

**Date:** 13 December 2021

**Our Reference:** FOIA-2021-141

**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 26/11/2021, in which you requested:

1. A breakdown of College of Policing employed staff working in ASSESSMENT roles, broken down by Registered Psychologists, Psychologists in Training (PIT) and Other staff by:

Gender  
Ethnicity  
Faith

2. A breakdown of College of Policing employed staff working in Equality, Diversity and Inclusion (EDI) roles by:

Gender  
Ethnicity  
Faith

3. A breakdown of College of Policing employed ASSOCIATE ASSESSORS in all assessments (including Recruit, Fast Track, PNAC) by:

Gender  
Ethnicity  
Faith

**Decision**

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.

In line with section 1(1) of the FoIA, I can confirm the College **holds some information** relevant to your request. For ease, we have dealt with each part of your request separately:

**1. A breakdown of College of Policing employed staff working in ASSESSMENT roles, broken down by Registered Psychologists, Psychologists in Training (PIT) and Other staff by:**

**Gender**

Gender	Total	Total
Female	34	62%
Male	21	38%

**Ethnicity**

Ethnicity	Total	Total
Minority Ethnic	8	15%
White	47	85%

**Faith**

Faith	Total	Total
Christianity	23	42%
Hinduism	1	2%
No Religion	27	49%
Prefer not to say	2	4%
Sikhism	2	4%

The data provided above is based on the whole of the College of Policing's Selection & Assessment (S&A) team. S&A is comprised of staff in psychologist roles at various grades and non-psychologist staff who manage delivery and logistics of assessment processes. The data provided above is from the College's HR department and is not broken down by grades or roles.

Below, please find a numerical breakdown of those staff who are specifically involved in design of assessments or centre managers. We do not hold data on diversity characteristics in relation to these members of staff, only generically for the whole of S&A, as provided above.

Psychologists:

- 11 members of staff who are Registered Psychologists, i.e. hold the title of Chartered Psychologist (CPsychol)
- 10 members of staff who are currently enrolled on the Qualification in Occupational Psychology
- 6 members of staff who will enrol on the Qualification in Occupational Psychology in 2022.

Other:

- 1 member of staff.

However, please note that the job titles of Psychologist and Higher Psychologist used by the College do not correlate to registered psychologist status.

**2. A breakdown of College of Policing employed staff working in Equality, Diversity and Inclusion (EDI) roles by:**

**Gender**

Gender	Total	Total
Female	10	71%
Male	4	29%

**Ethnicity**

Ethnicity	Total	Total
Minority Ethnic	6	43%
White	8	57%

**Faith**

Faith	Total	Total
Christianity	6	43%
Judaism	1	7%
Muslim	3	21%
No Religion	2	14%
Other	2	14%

The data provided above is based on the College's Diversity, Equality & Inclusion team (DE&I).

**3. A breakdown of College of Policing employed ASSOCIATE ASSESSORS in all assessments (including Recruit, Fast Track, PNAC) by:**

**Gender**

Gender and gender reassignment	Total
No data provided	99
Female	317
Male	269
Prefer not to say	12
Prefer to self-describe	2
<b>Grand total</b>	<b>699</b>

**Ethnicity**

Ethnicity	Total
No data provided	102
Asian/Asian British – Bangladeshi	1
Asian/Asian British – Indian	18
Asian/Asian British - Pakistani	11
Asian/British – Any other background	6
Black/African/Caribbean/Black British – African	13

Black/African/Caribbean/Black British – Caribbean	11
Black/African/Caribbean – any other background	4
Mixed/multiple ethnic group – any other background	6
Mixed/multiple ethnic groups – White and Asian	1
Mixed/multiple ethnic groups – White and Black African	4
Mixed/multiple ethnic groups – White and Black Caribbean	4
Other ethnic group – any other ethnic group	4
Other ethnic group - Arab	1
Other ethnic group – prefer not to say	13
White – any other background	6
White – English/Welsh/Scottish/Northern Irish/British	485
White – Irish	9
<b>Total</b>	<b>699</b>

## Faith

Religion	Total
No data provided	101
Any other religion	6
Buddhist	4
Christian (including Church of England, Catholic, Protestant and all other Christian denominations)	334
Hindu	6
Jewish	8
Muslim	23
No religion	180
Prefer not to say	27
Sikh	10

<b>Total</b>	<b>699</b>
--------------	------------

Your rights can be found at the end of this letter.

Yours sincerely,

**Kate Kaufman | Legal Advisor**  
**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)

## **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**