



Your reference: N/A

Our reference: FOI_25_0037

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Date: 04/02/2025

Dear

Gloucestershire Constabulary Freedom of Information request FOI_25_0037

On 09/01/2025 you sent an email constituting a request under the Freedom of Information Act asking the following:

Calls for Service: (For each of the years 2019 2020 2021 2022 2023)

1. Total calls for service 101 999
2. Total number of call related to mental health
3. Total number of calls related to suicide
4. Total number of safe and well checks per year.

Recruitment and retention (For each of the years 2019 2020 2021 2022 2023)

5. Total number of police officers recruited as student officers each year
6. Total number of resignations/dismissals from those recruited in the first 24 months of service

Training (For each of the years 2019 2020 2021 2022 2023)

7. Total number hours allocated to National Decision Model (NDM) Training for student officers in their first 24 months service.
8. Is there an assessment process that assesses student officers decision making in the first 24 months service. If yes please provide details of the assessment process used.
9. Does your force have NDM assessors specifically tasked with reviewing decision making of student officers making in the first 24 months service? If no, is this part of the Police Action Checklist (or equivalent) for student officers with their tutor constable?
10. Does your force routinely review student officers' decision making to ensure it is accurate, consistent and effective. If yes, please provide the details of the review process and explain the methodology by which decisions are considered accurate, consistent and effective.

11. How many training sessions, by breakdown of mandatory training and additional training have been delivered to student officers on mental ill health, suicide, and suicide prevention in the first 24 months service.
12. How many training sessions, by breakdown of mandatory training and additional training have been delivered to student officers on the college of policing suicide and bereavement response in the first 24 months service?
13. Does your force train preventable harm to student officers in the first 24 months of service? If yes, please provide details of the training delivered and the learning outcomes.

Procedure (For each of the years 2019 2020 2021 2022 2023)

14. Does your force have a standalone suicide prevention policy? If yes, please provide details of that policy or a copy of it.
15. Was your force engaged in the Department of Health and Social Care National Partnership Agreement: Right Care, Right Person RCRP?
16. Has your force engaged with the Crisis Care Concordat' CCC that existed since 2014 to ensure partner agencies worked together to deliver a high quality response in cases of mental illness?
17. Does your force operate a mental health triage care (or equivalent) If yes, please provide details of the date the unit became effective, the shift pattern hours and the total number of officers allocated to this unit

Prevention of future death reports (For each of the years 2019 2020 2021 2022 2023)

18. Total number of prevention of future death reports issued by the Coroner to the Chief Constable
19. Of those reports, the total number that related to a suicide incident.
20. Of those reports, the total number that related to a death following police contact

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

For ease with responding to your request I have numbered the questions.

Police Forces in the United Kingdom are routinely required to provide statistics to government bodies and the recording criteria is set nationally. However, the systems used for recording these figures are not generic, nor are the procedures used locally in capturing the data. It should be noted that for these reasons the figures given relate to information from the specific recording system of Gloucestershire Constabulary and should not be used for comparison purposes with any other response you receive.

Please note that our systems are designed to record information for policing purposes and the investigation of crime and not to extract statistical information. Accordingly whilst we endeavour to extract relevant data within the time limits of the Act, any data supplied is subject to these limitations.

Following receipt of your request, I have sent your request to the relevant departments who have provided the following information.

1, 2, 3 & 4

Year	101	999	Mental Health	Sudden Death	Concern for Safety
2019	56270	55541	5922	374	18553
2020	59548	50971	6161	836	20296
2021	53426	57290	8037	971	22661
2022	40389	66644	7369	1065	22064
2023	41005	72598	5042	897	22212

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Year	Join in year
2019	121
2020	120
2021	56
2022	115
2023	83
Total	495

6. The below table is based on the year joined not the year left. So, for example, in all of the students that joined in 2019, 11 subsequently left with less than 24-months service.

Year	Leave < 24 months
2019	11
2020	21
2021	7
2022	24
2023	16
Total	79

7. 3.5 hrs is the time in which is allocated specifically to the NDM lesson within their initial training. It is a thread throughout initial training and during the tutorship phase. NDM will be focused upon within the student officer's practical assessments, DA Investigation week, investigations and suspect interview learning, roads policing and community policing amongst other areas. The students are assessed as to their knowledge of the NDM and the application of the NDM.

Throughout tutorship they will be using the NDM on a daily basis whilst with their tutors and will then take this through to when they achieve IPS (Independent patrol status). Meeting criteria related to the NDM is also part of their OCP (Occupational Competency Portfolio).

