

Our ref: 01/FOI/23/011289/N

Please quote our reference
number when responding

Tuesday, 26 September 2023

FREEDOM OF INFORMATION REQUEST REFERENCE NO: 01/FOI/23/011289/N

I write in connection with your request for information dated 05/09/2023, I note you seek access to the following information:

I would be grateful if you could provide information on the following issues:

- 1. The percentage chance of a Police Constable achieving the rank of Police Sergeant- based on the most recent three-year period. It would also be helpful to have a breakdown by gender*
- 2. The percentage chance of a Police Sergeant achieving the rank of Police Inspector - again, based on the most recent three-year period. It would also be helpful to have a breakdown by gender*
- 3. The average length of service required to achieve promotion from Police Constable to Police Sergeant - again, based on the most recent three-year period. It would also be helpful to have a breakdown by gender*
- 4. The average length of service required to achieve promotion from Police Sergeant to Police Inspector - again, based on the most recent three-year period.*
- 5. The average length of service of male and female officers leaving Greater Manchester Police (GMP) in the last three years.*

Result of Searches

Following receipt of your request searches were conducted within Greater Manchester Police to locate information relevant to your request. I can confirm that the information you have requested is held by Greater Manchester Police.

Please note there are some police workforce data published online by the Home Office that includes Promotions and Leavers below.

- <https://www.gov.uk/government/statistics/police-workforce-england-and-wales-31-march-2023>

Caveats

- Questions 1 to 4 – The data is recorded between 01/09/2020 to 01/09/2023. The data retrieved as at 06/09/2023.
- Question 5 – The data is Based on Financial years and full-service years between 2021/22, 2022/23 and 2023/24 to date (18/09/2023). The data retrieved as at 18/09/2023.

Response

Question 1 (PNS = Prefer Not to Say)

Candidates				No. of group successful			
All	Male	Female	PNS	All	Male	Female	PNS
1075	743	321	11	634	412	216	6
	69.12%	29.86%	1.02%	58.98%	55.45%	67.29%	54.55%

Question 2

Candidates				No. of group successful			
All	Male	Female	PNS	All	Male	Female	PNS
476	350	121	5	178	119	57	2
	73.53%	25.42%	1.05%	37.39%	34.00%	47.11%	40.00%

Question 3

Service Average Constable to Sergeant							
All		Male		Female		PNS	
Days	Years	Days	Years	Days	Years	Days	Days
4785.93	13.11	4859.49	13.31	4675.64	12.81	3773.17	10.34

Question 4 – We are unable to answer Q4. This is not data we currently collate and would exceed 18 hrs on FOIA cost threshold to search individual records to provide accurate information (this would be refused under S12 exemption if accurate data required). Instead we provided data from constable to inspector, which will give a rough idea of the time between sergeant and inspector ranks using the answer to Q3 (it will not be 100% accurate as the sample group is not identical to the group for Q3).

Service Average Constable to Inspector							
All		Male		Female		PNS	
Days	Years	Days	Years	Days	Years	Days	Years
6540.99	17.92	6780.81	18.58	6146.21	16.84	4045.50	11.08

Question 5

Female	13 years
Male	14.6 years