



Your reference:

Our reference: FOI_23_1079

E-mail: FOI

@gloucestershire.police.uk

Direct dial: 01452 754304

Postal Address: As above

Date: 24/05/2024

Dear

Gloucestershire Constabulary Freedom of Information request FOI_23_1079

Please accept our sincere apologies for the delay in responding to your request.

On 03/11/2023 you sent an email constituting a request under the Freedom of Information Act asking the following:

1. Does your force currently require candidates to undergo an in-person, face-to-face interview as part of the recruitment process for new police officers, including PCSOs, and if so, when did your force return to this requirement (if it was ever suspended during the pandemic)?
2. If relevant for your force, approximately how many new officers and PCSOs were recruited by your force during the period when the requirement for an in-person, face-to-face interview was suspended, or alternatively – if that requirement has not been restored – how many new officers and PCSOs have been recruited by your force since it was first suspended.

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

Our resourcing department has confirmed the following information:

Police Officer New Recruitment –

1. We carry out Police Officer New Recruit interviews in person face to face as the normal working practice. During Covid we completed virtual interviews from approx. June 2020 until August 2021. The recruitment process didn't stop and there were 6 intakes between June 2020 and August 2021, recruiting a total of 95 officers
2. 95 new recruits were recruited in this 6 month period.

PCSO Recruitment –

1. PCSO's candidates are required to attend a face-to-face interview. During Covid these interviews were held virtually on Teams. We returned back to face-to-face interviews in December 2021
2. We recruited 17 PCSO's while the face to face interviews were suspended.

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.

The Information Commissioner can be contacted via the following means:

Website - <https://ico.org.uk/>

Call their helpline - 0303 123 1113

Email - casework@ico.org.uk

Post –

Information Commissioner's Office
Wycliffe House
Water Lane
Wilmslow
Cheshire
SK9 5AF

Yours sincerely,

Disclosure Officer
Gloucestershire Constabulary