



## FREEDOM OF INFORMATION REQUEST



**Request Number:** F-2018-00942

**Keyword:** Human Resources

**Subject:** Sergeant To Inspector Exam

### Request and Answer:

Your request for information has now been considered. In respect of Section 1(1)(a) of the Act I can confirm that the Police Service of Northern Ireland does hold information to which your request relates. The decision has been taken to disclose the following.

### Request

Your FOI in relation to the Sergeant – Inspector F-2018-00083 states- the exam pass rate for males was 56.5% the exam pass rate for females was 75.26% (almost 20% more!!)

However in the most recent Sergeant promotion process the proposal to increase the pass mark in order to reduce numbers to be interviewed was rejected as it disadvantaged females according to the data provided to strategic promotions board? (this decision led to the PSNI purchasing, at great cost, the sifting tool) (FOI 2017-01696).

Therefore Under Freedom of Information legislation please will you provide me with:

A copy of the data which was used to calculate the stats which showed, according to the document provided to SPEB that to increase the pass mark would disadvantage females?

### Answer

Human Resources 'Internal Resourcing Branch' provided the equality monitoring officer with a list of those who sat the Constable to Sergeant promotion exam in 2014, a list of those who passed the exam and a list of those who scored 65% or more.

The equality monitoring officer then cross referenced this data with community background and gender information held on the personnel system for the relevant individuals.

An analysis was then completed for each stage of the process by community background and gender and the data highlighted that if the cut score was to be increased to 65%, it would have a negative impact on females in the process.

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.psnipolice.uk](http://www.psnipolice.uk)

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