

**Date:** 18/08/2022

**Our Reference:** FOIA-2022-067

**RE: Freedom of Information Act 2000 Request**

I write in response to your Freedom of Information Act 2000 (or 'FoIA 2000') request dated 21/07/2022. In your request you asked for the following information:

1. *The Pass/fail rates for the Behavioural Styles Questionnaire ( BSQ) by Race (ideally 18+1 but 4+1 as an alternative).*
2. *The Pass/fail rates for the Behavioural Styles Questionnaire ( BSQ) by Faith/Religion*
3. *The Pass/fail rates for the Behavioural Styles Questionnaire ( BSQ) by Gender*
4. *Evidence for the setting of the pass mark on the BSQ and evidence of the predictive validity of the metric*
5. *The Pass/fail rates for the Situational Judgement Test ( SJT) by Race (ideally 18+1 but 4+1 as an alternative).*
6. *The Pass/fail rates for the Situational Judgement Test ( SJT) by Faith/Religion*
7. *The Pass/fail rates for the Situational Judgement Test ( SJT) by Gender*
8. *Evidence for the setting of the pass mark on the SJT and evidence of the predictive validity of the metric*

On 25<sup>th</sup> July 2022 you clarified the following:

*“The period is the last full year for which data is available, and the current year to date if any data is stored. I am assuming that may be 2021 and 2022 to date.”*

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 and this is to be provided to you. Please see the table below which demonstrates the diversity data for all participants of the National Sift Behaviour Styles Questionnaire and Situational Judgment Test. The data for the Behaviour Styles Questionnaire and Situational Judgment Test is combined.

| <b>Ethnicity 18+1</b>                                 | <b>Percentage Pass</b> | <b>Total number of candidates</b> |
|---|------------------------|-----------------------------------|
| Prefer not to disclose                                | 69.12%                 | 68                                |
| White - English/Welsh/Scottish/Northern Irish/British | 83.47%                 | 4869                              |
| White - Irish   | 72.73%                 | 22                                |
| White – Gypsy or Irish Traveller                      | 75.00%                 | 4                                 |

|  |        |     |
|--|--------|-----|
| White – Any other White background                   | 70.86% | 302 |
| Mixed – White and Black Caribbean                    | 82.22% | 45  |
| Mixed – White and Black African                      | 91.67% | 12  |
| Mixed – White and Asian                              | 89.74% | 39  |
| Mixed – Any other Mixed/Multiple ethnic background   | 73.08% | 26  |
| Asian – Indian                                       | 67.53% | 77  |
| Asian – Pakistani                                    | 68.99% | 158 |
| Asian - Bangladeshi                                  | 60.00% | 30  |
| Asian - Chinese                                      | 64.29% | 14  |
| Asian – Any other Asian background                   | 60.47% | 43  |
| Black – African                                      | 62.96% | 54  |
| Black – Caribbean                                    | 80.00% | 20  |
| Black – Any other Black/African/Caribbean background | 80.00% | 5   |
| Any other ethnic group – Arab                        | 50.00% | 10  |
| Any other ethnic group                               | 79.31% | 29  |

| <b>Religious Belief</b> | <b>Percentage Pass</b> | <b>Total Number of Candidates</b> |
|-------------------------|------------------------|-----------------------------------|
| Prefer not to say       | 77.46%                 | 173                               |
| Christian               | 80.75%                 | 1470                              |
| Jewish                  | 72.73%                 | 11                                |
| Muslim                  | 66.54%                 | 254                               |
| No religion             | 83.16%                 | 3765                              |

|          |        |    |
|----------|--------|----|
| Sikh     | 74.29% | 35 |
| Other    | 80.00% | 35 |
| Hindu    | 43.48% | 23 |
| Buddhist | 80.33% | 61 |

| <b>Gender</b>           | <b>Percentage Pass</b> | <b>Total Number of Candidates</b> |
|-------------------------|------------------------|-----------------------------------|
| Prefer not to say       | 81.63%                 | 49                                |
| Woman                   | 84.69%                 | 2554                              |
| Man                     | 78.74%                 | 3218                              |
| Prefer to self-describe | 83.33%                 | 6                                 |

Furthermore in response to requests 4 and 8, the relevant subject matter expert has confirmed the following:

*There are two tests that form the national sift for police constables: a Behavioural Styles Questionnaire and a Situational Judgement Test. The standard required to pass the national sift is currently set as 30% (combined test score). It was agreed that this would be in place when the sift was initially launched and then the College agreed to monitor outcomes in relation to pass rates and adverse impact and make adjustments to the solution should there be a need to. A 30<sup>th</sup> percentile sift is a typically recommended approach for screening assessments of this nature, with scores below the 30<sup>th</sup> percentile generally considered to be 'Below Average' based on normal distribution scores. The cut-score used is applied given consideration of the validity evidence available for the assessments, the pass rates observed across different demographic groups, and logistical requirements around management of application numbers.*

*Both tests have been designed specifically for use in police officer recruitment. The development of the assessments was conducted based on job analysis conducted in relation to police officer roles, with the content design focused on behaviours identified as most important to these roles. During the development of both assessments, validation data was collected in relation to samples of police officers. This involved criterion validity studies examining prediction of performance in*

*the role. For both the Behavioural Styles Questionnaire and Situational Judgement Test, the assessment was completed by a sample of police officers. Job performance data was collected for these groups, with line managers providing performance ratings in relation to relevant behaviours as well as a rating of overall work performance. Both the assessments were found to be predictive of job performance ratings, with statistically significant correlations ( $r_c = -0.40$ ,  $p < 0.01$ ;  $r_c = 0.31$ ,  $p < 0.05$  respectively), indicating that officers with lower test scores were more likely to obtain lower job performance ratings and officers with higher test scores were more likely to obtain higher job performance ratings.*

*We have provided pass rates for the overall national sift as the sift cut scores are set at combined score level (as mentioned above) as opposed to being set at the individual test score level for the following categories as requested:*

- *Ethnicity 18+1*
- *Faith/religion*
- *Gender*

*The data shared reflects the overall national sample on Friday 29<sup>th</sup> July 2022.*

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

Yours sincerely,

**Nikita Sproat | Legal Researcher**  
**Legal Services**  
**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)

## **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](mailto: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**