



Dear

Gloucestershire Constabulary Freedom of Information request 2023.0364

On 02/04/2023 you sent an email constituting a request under the Freedom of Information Act asking the following:

Please treat this as a request under the Freedom of Information Act (FOIA) and provide the following information in relation to your pre-employment applicant and post-employment employee vetting processes:

1 What is the vetting process for people when initially joining your force? Please provide documentation.

2 What is your process for checking the identity of people applying to join the force? Please provide documentation.

3 Please confirm whether applicants are subjected to biometric vetting (fingerprints and DNA).

4 The College of Policing APP on Vetting refers to 'checkable history': please specify the history of an applicant that is checked in vetting by your force.

5 What is the vetting process that you operate for officers and staff transferring to your force from another police force? Please provide copy of documentation setting out the process.

6 What is the vetting process for officers and staff transferring within your force to a different role? Please provide copy of documentation setting out the process.

7 What is your process or procedure for vetting of transgender people? Please provide documentation setting out the process/procedure.

8 How often is vetting clearance reviewed/renewed in your force?

9 What is the process for reviewing/renewing vetting for officers and staff. Please provide copy of documentation setting out the process.

Under the Freedom of Information Act 2000 s1, I can confirm that Gloucestershire Constabulary holds some relevant information.

I can confirm we have located the following information:

1. Please see the attached document

The redacted information is exempt under section 40 of the Freedom of Information Act.

Section 17 of the Freedom of Information Act 2000 requires Gloucestershire Constabulary, when refusing to provide information (because the information is exempt) to provide you the applicant with a notice which: (a) states the fact, (b) specifies the exemption in question and (c) states (if not otherwise apparent) why the exemption applies.

The following exemption applies:

Section 40(2) Personal Information

Section 40(2) applies to third party personal data. This would not be released under the Freedom of Information Act unless there is a strong public interest. The disclosure of any information which could lead to the identification of an individual would breach the Data Protection Principles contained with the Data Protection Act 2018, namely the first principle which states that personal data shall be processed lawfully, fairly and in a transparent manner in relation to individuals

The above exemptions is absolute and class-based and therefore no Public Interest Test or Harm Test is required.

2. All candidates are asked to complete a vetting form and provide two forms of ID when they attend the interview.
3. Yes, only if their role is client facing, e.g. Police Officer, Special Officer, SOCO etc.

Questions 4 – 9

The Vetting department have confirmed that the Constabulary does not have any specific Gloucestershire documents and relies on the Vetting section of the College of Policing APP.

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The following exemption applies:

Section 21 – Information reasonably accessible by other means

The information that you have requested is already reasonably accessible to you by other means and is therefore exempt by virtue of Section 21 of the Freedom of Information Act 2000. Gloucestershire Constabulary are required to make certain information available to the public as part of a publication scheme.

Please see the link below for the College of Policing APP.

[Vetting | College of Policing](#)

If you are not satisfied with this response or any actions taken in dealing with your request, you have the right to ask that we review your case under our internal procedure. Please

note that a request for an internal review must be made within 20 working days of the response to your original request.

If you decide to request that such a review is undertaken and following this process you are still unsatisfied, you then have the right to direct your complaint to the Information Commissioner for consideration.

Yours sincerely,

Disclosure Officer
Gloucestershire Constabulary