

I would like to request the total number and ranks of police officers within West Midlands Police who have been promoted without completing West midland's in force local selection promotion process over the last 15 years? That is those numbers that have either missed stage 3 of the Promotion framework or had stage 3 amended or changed? – 3

Please note: We have not included any joining ranks (including Direct Entry). Some individuals may have joined West Midlands Police (WMP) on promotion etc but as we don't capture their previous force rank it is impossible to identify so therefore they have not been classed as promoted within WMP. In addition, we have not included Fast Track / HPDS (High Potential Development Scheme), as outside of the normal process as they have been through a fully recognised promotion scheme.

I would also request the individual circumstances of why these officers did not complete the local selection process.

For example

- Officers promoted on the say of the Chief Constable
- Officers promoted 'in-house' as they are of a said rank and due to their specific role, they have been promoted to the next rank as their role should be of a specific designated rank or above.
- Direct entry officers.

Please could you complete the enquiry from 2017 onwards?

In relation to the above, this information is not held within our HR recording system.