

Date: 3rd September 2024
Our ref: FOI/24/013165/F

FREEDOM OF INFORMATION REQUEST REFERENCE NO: FOI/24/013165/F

I write in connection with your request for information dated 27/08/2024, received by Greater Manchester Police (GMP) for the following information:

Please, can I make a Freedom of Information request for the following detail, which are questions relating to your Police Officer Promotion Process. I would like to specifically know about: i) PC to Sgt, ii) Sgt to Insp and iii) Insp to Chief Insp. If the time constraints on FOI work start to be a factor, then please concentrate on information relating to Sgt to Insp processes.

- 1. What reasonable adjustment do you offer for officers that might suffer cognitive impairment through disability, who would be disadvantaged in comparison with their peers in assessment or test formats, be it through ability to retain or process information?***
- 2. It is noted that preparation for interviews and assessments within the Police is highly competitive with much preparatory work at home often required. What reasonable adjustments do you offer for those officers that might be incapable to prepare for tests outside of working hours, either due to health or caring responsibilities?***
- 3. Do you offer a bespoke reasonable adjustment where candidates exhibiting the issues detailed in point 2 are given a reduced area to have to prepare/research for, i.e. provided a more restrictive scope of questions prior to the assessment or given an approximate of crime types, if a crime scenario is reviewed – being told a question relates to Group 2 Crimes, rather than the officer have to try and revise all crime areas (the result being the candidate has less areas to revise in comparison with peers without the disadvantage faced)?***
- 4. Do you offer assessment of ability through observation in role, i.e. a candidate acts or temps within a rank and a judgement is made on whether they are competent to be promoted?***
- 5. Would you consider use of the above (promotion through assessment of ability through observation in role) as a bespoke reasonable adjustment?***

6. Does your Force utilise the NPPF, whereby officers who pass a selection sift have a temporary promotion (12 months) and a work-based assessment leading to a professional qualification in police management – with promotion taking place after this 4th step?

7. Where you have an Assessment Centre as part of your Promotion Process, what criteria governs scenarios or question setting?

8. Would you set a question within an Assessment Centre where a course would be required to answer it to a competent standard, i.e. a question on Public Order Tactics or Child Interviewing? If not, please confirm the reasons why, i.e. lack of fairness to other candidates or financial implications on training workforce in the course, etc. If yes, please explain under what circumstances this would be deemed proportionate, i.e. majority of staff would have undertaken the course, etc.

Result of Searches

Following receipt of your request searches were conducted within Greater Manchester Police (GMP) to locate the requested information and I can confirm the information requested is held by GMP.

Question 1

GMP do not 'offer' adjustments but have a process across all ranks for examinations and promotion processes for candidates to apply for reasonable adjustments and/or accommodations. Candidates need to complete a request form and submit to the team with their supporting medical evidence. A panel will review the recommendation within the medical evidence and consider what can be provided in line with the evidence provided and the Equality Act 2010.

Question 2

Workforce Development Team provide some online and in-person workshops and offer 121 meetings with candidates. However, the team cannot authorise the use of working hours to enable preparation for exams and processes, any requests for this would have to be made locally via supervision. All candidates can request up to 40 hours study leave for the Sergeant and Inspector examination (one application per exam) which would be subject to local authorisation.

Question 3

The exams referred to are controlled by College of Policing and not forces. Adjustments for additional exam time and/or breaks can be requested but not a change to the examination itself.

Question 4

This is Step 4 of the National Police Promotion Framework (NPPF). This is valid for Sgt to Insp ranks.

[National police promotion framework \(NPPF\) | College of Policing](#)

Question 5

The Force cannot bypass Step 1, 2 and 3 of the National Police Promotion Framework as a reasonable adjustment.

Question 6

Yes.

Question 7

The force currently has a presentation exercise and board interview across all ranks. The presentation topic and interview questions are designed following a tried and tested analysis process.

Question 8

No. This would only be relevant if recruiting for a specialist post.