

Date: 11/11/2020

Our Reference: FOIA-2020-125

Your Reference:

(Via email: [REDACTED])

Dear [REDACTED],

RE: Freedom of Information Act 2000 Request

I write in response to your Freedom of Information Act 2000 (or 'FoIA 2000') request dated 14/10/2020 in which you requested diversity information on a number of College workshops and training courses.

When a request for information is made under FoIA 2000, a public authority has a general duty under section 1(1) of the Act to inform an applicant whether the requested information is held. There is then a general obligation to communicate that information to the applicant. If a public authority decides that the information should not be disclosed because an exemption applies, it must, under section 17(1) cite the appropriate section or exemption of the Act and provide an explanation for relying upon it.

It is important to note that a freedom of information request is not a private transaction. Both the request itself and any information disclosed are considered suitable for open publication, that is, once access to information is granted to one person under the legislation, it is then considered public information and must be communicated to any individual should a request be received. In light of this, our responses and disclosures are published on our external website at a later date. This should be borne in mind where a request is made for personal data of named individuals.

Decision

After conducting careful searches for any information relevant to your request I can confirm that there is information held. For ease of reference I have separated and addressed your specific requests below.

1. How many specifically racial diversity schemes to help BAME officers below the rank of chief officer (assistant chief constable/commander to chief constable/commissioner), so inspector/chief inspector to chief superintendent rank inclusive, have police forces in England and Wales run in conjunction with the College of Policing in the past five years?

We do not hold information on how many schemes forces have run. However, the information below has been provided to you in the interests of highlighting the specific work of the College of Policing in this area.

The College has established a Senior Leaders Hub (SLH) which provides access to information and training to support, develop and prepare officers as they progress as a senior leader. There are a number of associated support schemes within this such as mentoring and coaching. Increasing the volume and diversity of the talent pipeline through to chief officer level has been a core objective of the SLH. The purpose of this work is to demystify and improve access to leadership development programmes and the assessment process for the SCC as well as specific offerings for members of under-represented groups.

One of the initiatives under the SLH is the career pathway workshops which were introduced in 2017 for those from under-represented groups interested in progressing to the most senior ranks. This was a one-day workshop for chief inspectors, superintendents or chief superintendents and police staff of equivalent levels who identify with an under-represented group in policing (e.g. women, from a BAME background). In respect of identifying and increasing diversity in police leadership, the College has run a series of career development workshops and webinars to provide support for those from under-represented groups. The aim of these was to demystify the selection and assessment process for becoming a senior officer/staff member (Senior PNAC and SCC). There were two workshops held, one in July in 2019 and another in November 2019.

Another initiative is the senior leaders development centre (SLDC) which offers those from under-represented groups at superintendent rank and police staff equivalent who may be considering applying to the SCC in the next five years, this mirrors an executive level assessment centre to provide a realistic experience of the SCC assessment processes. Attendees receive feedback and the opportunity to reflect on personal development. Following the development centre, support is provided to participants by a chief officer mentor and executive coach. Additionally the College piloted pre-Senior PNAC support for BAME candidates to senior selection centres in 2019. In 2020 the College reviewed and revised this in collaboration with the newly established Senior BME forum and as a result, the Senior BME forum will now offer mentoring and guidance to all BAME applicants to the SCC.

The College also launched the Aspire Leadership Development programme in 2019 which included a series of professional and personal development training modules to support and develop talented officers from under-represented groups at the rank of chief inspector, superintendent and police staff equivalents. The programme involves executive coaching sessions to support their future development and has been received very positively by forces. The College plans to meet the increased demand for this support in 2020-2021 but due to covid-19 these plans have had to be put on hold temporarily.

- 2. Please provide me with the evaluation reports which would have been discussed either by or all of the board of directors, professional committee, executive directors, the college's regulatory consultative group of the last such scheme.*

As outlined in the first paragraph of question 1 above the College has not run any schemes in conjunction with forces and therefore there is no information held in relation to this part of your request.

- 3. Please provide an ethnic breakdown in excel .CSV of the applicants for the strategic command course in 2015, 2016, 2017, 2019 & 2020.*

Everyone who applies for and is supported by their force will get a place at Senior PNAC which is the pre-requisite assessment centre for delegates looking to gain entry onto the SCC. The College does not hold any information in relation to those individuals who express

an interest/ or applies in force but isn't successfully supported. Please see the disclosure titled "Disclosure 2 – SPNAC Data" for the figures relating to those who were successful and unsuccessful at the Senior PNAC and therefore eligible to attend the SCC.

