

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



Your reference:

Our reference: FOI_26_0583

E-mail: FOI

@gloucestershire.police.uk

Direct dial: 01452 754304

Postal Address: As above

Date: 04/08/2026

Dear

Gloucestershire Constabulary Freedom of Information request FOI_26_0583

On 19/06/2026 you sent an email constituting a request under the Freedom of Information Act asking the following

1. Recruitment Numbers

The number of recruits identified as former service personnel who joined your force during the five-year period prior to the implementation of the Policing Education Qualifications Framework (PEQF) within your force, and the five-year period following the implementation of PEQF

(If helpful, please confirm the date that PEQF was implemented within your force, if not already publicly available.)

2. Demographic Breakdown

For each of the two periods outlined above, please provide a breakdown of former service personnel recruits by:

- Age at recruitment (ideally grouped in standard age bands, e.g., under 25, 25–34, 35–44, 45+)
- Gender
- Ethnicity (using standard Home Office or ONS classification categories where possible)

3. Definitions

If your force uses a specific definition or method for identifying “former service personnel,” please provide details of this definition.

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

Following receipt of your request, I can confirm that searches were undertaken within Gloucestershire Constabulary in order to identify and locate the relevant information.

Unfortunately, there is no central register for this information and no way to retrieve the information by way of electronic searches. Prior to the implementation of the Policing Education Qualifications Framework (PEQF) in 2020, the Constabulary recorded recruitment applications in a non-digital format. As a result, there is no digital system where the information is held and retrievable. Therefore, the only way to ascertain if any relevant information is held would be to conduct a manual review of all previous police officer recruitment prior to 2020. This would clearly involve the review of a significant number of records and would take far 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.

Section 16 – Advice and Assistance

Outside of the act, I am able to provide the following information in relation to your request.

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.

For your awareness, Gloucestershire Constabulary first implemented the Policing Education Qualifications Framework (PEQF) for cohorts of Police Officers from April 2020 onwards.

The below demographic breakdown is provided from data obtained following the implementation of PEQF from April 2020 to present at the time of response. The data covers the number of individuals who have indicated during their recruitment application that they are a service leaver.

The information provided differs in the total number of officers due to a change in data recording systems and some fields being non-mandatory.

Age of applicant

Age at Point of Recruitment	Number of Officers
Under 25	6
25-34	15
34-45	2
45+	1

Gender of applicant

Gender	Number of Officers
Male	25
Female	2

Recorded Ethnicity of applicant

Ethnicity (Home Office recording standard)	Number of Officers
Mixed/Multiple ethnic groups - White and Black African	1
White - British	6
White - English	1
White - English / Welsh / Scottish / Northern Irish / British	17

Additionally, I am able to provide some information surrounding how the Constabulary identifies former service leavers. Currently, on recruitment applications, the following question is asked "Have you ever served / or currently serving in any of the armed services".

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