



**Date:** 23/04/2020  
**Our Reference:** FOIA-2020-037  
**Your Reference:** n/a

(Via email: [request-656184-6e198474@whatdotheyknow.com](mailto:request-656184-6e198474@whatdotheyknow.com))

Dear John,

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

I write in response to your Freedom of Information Act 2000 (or 'FoIA 2000') request dated 14/03/2020 in which you requested the 2013-2016 data for the Police SEARCH Recruit Assessment Centre scores, sample sizes and standard deviations broken down by ethnic groups for the:

- 12 minute numerical reasoning test
- 25 minute verbal reasoning test

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 relevant to your request and I have provided this in the tables below. Where the number of candidates do not appear to add to the total number of candidates this is because either candidates or forces have not provided full data. Standard deviations provided are for these samples of candidates.

The suite of exercises for the SEARCH assessment centre were refreshed in August 2015, therefore the statistics reported below for 2015 have been split.

### Breakdown of total number of candidates attending SEARCH each year 2013 – 2016 by ethnicity

<b>Ethnicity 2+1</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2015</b>	<b>2016</b>
BAME	793	1688	511	292	1669
White	7131	9351	3741	1451	9246
Not Stated	723	737	447	114	2579

<b>Ethnicity 5+1</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2015</b>	<b>2016</b>
Asian	370	813	236	187	843
Black	138	332	102	31	291
Chinese	20	36	10	1	39
Mixed	219	404	116	48	344
Other	46	103	47	25	152
White	7131	9351	3741	1451	9246
Not Stated	723	737	447	114	2579

The two tables below show mean scores and standard deviations for the assessment components requested for 2016

<b>Ethnicity 2+1</b>	<b>Mean Score for Numerical Reasoning Test</b>	<b>Standard Deviation</b>	<b>Mean Score for Verbal Reasoning Test</b>	<b>Standard Deviation</b>
BAME	11.0	4.2	16.3	4.5
White	13.3	4.1	19.8	3.8

<b>Ethnicity 5+1</b>	<b>Mean Score for Numerical Reasoning Test</b>	<b>Standard Deviation</b>	<b>Mean Score for Verbal Reasoning Test</b>	<b>Standard Deviation</b>
Asian	11.0	4.1	15.9	4.3
Black	8.9	3.8	14.9	4.3
Chinese	14.2	4.0	18.0	4.4
Mixed	12.1	4.4	18.6	4.2
Other	11.2	4.0	15.9	4.8
White	13.3	4.1	19.8	3.8

The two tables below show mean scores and standard deviations for the assessment components requested for August 2015 – December 2015

<b>Ethnicity 2+1</b>	<b>Mean Score for Numerical Reasoning Test</b>	<b>Standard Deviation</b>	<b>Mean Score for Verbal Reasoning Test</b>	<b>Standard Deviation</b>
BAME	11.2	4.0	16.5	4.2
White	13.4	3.9	20.0	3.7

<b>Ethnicity 5+1</b>	<b>Mean Score for Numerical Reasoning Test</b>	<b>Standard Deviation</b>	<b>Mean Score for Verbal Reasoning Test</b>	<b>Standard Deviation</b>
Asian	11.3	4.0	16.1	3.9
Black	9.3	3.9	14.8	3.9
Chinese*	9.0		17.0	
Mixed	13.0	3.8	19.3	4.1
Other	8.9	3.4	16.6	4.6
White	13.4	3.9	20.0	3.7

\*Only 1 candidate identified themselves as of Chinese ethnicity, limiting the statistics available

The two tables below show mean scores and standard deviations for the assessment components requested for January 2015 - July 2015

<b>Ethnicity 2+1</b>	<b>Mean Score for Numerical Reasoning Test</b>	<b>Standard Deviation</b>	<b>Mean Score for Verbal Reasoning Test</b>	<b>Standard Deviation</b>
BAME	11.2	4.3	16.9	4.4
White	13.6	4.0	20.3	3.6

<b>Ethnicity 5+1</b>	<b>Mean Score for Numerical Reasoning Test</b>	<b>Standard Deviation</b>	<b>Mean Score for Verbal Reasoning Test</b>	<b>Standard Deviation</b>
Asian	11.3	4.0	16.7	4.1
Black	9.1	3.6	15.0	4.5
Chinese	13.6	4.2	16.7	3.0
Mixed	13.0	4.4	19.4	4.0
Other	10.3	4.1	16.0	3.7
White	13.6	4.0	20.3	3.6

The two tables below show mean scores and standard deviations for the assessment components requested for 2014

<b>Ethnicity 2+1</b>	<b>Mean Score for Numerical Reasoning Test</b>	<b>Standard Deviation</b>	<b>Mean Score for Verbal Reasoning Test</b>	<b>Standard Deviation</b>
BAME	11.3	4.2	17.1	4.4
White	13.6	4.1	20.2	3.6

<b>Ethnicity 5+1</b>	<b>Mean Score for Numerical Reasoning Test</b>	<b>Standard Deviation</b>	<b>Mean Score for Verbal Reasoning Test</b>	<b>Standard Deviation</b>
Asian	11.3	4.0	16.5	4.3
Black	9.7	3.8	15.9	4.2
Chinese	14.4	4.5	19.0	4.3
Mixed	12.5	4.2	19.2	4.0
Other	10.5	4.2	16.8	4.3
White	13.6	4.1	20.2	3.6

The two tables below show mean scores and standard deviations for the assessment components requested for 2013

<b>Ethnicity 2+1</b>	<b>Mean Score for Numerical Reasoning Test</b>	<b>Standard Deviation</b>	<b>Mean Score for Verbal Reasoning Test</b>	<b>Standard Deviation</b>
BAME	11.5	4.3	17.9	4.3
White	13.7	4.1	20.6	3.4

<b>Ethnicity 5+1</b>	<b>Mean Score for Numerical Reasoning Test</b>	<b>Standard Deviation</b>	<b>Mean Score for Verbal Reasoning Test</b>	<b>Standard Deviation</b>
Asian	11.4	4.2	17.3	3.8
Black	9.3	4.2	16.2	4.7
Chinese	15.8	2.8	19.2	3.6
Mixed	12.8	4.1	20.1	3.7
Other	11.0	4.4	16.7	4.5
White	13.7	4.1	20.6	3.4

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

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Yours sincerely,

**Melda Squires | Legal Adviser, Ethics, Legal and Corporate Assurance**

**Ethics, Integrity and Public Interest Unit**

**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**