4. *Please provide an ethnic breakdown in excel .CSV of the applicants who succeeded in getting on the strategic command in 2015, 2016, 2017, 2019 & 2020.*
5. *Please provide an ethnic breakdown in excel .CSV of the applicants who successfully passed the strategic command in 2015, 2016, 2017, 2019 & 2020.*

The information has been provided in the attached disclosure titled "Disclosure 1 – SCC Data". Please note that the number of those who are successful at the assessment centre (Senior PNAC) does not always directly correlate with those who progress onto the course as there are occasions where individuals have deferred their attendance. Furthermore, there may be further inconsistencies with the correlation between the assessment centre figures and the SCC attendee figures because individuals from partner organisations do not need to access the SCC via the assessment centre route.

The data for the 2020 SCC has been presented in a different format to previous years and the figures provided in the disclosure only show the number officers and staff that took part in the SCC and graduated, this is because all individuals who came through the Senior PNAC graduated the SCC in 2020. The College has published the demographics for the 2020 SCC and intends to publish this information on an annual basis. Again, as above the number of those who attended the SCC and those who passed the assessment centre may not always correlate due to individuals deferring their attendance on the SCC. Furthermore, the figures published on the link below were published prior to the final verification of the SCC attendee figures and therefore there may be some differences between those figures and those which have been provided in the disclosure which have been verified again under this request. <https://www.college.police.uk/What-we-do/Development/Senior-Leaders-Hub/Progression/Documents/SCC%202020%20Demographics.pdf>

6. *Turning to the Senior Police National Assessment Centre (Senior PNAC). Please confirm that this document is the latest iteration of the criteria needed to apply for SPNAC*

do/Development/Promotion/Documents/Senior_PNAC_Overview_Document_2015v4.pdf

This is not the latest iteration of the document. The College publishes an overview document relevant to each assessment centre. Therefore any previous documents are expired and the next one will be published in spring 2021 ahead of the May assessment centre..

7. *Please explain how an officer applies for SPNAC because your website is unclear about whether you need to attend SCC before applying for SPNAC <https://www.college.police.uk/What-we-do/Development/leadership-development-choices/Pages/senior-selection-assessor.aspx>.*

Senior PNAC is the assessment centre that selects police officers and police staff for the SCC. Therefore a police officer from a Home Office police force must successfully pass Senior PNAC to gain access to and before starting the SCC. In order to apply for Senior PNAC a police officer from a Home Office police force must complete the national application form (published annually during the assessment centre application window). Applicants must be supported and gain the endorsement of their Chief Constable (or equivalent) in order to be offered a place at Senior PNAC.

8. *If an officer needs to apply for SPNAC, please provide an ethnic breakdown in excel .CSV of the applicants for SPNAC in 2015, 2016, 2017, 2019 & 2020.*

Everyone who applies for and is supported by their force will get a place at Senior PNAC. The College does not hold any information in relation to those individuals who express an interest/ or applies in force but isn't successfully supported.

9. *If an officer needs to apply for SPNAC, please provide an ethnic breakdown in excel .CSV of the applicants who succeeded in getting on SPNAC in 2015, 2016, 2017, 2019 & 2020.*

11. *If an officer needs to apply for SPNAC, please provide an ethnic breakdown in excel .CSV of the applicants who succeeded in passing SPNAC in 2015, 2016, 2017, 2019 & 2020 allowing them to apply for a chief officer's role..*

I have deleted Question 10 as it was a repeat of the information you have requested in Question 9. Please see the attached disclosure titled "Disclosure 2 – SPNAC Data". The

Police Regulations 2003 only apply to police officers and not police staff. Under these regulations officers must to pass Senior PNAC, the assessment centre that selects officers and staff from within the service for the SCC. The SCC is a mandatory requirement for all police officers in England and Wales seeking to gain promotion to assistant chief constable/assistant chief officer and beyond..

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I trust this letter answers your questions. Your rights are provided in **Appendix A**.

Yours sincerely,

Legal Services
Information Management and Legal Team
College of Policing

Email: FOI@college.pnn.police.uk

Website: www.college.police.uk

Appendix A

Rights

If you are dissatisfied with the handling procedures or the decision of the College of Policing made under the Freedom of Information Act 2000 (the Act) regarding access to information you can request that the decision is reviewed internally.

Internal review requests should be made in writing, within **forty (40) working days** from the date of the refusal notice, and addressed to: FOI team, Central House, Beckwith Knowle, Otley Road, Harrogate, North Yorkshire, HG3 1UF or email: FOI@college.pnn.police.uk

In all possible circumstances the College of Policing will aim to respond to your request for internal review within **20 working days**.

