

Gloucestershire Constabulary
Police Headquarters
No.1 Waterwells, Waterwells Drive
Quedgeley, Gloucester. GL2 2AN
www.gloucestershire.police.uk



Your reference:

Our reference: FOI_25_0544

E-mail: FOI

@gloucestershire.police.uk

Direct dial: 01452 754304

Postal Address: As above

Date: 09/04/2026

Dear

Gloucestershire Constabulary Freedom of Information request FOI_25_0544

On 25/05/2025 you sent an email constituting a request under the Freedom of Information Act asking the following:

1. How many police officers do you have in your organisation that are neurodivergent, can this data be broken down per condition and or rank (i.e. autism, ADHD, dyslexia etc)?
2. Do you have data on neurodivergent people who have applied/ been successful or failed the sgt promotion process?
3. What is the process in your force for the PC-Sgt promotion.
4. What support is offered to autistic/ neurodivergent candidates as part of the PC-Sgt promotion process?
5. Does your force have a neurodiversity strategy or policy? Of so could you provide a copy of summary?
6. Has the force conducted any reviews or evaluations on how inclusive the pc-sgt promotion process is for autistic/ neurodivergent officers? If yes can you provide a summary/ report?

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

With regards to Q1, whilst we are able to electronically identify the total number of officers who have declared a disability, it is not possible to provide a breakdown per condition or per rank. It is possible that an individual has not declared a disability, and therefore it is not recorded statistically. A manual review of all police officer files would be required to determine if a disability has been declared by the individual, and then to identify what that condition is. As the constabulary employs over 1,300 Police officers, this would take longer than the 18 hours prescribed by the Freedom of Information Act.

Section 17(5) 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.

In relation to your request Section 12 applies.

Section 12(1) – Fee Regulations states:

Section 1(1) of the Act does not oblige a public authority to comply with a request for information if the authority estimates that the cost of complying with the request would exceed the appropriate limit. (As detailed in the Data Protection and Freedom of Information Fees Regulations of 2004)

The appropriate limit at the moment is £450 calculated at an hourly rate of £25 per hour for all staff time incurred in:

- i. Determining whether information is held
- ii. Locating it
- iii. Retrieving it
- iv. Extracting the information to be disclosed from the other information.

In accordance with the Act, this letter represents a Refusal Notice for your request.

Providing Information Outside of the Act

By way of assistance and although excess cost removes the Force's obligations under the Freedom of Information Act, I have supplied the information relevant to your request which has already been retrieved. I trust this is helpful but it does not affect our legal right to rely on the fees regulations for the remainder of your request.

Q3:

- Advert goes live on the intranet and/or externally on the Gloucestershire Constabulary website.
- External applicants will complete and submit an application form
- Internal applicants will complete an application form via Oleoo (online recruitment system). This includes an opportunity to request any reasonable adjustments that are required.
- The forms are collated, personal data is redacted and a shortlisting panel (observed by a FED rep) will score, moderate and pass/fail the applications.
- Feedback is logged and offered.
- Successful applicants are invited to interview.
- A familiarisation event is held to meet the panel and provide an opportunity to ask/answer any questions and ensure applicants feel well prepared and comfortable.
- Adjustments are arranged where requested (approved by Head of HR). These may include additional time, prep time with questions beforehand, notes allowed from home etc.
- During the interview the questions are printed off in large font and handed to applicants to refer to whilst answering.
- Scores are moderated and HR are informed.
- For internal applicants, Line Managers are made aware of the outcomes.

- Successful applicants are advised of the posting panel date and asked to select preferred roles/areas from a list (including any restrictions, working adjustments, rationale)
- Role preferences are shared with the panel who will meet and make decisions regarding postings. Any sensitive data is held by HR.
- Line managers and officers are made aware of the posting moves.
- The process concludes.

Q4:

- The Constabulary's Better Together team are signposted on the adverts and in correspondence
- Reasonable adjustments are made where required
- Internal Associations include a Neurodiversity Support Group. The Better Together team will direct applicants to them. There are also resources on our intranet page for current staff/officers.

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