



## FREEDOM OF INFORMATION REQUEST



**Request Number:** F-2020-01397

**Keyword:** Human Resources

**Subject:** Gender equality promotion

### 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 1

I notice in a recent disclosure on this site that the success rate in the recent Inspector promotion for females was 57.3% whilst for males it was only 43.9%.

I am wondering if there are any indicators or guidance about an acceptable range in terms of equality of opportunity and please provide if so.

#### Answer

There is no quantifiable indicator for an '*acceptable range in terms of equality of opportunity*'. Section 75 screening is carried out on every promotion process, with the objective of minimising barriers to promotion and widening the eligible pool to obtain as diverse a range of candidates as possible.

#### Request 2

Please provide copies of all meetings/other documents evidencing efforts to address gender imbalance in success rates at promotion?

#### Answer

PSNI does not hold any information in regard to your request. Section 75 screening documents are published on PSNI external website.

<https://www.psni.police.uk/inside-psni/our-policies-and-procedures/equality-diversity-and-good-relations/>

Please detail: for recent Inspector process:

#### Request 3

What percentage of eligible males applied to commence this promotion process?

#### Answer

46.5%.

**Request 4**

What percentage of eligible females applied to commence this promotion process?

**Answer**

46.7%.

**Request 5**

What percentage of males who undertook it passed the legal exam?

**Answer**

75%.

**Request 6**

What percentage of females who undertook it passed the legal exam?

**Answer**

83.5%.

For the Chief inspector process:

**Request 7**

What percentage of eligible males applied to commence this promotion process?

**Answer**

31.8%.

**Request 8**

What percentage of males who applied to this process were successful and made a list to be promoted?

**Answer**

40%.

**Request 9**

What percentage of eligible females applied to commence this promotion process?

**Answer**

34.5%.

**Request 10**

What percentage of females who applied to this process were successful and made a list to be promoted?

**Answer**

55.17%.

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 Corporate Information Branch, 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 Corporate Information Branch, 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.