



FREEDOM OF INFORMATION REQUEST



Request Number: F-2014-03428

Keyword: Human Resources

Subject: Female Applicants For Each PSNI Recruitment Drive

Request and Answer:

Question 1

Please provide the number of female applicants for each PSNI recruitment drive since 2013 and what percentage of the overall applicants this is.

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.

In the competition advertised in September 2013 a total of 2638 females applied which was 35.21% of the total applicants.

Question 2

For each recruitment process please also show the percentage or number of female applicants failing each part / getting through each part of the assessment process. I am essentially trying to ascertain the numbers of female applicants and what stage is most detrimental to female applicants. Please show this compared to the overall percentage of applicants for each stage.

Answer

Please see the tables below.

Initial Selection Test					
	Male		Female		Total
	No.	%	No.	%	
Invited to IST	4855	64.79	2638	35.21	7493
No Show at IST	1215	66.39	615	33.61	1830
Withdrew at IST	55	71.43	22	28.57	77
Sat IST	3585	64.18	2001	35.82	5586
Failed IST	2486	64.22	1385	35.78	3871
Passed IST	1099	64.08	616	35.92	1715

Assessment Centre					
	Male		Female		Total
	No.	%	No.	%	
Invited to AC	1099	64.08	616	35.92	1715
No Show at AC	243	60.75	157	39.25	400
Withdrew at AC	52	60.47	34	39.53	86
Sat AC	804	65.42	425	34.58	1229
Failed AC	332	70.49	139	29.51	471
Passed AC	472	62.27	286	37.73	758

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.

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.psnipolice.uk

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