



College of  
Policing

---

College of Policing  
Central House  
Beckwith Knowle  
Otley Road  
Harrogate  
HG3 1UF

college.police.uk

T 01423 876999  
contactus@college.pnn.police.uk

**Date:** 28<sup>th</sup> July 2020

**Our Reference:** FOIA-2020-080

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

I write in response to your Freedom of Information Act 2000 (FoIA) request dated **06/07/2020**, in which you requested:

1. In response to the data provided for question three of FOIA-2020-065, please break the category 'minority ethnic group' down into all subcategories it is made up of, so Black, Asian etc. and provide the corresponding data.
2. Please break down all references to BAME in FOIA-2020-033 into their subcategories, so Black, Asian etc. and provide the corresponding data.

**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. 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.

Under section 1(1), I can confirm the College holds **some recorded information** within the scope of your request. We have dealt with each parts of your request below:

1. In response to the data provided for question three of FOIA-2020-065, please break the category 'minority ethnic group' down into all subcategories it is made up of, so Black, Asian etc. and provide the corresponding data.

I can confirm this information is held. Some figures have been redacted or changed to '5 or fewer' under the section 40(2) FoIA – Personal information exemption. Please find the breakdown below:

## SEARCH Pass rates 1/1/2017 - 29/2/2020

Assessment Centre Result		2017 - 2020		2017		2018		2019		2020	
		Frequency	Percent	Frequency	Percent	Frequency	Percent	Frequency	Percent	Frequency	Percent
Outcome	FAIL	14169	27.6	4482	26.6	4079	28.6	4304	27.3	1304	29.6
	PASS	37105	72.4	12378	73.4	10179	71.4	11452	72.7	3096	70.4

Biodata		2017 - 2020		2017		2018		2019		2020	
		PASS		PASS		PASS		PASS		PASS	
		Count	% pass rate	Count	% pass rate						
Ethnicity	Not stated	11004	72.9%	2297	75.5%	3731	72.5%	3876	72.5%	1100	70.0%
	White	23770	74.0%	8884	75.8%	5924	72.3%	7067	74.0%	1895	71.6%
	Minority ethnic group	2331	57.3%	1197	56.9%	524	56.6%	509	59.0%	101	56.1%
<b>Total</b>		<b>37105</b>		<b>12378</b>		<b>10179</b>		<b>11452</b>		<b>3096</b>	
5+1 ethnicity	Not stated	11004	72.9%	2297	75.5%	3731	72.5%	3876	72.5%	1100	70.0%
	White	23770	74.0%	8884	75.8%	5924	72.3%	7067	74.0%	1895	71.6%
	Black	355	53.2%	188	49.7%	109	61.9%	50	52.6%	8	44.4%
	Asian	1045	52.4%	537	53.4%	210	49.5%	253	53.5%	45	48.9%
	Mixed	683	71.7%	329	71.7%	141	68.8%	174	74.4%	39	70.9%
	Chinese	50	64.1%	28	70.0%	11	55.0%	█	69.2%	5 or fewer	40.0%
	Other ethnic group	198	52.2%	115	52.3%	53	52.5%	█	47.9%	█	70.0%
<b>Total</b>		<b>37105</b>		<b>12378</b>		<b>10179</b>		<b>11452</b>		<b>3096</b>	

**2. Please break down all references to BAME in FOIA-2020-033 into their subcategories, so Black, Asian etc. and provide the corresponding data.**

Question 1 of FOIA-2020-033 – information held. Some figures have been changed to ‘5 or fewer’ under the section 40(2) FoIA – Personal information exemption.

**Female assessors employed as associates – break down by ethnicity:**

BAME	White
45	301

Further breakdown of the 45 female ‘BAME’ assessors:

African	5 or fewer
Asian Other Background	5 or fewer
Bangladeshi	5 or fewer
Black Other Background	5 or fewer
Caribbean	6
Chinese	5 or fewer
Indian	13
Mixed Other Background	5 or fewer
Pakistani	9
White and Asian	5 or fewer
White and Black Caribbean	5 or fewer

**Male assessors employed as associates – breakdown by ethnicity:**

BAME	White
38	345

Further breakdown of the 38 male 'BAME' assessors:

African	5 or fewer
Asian Other Background	5 or fewer
Bangladeshi	5 or fewer
Black Other Background	5 or fewer
Caribbean	5 or fewer
Chinese	5 or fewer
Other Background	5 or fewer
Indian	6
Pakistani	11
White and Asian	5 or fewer
White and Black Caribbean	5 or fewer

Question 2 of FOIA-2020-033 – information held. Some figures have been changed to '5 or fewer' under the section 40(2) FoIA – Personal information exemption.

**Female Quality Assurance Assessors employed as associate – breakdown by ethnicity:**

BAME	White
11	49

Further breakdown of the 11 female 'BAME' Quality Assurance Assessors:

Asian – Other Background	5 or fewer
Caribbean	5 or fewer
Indian	7
Pakistani	5 or fewer

**Male Quality Assurance Assessors employed as associate – breakdown by ethnicity:**

White and BAME – 67.

Further breakdown of the male 'BAME' Quality Assurance Assessors:

Indian – 5 or fewer.

Question 3 and 4 of FOIA-2020-033 – no information held. A further breakdown of 'BAME' categories in the data provided for FOIA-2020-033 questions 3 and 4 cannot be provided, as no information is held. This is due to the data being continuously collected and not stored at different stages of the collection process.

The above data is a breakdown of the figures provided in FOIA-2020-033, and **is not** representative of the current assessor pool. Further data has been collected since the FOIA-2020-033 response letter was sent out and the College is aiming to report on this later in the year.

Please find an explanation of our decision to apply section 40(2) below; your rights are provided at the bottom of this letter.

Yours sincerely,

**Kate Kaufman | Legal Researcher**

**Legal Services**

**College of Policing**

Email: FOI@college.pnn.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. We consider that releasing the full figures in relation to a further breakdown of the ‘BAME’ categories, may lead to the indirect identification of a living individual, and would therefore breach data protection principles laid out in the Data Protection Act 2018. As a result, we have redacted and changed some figures to ‘5 or fewer’ to protect the identities of those involved. We are committed to openness and transparency, and recognise the wider public interest in assessment data

being made available. 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**