



FREEDOM OF INFORMATION REQUEST



Request Number: F-2015-00050

Keyword: Human Resources

Subject: Proportion Of Female Applicants Failing Recruitment Assessment

Request and Answer:

Question

I would like to request information in relation to the proportion of female applicants failing each stage in PSNI recruitment campaigns in both 2013 and 2014.

The information I would like is similar to that contained in the FOI document number F-2014-03428, however I would also like to know the amount of failures at the Physical Competence Assessment (PCA) stage too.

If there are any PCA still outstanding, then the percentage of failures for those that have been completed.

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.

The Police Service of Northern Ireland does not yet have the equality monitoring data from the recruitment agent in respect to the 2014 recruitment campaign and therefore PSNI do not presently hold the information that would enable us to fully answer this question.

As referenced in your request, the proportion of female applicants failing the initial selection and assessment stages of the 2013 recruitment campaign has previously been disclosed in FOI document F-2014-03428 and so are not included here.

No candidates from the 2014 recruitment campaign have yet been processed through the Physical Competence Assessment (PCA). The processing of candidates from the 2013 recruitment campaign is still ongoing at this time; the failure rate to date of females attending the PCA from the 2013 recruitment campaign is 65.24%.

Note: The Physical Competency Assessment (PCA) has been subject to a number of rigorous independent reviews since 2004, and has been validated on each occasion as entirely relevant to the role and an accurate means of measuring ability to carry out the physical demands on a front line officer.

Within the 2012 “Independent Review of Police Officer and Staff Remuneration and Conditions” Report, Winsor states that a physical competence assessment which is designed by reference to the work which police officers do on the front line, day to day, rather than on a training simulation, is more appropriate because it is closest to the reality of the job of a police officer.

As part of its pre-recruitment process the Police Service of Northern Ireland seeks to educate and prepare candidates for the PCA with training lesson plans, promotional video footage, and familiarisation events being widely available from the outset of each competition.

Personal responsibility is an essential competency throughout a police officer’s career, and the Service has an expectation that candidates can evidence this with thorough preparation for the Physical Competence Assessment.

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.psni.police.uk

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