8. Student officers are assessed in relation to the NDM within initial and is a thread that is continually built on and covered in areas such as investigations, responding to crimes and

roads policing, They are assessed in a non-crime practical that focuses on soft skills such as communication, application of ethical policing, decision making etc.

The assessment process is very much practical application exercises and a knowledge check that includes a question on NDM. Students will get feedback from experienced officers after a scenario has taken place and will be scored on their performance within that assessment. When students start looking at investigations the NDM is also covered with them refreshing knowledge from the start of the programme. Initial training is built on the foundations of the code of ethics and effective decision making.

9. No we don't have "NDM assessors". We have initial trainers, assessors and supervisors that will look at decisions made by student officers in their first 24 months in policing. The OCP is looked at by tutors and assessors when they leave initial training and start tutorship.

10. Students will sit down with assessors and trainers to reflect on decisions made in training and also in the real world when student officers get to tutorship. The correct use of the NDM is covered along with ensuring actions meet legislative requirements. The outcome of the scenario or real world policing will also be covered. The use of 1 to 1 conversations will take place utilising an experienced officer.

11. Within initial training student officers will have inputs on mental ill health, Safeguarding adults, suicide prevention. There is around 4/5 sessions around this area in their initial training. Officers may then undertake additional training as part of our "core days" offer for officer CPD, depending on the topic areas the Constabulary chooses to cover.

12. Student officers will have an input on dealing with death as a police officer and also be put through an intensive protecting the public module. Whereby mental health and vulnerability will be covered.

13. During the initial training students will be put through a protecting the public module where they will cover areas such as preventable harm. Please see learning outcomes below.

1 Explain key considerations associated with Public Protection and Violence against Women and Girls offences	1.1 Terms and offences associated with public protection, rape and serious sexual offences (RASSO) and violence against women and girls (VAWG)
	1.2 Importance of challenging the myths, misconceptions and stereotypes associated with these offences
	1.3 Data relating to the prevalence and nature of public protection offences
2 Explain the personal aspect of vulnerability	2.1 How vulnerability applies to victims, witnesses and suspects throughout the criminal justice process

	2.2 Considerations associated with the personal aspect of vulnerability including: • Factors that can contribute to, or cause current vulnerability, including risks and limitations of those factors • Personal vulnerabilities (when combined with situational / environmental factors) that can result in harm or risk of harm • Consequences of not managing or controlling the environmental / situational factors for the vulnerable person
	2.2a Importance of assessing resilience and capability of the person to deal with the situation without further assistance from the police or support agencies, or with support that augments their resilience and capability, including understanding how the police cannot alter those personal factors that make an individual vulnerable
	2.3 Influences upon the vulnerable person's ability and willingness to receive support e.g., substance abuse / unwillingness / inability to leave a domestic abuse situation and options available for helping those victims
	2.3a How a vulnerable person may be at risk of grooming or exploitation by others, to commit crimes or become radicalised
	2.4 Considerations regarding support for the vulnerable person, including: • Professional policing drivers for dealing more effectively with vulnerable people, including 'Early Help' strategies • Procedures for referral • Agencies who may already be involved and providing support • Procedures for taking children into police protection (and considerations of this course of action) • Agreeing an exit strategy, including how and when to follow up

3 Discuss key considerations associated with abuse / public protection suspects / offenders	3.1 Considerations associated with the suspects / offenders of abuse / public protection incidents: • Why incidents of abuse go under-reported and why victims find it difficult to leave abusive, exploitative, coercing or controlling relationships • Who may perpetrate an act of abuse and why they abuse others • Potential relationships between victim(s), witness(es) and abuser(s) and how these exist in many exploitative / grooming / coercive offences • Location of suspect / offender e.g., online, abroad etc. • Way victim presents is a reaction to the suspects / offenders behaviour • How suspects / offenders may exploit, groom, coerce or control victims in order to prevent detection • How suspects / offenders target or create vulnerability • Tactics suspects / offenders may use to manipulate police officers and other professionals 3.2 Importance of understanding the behaviours used by the suspect to offend against victims
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14. No

15. Yes

16. There are no longer specific Crisis Concordat meetings in place, however there are a number of Multiagency meeting to review partner working and initiatives to deliver a high quality response.

17. Our Force operated a Street triage car for a number of years- in 2023 we agreed to a pilot and Rapid response vehicle- managed with our ambulance service and MH provision. The practice has been agreed and is now a commissioned service and provision via South West Ambulance service and MH teams.

19, 20 & 21

This is no information held by Gloucestershire Constabulary, this is in information held by Gloucestershire Coroners.

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