



Dear

Gloucestershire Constabulary Freedom of Information request 2023.0651

On 19/06/2023 you sent an email constituting a request under the Freedom of Information Act asking the following:

I would like to request the structure of your current police officer recruitment process, and the order in which the stages progress.

Could you also please include whether the stages are being run inside of force, or outsourced to other organisations (which organisation is not important).

Could you also include if those stages are designed internally, or if you have used external consultants or agencies to assist with their design (again, which companies are not important).

I am not seeking details on the content of the exercises, just the actual structure of the process itself. An example would be:

Stage 1 - Application Form, run by Human Resources, designed in-service Stage 2 etc.

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

- Stage 1 – Application form, designed by the College of Policing in collaboration with constabularies
- Stage 2 – Applicants who meet the criteria (assessed in force) are invited to a Familiarisation Event, designed by Gloucestershire Constabulary
- Stage 3 – Applicants complete an on-line Situational Judgement Test and Behavioural Style Questionnaire, facilitated by the College of Policing and designed by the College of Policing in collaboration with constabularies
- Stage 4 – Applicants complete an on-line assessment centre, facilitated by the College of Policing and designed by the College of Policing in collaboration with constabularies
- Stage 5 – Applicant attends a face to face in-force interview, designed by the College of Policing in collaboration with constabularies
- Stage 6 – Applicants are processed via pre recruitment checks, such as medical, fitness, vetting, biometric and substance misuse tests. Facilitated in-force with support from an external party for the substance misuse test.
- Stage 7 – Successful applicants are appointed

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