

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



Your reference:

Our reference: FOI_26_0009

E-mail: FOI

@gloucestershire.police.uk

Direct dial: 01452 754304

Postal Address: As above

Date: 08/04/26

Dear

Gloucestershire Constabulary Freedom of Information request FOI_26_0009

On 04/01/2026 you sent an email constituting a request under the Freedom of Information Act asking the following:

This is a request for information made under the Freedom of Information Act 2000.

I am seeking information about vetting outcomes, continued employment, and related correspondence within your police force.

Please provide the following information for the most recent ten full calendar years:

1. The number of individuals who applied for a role within the force (including police officer, police staff, PCSOs, or specials) and failed to meet the required vetting standards for that role, but who:
 - o remained employed by the force in a different role, or
 - o were subsequently appointed to a different role within the force that required a different level of vetting.
2. Where available, a breakdown of the figures in question 1 by:
 - o the role originally applied for,
 - o the role in which the individual remained or was later employed,
 - o whether the vetting failure related to recruitment vetting, management vetting, or another vetting category.
3. Whether your force has any policy, guidance, or procedure that permits individuals who fail vetting for one role to remain employed in another role within the force.
 - o If so, please provide the title of the policy and the date it came into effect.
4. Details of any formal correspondence between your force and any relevant labour force unions or staff associations (including, but not limited to, the Police Federation, UNISON, Unite, GMB, or other recognised bodies) that relates to:
 - o vetting failures and continued employment within the force, or
 - o policies or practices allowing redeployment or retention following a vetting failure.For this question, I am seeking:

- o the existence of such correspondence,
 - o the dates, parties involved, and general subject matter of the correspondence.
- Copies or extracts of the correspondence may be provided where disclosure is possible, with any personal data appropriately redacted.

I am not seeking any personal data. Aggregate figures and policy-level information only are sufficient.

If any part of this request is exempt from disclosure, please provide:

- * the specific exemption(s) relied upon, and
- * the information that can be disclosed within the scope of the request.

If the cost limit is likely to be exceeded, please advise how the request could be refined to remain within the statutory limit.

I would prefer to receive the information in electronic format.

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

Unfortunately, there is no central register for this information and no way to retrieve the information by way of electronic searches. To ascertain if we have any relevant information related to your request, we would need to manually review all vetting applications for the period you requested in which there have been hundreds. This would take far longer than the 18 hours prescribed.

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.

Unfortunately, I'm unable to assist in suggesting ways of refining your request to come within the confines of Section 12 of the Act. Even reducing the timescale would not reduce the number of records enough that a manual review could be conducted within the timescale but still provide meaningful information.

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