



Your reference:

Our reference: FOI_26_0397

E-mail: FOI

@gloucestershire.police.uk

Direct dial: 01452 754304

Postal Address: As above

Date: 09/07/2026

Dear,

Gloucestershire Constabulary Freedom of Information request FOI_26_0397

On 27/04/2026 you sent an email constituting a request under the Freedom of Information Act asking the following:

Health assessments for police officers classified as night workers

For the purposes of this request:

- “Night worker” has the same meaning as in Regulation 2 of the Working Time Regulations 1998.
- “Health assessment” includes any assessment, screening, questionnaire, or occupational health review offered or undertaken to assess fitness for night work, whether conducted internally or via a contracted occupational health provider.
- This request relates only to police officers

Unless otherwise stated, the time period covered by this request is 1 April 2023 to 31 March 2025.

Questions

1. Numbers classified as night workers

Please state the total number of police officers employed by the force who were classified as night workers at any point during the period.

2. Health assessments offered

Of those officers:

- a. The number who were offered a health assessment specifically in relation to night work.

Of those offered a health assessment:

- a. The number who undertook an initial night work health assessment.
b. The number who undertook a follow up or periodic night work health assessment.

4. Outcomes of assessments (aggregate, non-personal) Please state the number of officers whose most recent assessment during the period resulted in:

- a. Confirmation of fitness for night work without adjustment; b. Fitness for night work subject to adjustments or restrictions; c. Temporary removal from night work; d.

Permanent removal from night work.

5. Internal communications to officers about night work health assessments For the same period (1 April 2023 to 31 March 2025):

a. Please state the total number of internal communications issued to police officers by the force which refer to, promote, explain, or remind officers about:

- health assessments for night workers, and/or
- health risks associated with night work where health assessments are referenced.

b. Where available, please provide a numerical breakdown by format, for example:

- force wide emails;
- intranet posts or internal blogs;
- internal newsletters;
- briefing notes or circulars issued to officers.

c. If held, please confirm the keywords or standard phrases used by the force to identify or retrieve such communications (for example: “night worker”, “Working Time Regulations”, “night work health assessment”, “occupational health – night work”).

Clarifications (for avoidance of doubt)

- This request does not seek personal data, medical records, names, collar numbers, or individually identifiable information.
- All information should be provided in aggregate, force level numerical form only.
- This request includes assessments initiated automatically by the force and those requested by officers.
- Where exact figures cannot be provided, please supply the closest available aggregate figures and briefly explain the limitation.

The request is intentionally scoped to management information and communications metadata that should be held in readily searchable electronic form. As such:

- Section 40 (personal data) should not apply.
- Section 12 (cost of compliance) should not apply given the defined time period, aggregated outputs, and reliance on keyword searching rather than manual review.
- Sections 31 or 38 should not apply, as no operational, tactical, or security sensitive information is requested.

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

Following receipt of your request we have sourced the information to our relevant specialist teams within Gloucestershire Constabulary. Please see answers below.

Q1) Unfortunately, we are unable to provide this information. The reporting functionality within the database where this data would be held is limited and at present, we are unable to pull this data from the system.

Q2a) The offer of a night worker questionnaire is posted on the Force intranet site, available for anyone working nights to complete. A follow up appointment/ advisory with Occupational Health is then offered for those who have replied stating that they have a medical condition or concern which is impacting on their sleep or ability to carry out night work.

Qa) During the date periods requested we received 13 responses. From 2025, there was a change to how the screening was conducted and promoted to gain higher uptake

Qb) There have been 2 follow ups, following the completed 13 screenings.

Q4a) All individuals were deemed fit for night work without adjustments.

Q5a) This was posted to the Force intranet site twice each year. It was also promoted verbally to those who attended Occupational Health for separate reasons but for those who were eligible to complete.

Q5b) This is via force bulletin which highlights recent force orders on the intranet. There is no further breakdown of data.

Internal post on force intranet x 2 per year.

0 Internal newsletters

As part of bulletin promotion only.

Q5c) Night worker assessments/ Health assessment for night workers

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