Police Service of Northern Ireland has now completed its search for the information you requested. The decision has been taken to disclose the located information to you in full.

### Question 1

How many of the force's new recruits (police officers only), in each of the past ten years, had:

- a) 5 GCSEs (or equivalent), with grades of C or above?
- b) One or more A grades at A-level (or equivalent)?
- c) A university honours degree?
- b) A first-class university honours degree?
- e) An honours degree from Oxford University or Cambridge University?

It is important that the data be provided separately for each year, to enable a comparison over time. Please could the data be provided in absolute terms and as a share of all recruits that year. Those recruits who had previously worked for other police forces should be excluded from the figures.

### Answer

Educational standard data is captured as part of the equality monitoring criteria and this is where the information has been collated from. However, there is no data available for competition 1 in 2001 and grades are not available for either GCSEs or A-levels. Degrees are recorded but there is no information on where the degree was obtained from.

The information can only be supplied in the format held and is provided in the table below:

Year	Competition Number	Applicants / Appointees	Number of Persons with Degree's	Number of Persons with 2+ 'A' Levels	Number of Persons with 1 'A' Level	Number of Persons with 5+ GCSE
2001	1	Applicants	Not available	Not available	Not available	Not available
		Appointees	Not available	Not available	Not available	Not available
	2	Applicants	706	606	140	851
		Appointees	61	35	8	26
2002	3	Applicants	713	588	128	833
		Appointees	47	34	7	20
	4	Applicants	676	535	128	739
		Appointees	111	57	18	65
2003	5	Applicants	923	766	164	1043
		Appointees	77	55	6	33
	6	Applicants	839	642	150	907
		Appointees	96	55	6	32
2004	7	Applicants	789	674	137	886
		Appointees	74	52	14	39
	8	Applicants	1069	775	141	934
		Appointees	79	35	9	32
2005	9	Applicants	1075	806	154	1053
		Appointees	80	52	7	28
	10	Applicants	1346	1026	178	1358
		Appointees	86	35	4	34
2006	11	Applicants	1384	1109	152	1403
		Appointees	64	30	1	16
	12	Applicants	1274	783	110	862
		Appointees	65	34	4	21
2007	13	Applicants	1458	1034	143	1248
		Appointees	139	94	2	62
2008	14	Applicants	1456	1187	167	1445
		Appointees	137	108	12	64
2009	15	Applicants	1839	1402	160	1645
		Appointees	98	70	6	25
2010	16	Applicants	1737	1252	159	1371
		Appointees	97	43	1	17

## Question 2

What scores / rating did applicants to join the force obtain on their recruitment test, for the most recent year in which the force recruited and for which figures are available? E.g. what proportion of applicants did or did not meet the required level on the numerical and logical reasoning parts of the tests?

## Answer

The recruitment arrangements for the Police Service of Northern Ireland are outsourced under legislation, and are therefore run by a recruitment agent on our behalf with assessment against national standards for the role. The most recent police recruitment competition for the PSNI commenced in January 2010 with the initial selection test running from the end of February to the beginning of April 2010. The initial selection test is also used to manage the applicant flow to ensure that PSNI can meet its obligations under the temporary provisions, regarding the appointment of equal numbers of student officers from catholic and non-catholic background.

The campaign in 2010 had 9,825 applications with 1,419 passing the initial selection test.

## Question 3

I would also like to see any recent internal evaluation of the educational standard of the force's

recruits.

Should these indicators of the education level of police officer recruits be unavailable, I would be interested in receiving similar indicators that are available.

### **Answer**

There are currently no formal qualification entry requirements and there has been no internal review of educational standards to date.

If you have any queries regarding your request or the decision please do not hesitate to contact me on 028 9070 0164. When contacting the Freedom of Information Team, please quote the reference number listed at the beginning of this letter.

If you are dissatisfied in any way with the handling of your request, you have the right to request a review. You should do this as soon as possible, or in any case within two months of the date of issue of this letter. In the event that you require a review to be undertaken, you can do so by writing to the Head of Freedom of Information, PSNI Headquarters, 65 Knock Road, Belfast, BT5 6LE or by emailing [foi@psni.pnn.police.uk](mailto:foi@psni.pnn.police.uk).

If following an internal review, carried out by an independent decision maker, you were to remain dissatisfied in any way with the handling of the request you may make a complaint, under Section 50 of the Freedom of Information Act, to the Information Commissioner's Office and ask that they investigate whether the PSNI has complied with the terms of the Freedom of Information Act. You can write to the Information Commissioner at Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF. In most circumstances the Information Commissioner will not investigate a complaint unless an internal review procedure has been carried out, however the Commissioner has the option to investigate the matter at his discretion.

Please be advised that PSNI replies under Freedom of Information may be released into the public domain via our website @ [www.psni.police.uk](http://www.psni.police.uk)

Personal details in respect of your request have, where applicable, been removed to protect confidentiality.