

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



Your reference:

Our reference: FOI_26_0386

E-mail: FOI

@gloucestershire.police.uk

Direct dial: 01452 754304

Postal Address: As above

Date: 18/06/2026

Dear

Gloucestershire Constabulary Freedom of Information request FOI_26_0386

On 21/04/2026 you sent an email constituting a request under the Freedom of Information Act asking the following:

1. Officer Transfers

Please provide, for the period 1 January 2023 to present:

- the number of police officers who have transferred into Gloucestershire Constabulary from other UK police forces, broken down by rank.

2. Vetting and Disclosure Requirements

Please provide copies of:

policies, procedures, or guidance governing the transfer of officers from other forces; any requirements placed upon applicants to disclose:

- ongoing complaints;
- misconduct investigations;
- disciplinary or performance matters.

3. Checks with Originating Forces

Please confirm:

- whether Gloucestershire Constabulary conducts checks with the originating force regarding:
- complaints;
- misconduct;
- ongoing investigations;
- and, if so, the general nature of those checks (e.g. formal vetting enquiries, reference checks, professional standards liaison).

4. Non-Disclosure / Post-Transfer Issues

For the same period (1 January 2023 to present), please provide:

- the number of instances where, following transfer, information came to light indicating that:
- relevant matters had not been disclosed by the officer; or concerns arose regarding prior conduct not previously known to Gloucestershire Constabulary; and, where held, a high-level summary of the types of outcomes (e.g. internal action, referral, no further action).

5. Policy on Officers with Ongoing Matters

Please provide any policy or guidance addressing how Gloucestershire Constabulary handles officers who transfer while:

- subject to a complaint;
- subject to ongoing enquiries;
- or where matters remain unresolved in the originating force.

6. Public Interest Context

This request relates to public confidence in policing, specifically:

- transparency in recruitment and transfer processes; assurance that appropriate checks are undertaken; and how forces manage risk where prior conduct issues may exist.

If any part of this request engages an exemption, please provide the information that can be disclosed and explain the basis for any refusal.

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

Following receipt of your request, searches were conducted by subject matter experts and the information they hold in response to your questions is provided below.

1 - Officer Transfers

Rank	TOTAL
PC	46
DC	8
AFO PC	5
Rejoiner PC	8
Sgt	8
DS	2
Insp	2
DI	1
CI	4

Supt	7
Ch Supt	1
ACC	1
DCC	1
MDP (Ministry of Def)	5
TOTAL	99

2 - Vetting and Disclosure Requirements

Gloucestershire Constabulary's Vetting team complies with the College of Policing Code of Practice and respective authorised professional practice (APP).

3 - Checks with Originating Forces

For any transferees, one of the checks is to obtain a copy of the applicant's PSD, CCU and Vetting files. Gloucestershire Constabulary requests a reference, sickness/attendance record and training record. The Resourcing team collects ID, the Vetting authorisation form, which triggers the Vetting process which the vetting team then undertake in full.

4 - Non-Disclosure / Post-Transfer Issues

Nil

5 Policy on Officers with Ongoing Matters

Gloucestershire Constabulary's Vetting team complies with the College of Policing Code of Practice and respective APP. Should an applicant inform Gloucestershire Constabulary of any ongoing or live investigation or disciplinary action, Gloucestershire Constabulary advises them that they cannot continue the recruitment process until resolved (vetting guidelines).

6 - Public Interest Context

No information held.

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