EXPLANATORY MEMORANDUM TO

THE POLICE (PROMOTION) (AMENDMENT) REGULATIONS 2015

2015 No. 453

1. This explanatory memorandum has been prepared by the Home Office and is laid before Parliament by Command of Her Majesty.

2. Purpose of the instrument

2.1 This instrument amends the Police (Promotion) Regulations 1996 ("the 1996 Regulations") to implement the decision to require all forces to use the National Police Promotion Framework (NPPF), which includes an assessment based on a written paper, and a work based assessment. It also amends the 1996 Regulations to replace references to the examinations board with references to the College of Policing.

3. Matters of special interest to the Joint Committee on Statutory Instruments

3.1 None.

4. Legislative Context

4.1 The 1996 Regulations make provision about promotion to the ranks of sergeant and inspector for police officers in England and Wales. Regulation 3 makes provision in relation to when officers are qualified for promotion and Schedule 1 sets out detailed provision in respect of qualifying assessments for promotion.

5. Territorial Extent and Application

5.1 This instrument applies to England and Wales.

6. European Convention on Human Rights

6.1 As the instrument is subject to negative resolution procedure and does not amend primary legislation, no statement is required.

7. Policy background

- ***What is being done and why***

7.1 This instrument amends the 1996 Regulations to remove the Objective Structured Performance Related Examination (OSPRE) Part II Assessment centre (comprising written legal examination and an assessment of role specific behaviours) from regulations in order to ensure that the NPPF is the standard promotion process to the ranks of sergeant and inspector for police forces in England and Wales. The

NPPF is intended to give forces better control over the number of officers eligible for promotion in order to manage their workforce more effectively. The College of Policing has assessed that the NPPF is less bureaucratic than OSPRE, provides better standardisation across forces, more support post-promotion and gives officers a recognised and transferable qualification. It has a significant work based assessment element, moving away from the previous single national assessment centre.

7.2 These amendments will ensure that all forces use the NPPF from 1st April 2015 and the College is no longer required to organise an assessment centre under the OSPRE process from the day of enactment.

7.3 The Police Promotions and Examinations Board (PPEB) is a statutory board established to oversee police promotions. With the establishment of the College of Policing, the responsibilities of the PPEB transferred to the College of Policing. This change removes the PPEB, which is now redundant, and clarifies that the College of Policing is the responsible body for police promotions and examinations.

8. Consultation outcome

8.1 The text of these Regulations has been approved by the College of Policing as required by section 50(2ZC) of the Police Act 1996.

9. Guidance

9.1 The College of Policing will issue guidance to forces through an operating manual and range of other documents to assist forces with implementation.

10. Impact

10.1 There is no impact on business, charities or voluntary bodies.

10.2 There is an impact on the police as a public sector organisation. This change limits the choice of promotions process to NPPF. It should bring efficiencies from not running two processes nationally.

10.3 An impact assessment has not been prepared for this instrument.

11. Regulating small business

11.1 The legislation does not apply to small business.

12. Monitoring & review

12.1 The 1996 Regulations make provision about the promotion of officers to sergeant and inspector in England and Wales, and the effective

operation of the Regulations is the subject of ongoing monitoring and review by the College of Policing.

13. Contact

13.1 John Chadwick at the Home Office Tel: 0207 035 6394 or email: john.chadwick3@homeoffice.gsi.gov.uk for any queries regarding the instrument.