The Information Commissioner

If, after lodging an internal review request with the College of Policing you are still dissatisfied with the decision you may make application to the Information Commissioner for a decision on whether the request for information has been dealt with in accordance with the requirements of the Act.

For information on how to make application to the Information Commissioner please visit their website at <https://ico.org.uk/for-the-public/official-information/>.

Alternatively, write to:

Information Commissioner's Office

Wycliffe House

Water Lane

Wilmslow

Cheshire

SK9 5AF

Phone: 0303 123 1113

			2015 SCC	2016 SCC
			Attended SCC	Attended SCC
Ethnicity	Officer	BAME	0	*
		White	28	31
	Police Staff	BAME	0	0
		White	*	*

SCC 2020			
Total Delegates	54	BAME + Partners**	*
Total Officers	36	BAME Partners**	*
Total Police Staff	6	BAME Partners***	0

* This figure

** Partners are candidates from other agencies such as the f

2017 SCC	2018 SCC	2019 SCC*
Attended SCC	Attended SCC	Attended SCC
*	*	*
35	27	36
0	**	0
*	3	6

is less than 5
 -home Office, Fire & Rescue and other international delegates

Applying for the Assessment Centres (Senior PNAC & Senior Police Officer) in 2020 for the SCC in January 2021

		Overall Result		
		Successful	Unsuccessful	Withdrawn
		Count	Count	Count
Ethnicity all applicants supported to Assessment Centre	White	Can only provide a breakdown of those whose applications were supported by their force as both the 2020 Assessment Centres and January 2021 SCC were cancelled due to the coronavirus.		
	BAME			
	Not Stated			
Ethnicity (Police Officer)	White	Can only provide a breakdown of those whose applications were supported by their force as both the 2020 Assessment Centres and January 2021 SCC were cancelled due to the coronavirus.		
	BAME			
	Not Stated			
Ethnicity (Police Staff)	White	Can only provide a breakdown of those whose applications were supported by their force as both the 2020 Assessment Centres and January 2021 SCC were cancelled due to the coronavirus.		
	BAME			
	Not Stated			

Applying for the Assessment Centres (Senior PNAC & Senior Police Staff) in 2019 for the SCC in January 2020

		Overall Result		
		Successful	Unsuccessful	Withdrawn
		Count	Count	Count
Ethnicity all applicants supported to Assessment Centre	White	37	47	5
	BAME	*	6	*
	Not Stated	0	0	0
Ethnicity (Police Officer)	White	31	43	*
	BAME	*	6	*
	Not Stated	0	0	0
Ethnicity (Police Staff)	White	6	*	*
	BAME	0	0	0
	Not Stated	0	0	0

Applying for the Assessment Centres (Senior PNAC & Senior Police Staff) in 2017 for the SCC in January 2018

		Overall Result		
		Successful	Unsuccessful	Withdrawn
		Count	Count	Count
Ethnicity all applicants supported to Assessment Centre	White	31	47	*
	BAME	*	*	0
	Not Stated	0	0	0
Ethnicity (Police Officer)	White	28	44	*
	BAME	*	*	0

	Not Stated	0	0	0
Ethnicity (Police Staff)	White	*	*	0
	BAME	*	0	0
	Not Stated	0	0	0

Applying for the Assessment Centres (Senior PNAC & Senior Police Staff) in 2016 for the SCC in January 2017

		Overall Result		
		Successful	Unsuccessful	Withdrawn
		Count	Count	Count
Ethnicity all applicants supported to Assessment Centre	White	35	29	*
	BAME	*	*	0
	Not Stated	0	0	0
Ethnicity (Police Officer)	White	34	29	*
	BAME	*	*	0
	Not Stated	0	0	0
Ethnicity (Police Staff)	White	*	*	0
	BAME	0	0	0
	Not Stated	0	0	0

Applying for the Assessment Centres (Senior PNAC & Senior Police Staff) in 2015 for the SCC in January 2016

		Overall Result		
		Successful	Unsuccessful	Withdrawn
		Count	Count	Count
Ethnicity all applicants supported to Assessment Centre	White	33	32	5
	BAME	*	*	0
	Not Stated	0	0	0
Ethnicity (Police Officer)	White	32	29	5
	BAME	*	*	0
	Not Stated	0	0	0
Ethnicity (Police Staff)	White	*	*	0
	BAME	0	0	0
	Not Stated	0	0	0

* This figure is less than 5

ce Staff)

Total
Count
82
10
0
68
9
0
14
*
0