

1. **The number of force assessors who assess police officers for promotion from Constable to Sergeant.**
 - **A breakdown of these assessor's ethnicities.**

PC to Sgt	
Ethnicity	Headcount of Employee Type - Police Officer
Asian - Any other Asian background	5
Asian - Bangladeshi	1
Asian - Indian	20
Asian - Pakistani	14
Black - African	1
Black - Any other Black/African/Caribbean background	2
Black - Caribbean	6
Mixed - Any other Mixed/multiple ethnic background	4
Mixed - White and Asian	2
Mixed - White and Black African	1
Mixed - White and Black Caribbean	7
White - Any other White background	3
White - English / Welsh / Scottish / Northern Irish / British	219
White - Irish	2
Prefer not to say	1
Grand Total	288

- **How many hours of training these assessors have each received.**

Each newly trained assessor will complete a 1.5 hour training course. Prior to every new assessment centre assessors will complete a 1 hour training session specific to the assessment centre being delivered.

2. **The number of force assessors who assess police officers for promotion from Sergeant to Inspector.**
 - **A breakdown of these assessor's ethnicities.**

Sgt to Insp	
Ethnicity	Headcount of Employee Type - Police Officer
Asian - Any other Asian background	5
Asian - Indian	9

Asian - Pakistani	9
Black - Any other Black/African/Caribbean background	2
Black - Caribbean	3
Mixed - Any other Mixed/multiple ethnic background	2
Mixed - White and Asian	2
Mixed - White and Black Caribbean	5
White - Any other White background	3
White - English / Welsh / Scottish / Northern Irish / British	147
White - Irish	1
Grand Total	188

- **How many hours of training these assessors have each received.**

Each newly trained assessor will complete a 1.5 hour training course. Prior to every new assessment centre assessors will complete a 1 hour training session specific to the assessment centre being delivered.

3. The number of force assessors who assess police officers for promotion from Inspector to Chief Inspector.

- **A breakdown of these assessor's ethnicities.**

Insp to Ch Insp	
Ethnicity	Headcount of Employee Type - Police Officer
Asian - Any other Asian background	3
Asian - Indian	2
Asian - Pakistani	5
Black - Caribbean	2
Mixed - White and Black Caribbean	1
White - English / Welsh / Scottish / Northern Irish / British	70
White - Irish	1
Grand Total	84

- **How many hours of training these assessors have each received.**

Each newly trained assessor will complete a 1.5 hour training course. Prior to every new assessment centre assessors will complete a 1 hour training session specific to the assessment centre being delivered.

4. The number of force assessors who assess police officers for promotion from Chief Inspector to Superintendent.

- **A breakdown of these assessor's ethnicities.**

Ch Insp to Supt	
Ethnicity	Headcount of Employee Type - Police Officer
Asian - Any other Asian background	1
Asian - Indian	1
Black - Caribbean	1
White - English / Welsh / Scottish / Northern Irish / British	40
White - Irish	1
Grand Total	44

- **How many hours of training these assessors have each received.**

Each newly trained assessor will complete a 1.5 hour training course. Prior to every new assessment centre assessors will complete a 1 hour training session specific to the assessment centre being delivered.

5. The number of force assessors who assess police officers for promotion from Superintendent to Chief Superintendent.

- **A breakdown of these assessor's ethnicities.**

Supt to Ch Supt	
Ethnicity	Headcount of Employee Type - Police Officer
Asian - Indian	1
Black - Caribbean	1
White - English / Welsh / Scottish / Northern Irish / British	17
Grand Total	19

- **How many hours of training these assessors have each received.**

Each newly trained assessor will complete a 1.5 hour training course. Prior to every new assessment centre assessors will complete a 1 hour training session specific to the assessment centre being delivered.

6. The number of force assessors who assess police officers for promotion from Chief Superintendent to Chief Officer.

- **A breakdown of these assessor's ethnicities.**

Ch Supt to Chief Officer	
Ethnicity	Headcount of Employee Type - Police Officer
Black - Caribbean	1
Grand Total	1

NB The Deputy CC and the Chief Constable will interview for ACC roles

- **How many hours of training these assessors have each received.**

Each newly trained assessor will complete a 1.5 hour training course. Prior to every new assessment centre assessors will complete a 1 hour training session specific to the assessment centre being delivered.

In addition to the above information, police staff are also able to assess police officer promotions – the ranks they can assess will depend on their position, only assessing at or below their own banding. Please see the table below detailing police staff assessors broken down by ethnicity and banding.

Employee Type - Police Staff					
Banding* / Ethnicity	BAME	Not Stated	White	White Other	Grand Total
Band C	1	-	5	-	6
Band C Lower	-	-	1	-	1
Band D	1	-	8	-	9
Band D Lower	2	-	8	-	10
Band E	-	-	3	-	3
Band E Lower	-	-	12	-	12
M Band 1	-	1	3	1	5
M Band 2	-	-	8	-	8
M Band 3	-	-	1	-	1
M Band 4	-	-	3	-	3
Grand Total	4	1	52	1	58

**Police staff pay bandings were updated in 2021, however our assessor list still has them recorded under the old bandings. Therefore, please see the below explanation as to how the old and new bandings correlate and the below link to the current pay scales for staff and officers.*

The updated pay bandings correlate as follows:

A and A lower = 1

B Lower = 2

B = 3

C Lower = 4

C = 5

D Lower = 6

D = 7

E Lower = 8

E = 9

M1 = 10

M2 = 11

M3 = 12

M4 = 13

M5 = 14

[What We Spend and How We Spend It - Freedom of Information - West Midlands Police \(west-midlands.police.uk\)](https://www.west-midlands.police.uk)