



**Freedom of Information request ref 01/FOI/25/3413
We received your request on the 27/05/2025.**

Request

You asked us:

Please see the questions I am interested in to hear from your force,

- 1) How many police officers do you have in your organisation that are neurodivergent, can this data be broken down per condition and or rank (i.e. autism, ADHD, dyslexia etc)?**
- 2) Do you have data on neurodivergent people who have applied/ been successful or failed the sgt promotion process?**
- 3) What is the process in your force for the PC-Sgt promotion.**
- 4) What support is offered to autistic/ neurodivergent candidates as part of the PC-Sgt promotion process?**
- 5) Does your force have a neurodiversity strategy or policy? Of so could you provide a copy of summary?**
- 6) Has the force conducted any reviews or evaluations on how inclusive the pc-sgt promotion process is for autistic/ neurodivergent officers? If yes can you provide a summary/ report?**

We have handled your request under the Freedom of Information Act (FOIA)

Our response:

Please find below a table which shows category and description of disability and rank of officer self-describing as such. As people are self-describing some have picked different categories to describe the same disability. e.g. Dyslexia/dyslexic/dylexia.

Question 1:

Disability Description	PC	PS	SUPT	T/PS	Total
ADD				1	1
ADHD	1			2	3
ADHD - COMBINED TYPE	1				1
ADHD - Diagnosed on 26/11/2024	1				1
ADHD Diagnosis	1				1
ADHD with Dyspraxia and dyslexia	1				1
Autism		1			1
cognitive difficulties post traumatic brain injury				1	1
Dyslexia with Erles Merlen Scotopic Syndrome	1				1
Dyslexic				1	1
Dyslexia		1			1
Dyscalculia	1				1
dyslexia	7			1	8
Dyslexia and Irlen syndrome		1			1
Dyslexic		1			1
dyspraxia				1	1
I suffer from dyslexia			1		1
Meares Irlen syndrome	1				1
Obsessive Compulsive Disorder	1				1
OCD				1	1
Total	16	4	1	8	29

Question 2:

PC – PS 2023	No. of applicants	No. of applicants with a disclosed neurodivergence	No of Successful Candidates	No. of successful candidates with a neurodivergence
	167	8	108	6

PC – PS 2024	No. of applicants	No. of applicants with a disclosed neurodivergence	No of Successful Candidates overall	No. of successful candidates with a disability overall
	193	27	74	12

Question 3:

NPPF Step One: assessment of competence in current rank.

NPPF Step Two: Legal Knowledge Examination. (Previously known as Objective Structured Performance Related Exam (OSPRe®) Part I)

NPPF Step Three: In-Force assessment against rank specific competencies and matching to vacancies.

Stage 1: Submit your application and obtain confirmation of your eligibility from your line manager.

Stage 2: Participate in a written assessment.

Stage 3: Participate in a promotion board (presentation & interview)

Stage 4: Posting panel

Stage 5: Promotion pool

NPPF Step Four: Temporary promotion and Work Based Assessment (WBA) or Police Leadership Development Programme (PLDP) for Officers in Scotland

Question 4:

Listed below is the support BTP have within our promotion process.

To reduce barriers for candidates with disabilities and neurodiversity and to create a more inclusive and supportive experience for all we have a range of adjustments within the promotions process:

- Launching a Reasonable Adjustment Hub Ticket system to streamline and track requests confidentially. This approach provides candidates with an easy way to communicate their individual needs while also offering a list of standard adjustments. After each request is received, we guide the candidate through the process, ensuring they understand how each stage works. This helps candidates see how their requested adjustments will work in practice and determine whether they need any further modifications to support them to perform at their best.
- Implemented the Reasonable Adjustment panel designed to ensure that all requests are considered thoroughly and fairly. Recognising the value of cross-functional expertise, I brought together colleagues from key areas including Inclusion & Diversity, Employee Support Advisors (ESAs), People Delivery, and Occupational Health. This multidisciplinary panel ensures that decisions are well-informed, balanced, and aligned with both candidate needs and procedural requirements.
- 25% extra time for timed test, interviews, question previews and other assessment activities.
- Extending the promotion board question preview time by 50% (from 10 to 15 minutes) to reduce cognitive pressure and allow candidates more time to prepare. This initiative has proven effective in reducing anxiety and supporting candidates in delivering more thoughtful, well-organised responses.
- Allowing candidates to make notes during the question preview time and refer to those notes during their interviews, helping with memory recall, structured responses and helps alleviate some of the stress as we are assessing competence at the next rank and not a test of memory.
- Providing candidates with written copies of interview questions along with the competencies and values associated with each question, are accessible for candidates within the interview printed out in front of them in their board interview. This allows candidates to refresh their understanding as the focus is on assessing competence at the next rank rather than simply recalling the questions.

- Produced a video of promotions process, written assessment process and what to expect on the day of the board interview as well as providing this in a written form to support candidates wishing to access information in different formats.
- Purchase Dyslexia friendly coloured overlays for candidates that require this adaptation to read assessment material.
- I adapted the MS Form written assessment to support candidates with Dyslexia that required a coloured background on a screen when an overlay wasn't applicable.
- Introduced the Disability Confident Guaranteed Interview Scheme on a multi stage promotion process for the first time.
- Enlarged print / different coloured assessment material.
- Access to a scribe for the written assessment or test for those who require it.
- Access to assistive technology via the adjustment passport process.
- Use of Microsoft Word dictate.
- Breaks during test, interviews or other assessment activities.
- Tests, Interviews, assessments, candidate guidance and other documents in a language other than English of your choice.

Question 5:

We do not have a specific neurodiversity policy. We do have the I&D strategy and workplace adjustments guidance, please see attachments BTP Workplace Adjustments Toolkit.pdf & I&D Strategy Oct 2024.pdf

Question 6:

No, therefore, no information held.