



Policy Title: Promotion – Police Officers

Date Reviewed: January 2021

Thames Valley Police ensures that all policies have been assessed and comply with MoPI Guidance, and the Data Protection Act 2018. In addition, this Policy has been reviewed by The Force Head of Health, Safety and Environment and has undergone an Equality Impact Assessment.

1.0 About this Policy

1.1 Rationale

Thames Valley Police (TVP) is committed to developing a progressive and diverse workforce, where the right people are in the right roles at the right time, and that they feel valued, trusted and enabled to give the best service.

1.2 Legislation/National Standards

- Police (Promotion) Regulations 1996 (as amended) (annex A) Schedule 1
- Operating Manual for the National Police Promotion Framework (NPPF)
- National Police Promotion Framework Governance Board (College of Policing)
- Police Regulations 2003
- Ofqual approved Awarding Organisations
- Equality Act 2010
- Human Rights Act 1998
- Data Protection Act 2018

1.3 Intention

To provide a fair and effective framework for managing the police promotion process in TVP, in accordance with employment and equality legislation, and within the requirements of the National Police Promotion Framework (NPPF) Governance Board and Police Regulations.

1.4 General Principles

- 1.4.1 This policy covers promotion to the rank of Sergeant, Inspector, Chief Inspector, Superintendent and Chief Superintendent, and applies to officers seeking

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promotion in TVP. It also applies to individuals involved in the design, delivery, assessment and evaluation of police promotions.

- 1.4.2 Special rules apply to officers who are on the Fast Track Entry, Direct Entry or re-joining the Police Service.
- 1.4.3 This policy seeks to ensure that all officers seeking promotion are treated fairly, and in accordance to the Equality Act 2010. TVP is committed to delivering positive action and supporting officers from under-represented groups during the promotion process.

2.0 Statement of Policy

- 2.1 TVP is committed to delivering a fair, impartial and high quality service throughout the promotion process, ensuring diversity and inclusion within our workforce.
- 2.2 The Head of People Services and Learning and Professional Development is responsible for ensuring appropriate management systems, procedures and sufficient resources and skilled staff are in place to deliver a promotion system, in accordance with the principles set out in this policy and The Police (Promotion) Regulations 1996, as amended.
- 2.3 For promotion to the rank of Sergeant and Inspector, TVP shall be compliant with the 'Operating Manual for the National Police Promotion Framework' or such requirements as the College of Policing NPPF Governance Board may stipulate nationally.
- 2.4 For promotion from Chief Inspector to Chief Superintendent, TVP shall manage the process through Promotion Boards.
- 2.5 TVP is committed to delivering a fair and consistent approach to the promotion of police officers. Information on the promotion process shall be made available to all officers on the Intranet or communicated electronically.
- 2.6 Police officers are required to meet the eligibility criteria outlined in the promotions guidance on the Promotions intranet page. Allowances can be made for circumstances such as maternity and paternity leave, workforce planning requirements, availability of vacancies and reasonable adjustments for disabled officers.
- 2.7 Data obtained in connection with the promotion process shall only be used for the purpose for which the information has been collected and will be stored securely in accordance with the requirements of the Data Protection Act 2018.

3.0 Human Rights Act, Schedule 1 Articles Engaged

This policy has the potential to engage Article 14 Prohibition from discrimination.

4.0 Health and Safety at Work

This policy is to be read in conjunction with the Force Health and Safety Management Policy and Health & Safety Manual, which set out the requirements for managing health and safety in TVP. It has been assessed that there are no specific Health, Safety and Welfare issues relating to this policy.

5.0 Communications, Challenges and Representations

5.1 Communication

This policy shall be published in the Policy and Procedures section of the TVP intranet and can be published on the public internet site. The Staff Portal also describes the steps candidates must undertake. An entry will also be included in Employee Engagement – In the Know to advise all staff of the policy's existence and direct them to policy on the intranet site.

5.2 Challenges and representation

Please contact: Head of People Services and Learning and Professional Development, TVP Headquarters North, Fountain Court, Oxford Spires Business Park, Kidlington OX5 1NZ

6.0 Review Date

This policy shall be reviewed and revised at least every two years. The next scheduled review is October 2022.

7.0 Related Guidance

PC to Sergeant
Sergeant to Inspector
Inspector to Chief Inspector
Chief Inspector to Superintendent
Superintendent to Chief Superintendent
National Police Promotion Framework (NPPF) Guidance

8.0 Freedom of information

Suitable for publication.

9.0 Government Security Classification Policy

Official

10.0 Relevant Supporting information

Police (Promotion) Regulations 1996 (as amended) (annex A) Schedule 1
Diversity & Inclusion Policy