

**Date:** 7<sup>th</sup> January 2021

**Our Reference:** FOIA-2020-156

**RE: Your request for information under the Freedom of Information Act 2000**

I write in response to your Freedom of Information Act 2000 ('FoIA 2000') request dated **22/12/2020** in which you requested:

"I was writing to request the mean scores by specific ethnic group (e.g., White, Black, Chinese, etc.) for 2017, 2018, and 2019.

Could you please also provide the number (or sample size) for each ethnic group along with the standard deviations."

**Decision**

When a request for information is made under the 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. In line with section 1(1) of the FoIA 2000, I can confirm the College **does hold** information relevant to your request; we have provided three separate tables to deal with the information you requested for 2017, 2018 and 2019.

The section 40(2) – Personal information FoIA exemption has been applied to some figures to protect the identity of candidates. Please see our reasoning for applying this exemption below.

<b>Inspectors' 2017</b>			
	Number attended	Mean score (%)	Standard Deviation
Asian	58	59.6	10.7
Black	21	57.6	7.9
Chinese	7	63.2	6.2
Mixed	40	60.6	11.3
Other	5 or less	59.6	6.2
White	1822	63.0	10.7
Not Disclosed	Redacted	59.6	12.0

Inspectors' 2018			
	Number attended	Mean score (%)	Standard Deviation
Asian	88	58.7	10.6
Black	30	55.1	10.8
Chinese	7	57.0	8.4
Mixed	61	61.2	11.5
Other	5 or less	64.8	10.3
White	2250	61.5	11.4
Not Disclosed	Redacted	53.9	12.2

Inspectors' 2019			
	Number attended	Mean score (%)	Standard Deviation
Arabic	Redacted	59.1	12.5
Asian	110	61.0	11.0
Black	41	61.8	11.6
Mixed	60	64.3	11.0
Other	5 or less	54.5	10.0
White	2511	64.1	11.5
Not Disclosed	148	64.2	12.5

Your rights are provided at the bottom of this letter.

Yours sincerely,

**Kate Kaufman | Legal Researcher**  
**Information Management and Legal Team**  
**College of Policing**

Email: [FOI@college.pnn.police.uk](mailto:FOI@college.pnn.police.uk)

Website: [www.college.police.uk](http://www.college.police.uk)

## **Section 40 (2) – Personal information**

Section 40(2) states that:

“Any information to which a request for information relates is also exempt information if-

- (a) It constitutes personal data which do not fall within subsection (1), and
- (b) Either the first or the second condition below is satisfied.”

Essentially, under section 40(2) FoIA (by virtue of section 40(3A)), personal data of a third party can be withheld if any of the data protection principles would be breached by disclosing that data.

Personal data is defined in section 3(2) of the Data Protection Act 2018 (DPA), as being:

“Any information relating to an identified or identifiable living individual”.

Section 3(3) DPA defines an identifiable living individual as:

“a living individual who can be identified, directly or indirectly, in particular by reference to –

- (a) an identifier such as a name, an identification number, location data or an online identifier, or
- (b) one or more factors specific to the physical, physiological, genetic, mental, economic, cultural or social identity of the individual”.

As is stated above, the two main elements of personal data are: that the information must ‘relate’ to a living person and that the person must be identifiable. Information will relate to a person if it is: about them, linked to them, has some biographical significance for them, is used to inform decisions affecting them, and has them as its main focus or impacts on them in any way.

In this case, we believe it is appropriate to replace low figures of 5 or less with the phrase ‘5 or less’ to ensure the exact number is not revealed. Furthermore, some figures of greater than 5 have been redacted to ensure all figures lower than 5 cannot be worked out. Although it may appear that on their own, releasing low figures may not lead to the identification of an individual, we consider that if these low figures are released, they may be combined with other data in the public domain resulting in the indirect identification of individuals.

We are committed to openness and transparency, and recognise the wider public interest in candidate figures, however, we also have a legal duty to ensure that the rights to privacy of individuals are protected and we do not believe that it would be fair to disclose the names on the requested information.

## **Your right of review**

Under the Freedom of Information Act 2000 you have a right to request an internal review if you are dissatisfied with our handling of your request. Review requests should be made in writing (by email or post) within **40 working days** from the date of our original response. We will aim to respond to your review request within **20 working days**.

### **The Information Commissioner's Office (ICO)**

If, after lodging a review request you are still dissatisfied, you may raise the matter with the ICO. For further information you can visit their website at <https://ico.org.uk/for-the-public/official-information/>. Alternatively, you can contact them by phone or write to them at the following address:

#### **Information Commissioner's Office**

**Wycliffe House**

**Water Lane**

**Wilmslow**

**Cheshire**

**SK9 5AF**

**Phone: 0303 123 1113**