

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



Your reference:

Our reference: FOI_26_0627

E-mail: FOI

@gloucestershire.police.uk

Direct dial: 01452 754304

Postal Address: As above

Date: 14/07/2026

Dear

Gloucestershire Constabulary Freedom of Information request FOI_26_0627

On 03/07/2026 you sent an email constituting a request under the Freedom of Information Act asking the following:

Please provide the following information regarding the system or systems currently used to support Professional Development Review (PDR), performance appraisal, performance management, objectives or career conversations for police officers and police staff:

1. The software supplier name.
2. The product or module name.
3. Whether the system covers officers, staff, or both.
4. Whether it is standalone or part of a wider HR, HCM, LMS or talent-management platform.
5. Contract start date, expiry date and any extension options.
6. Approximate contract value, annual or total.
7. Procurement route or framework used, if applicable.
8. Whether 360 feedback, succession planning, talent management, skills/competency records or learning management are provided by the same supplier or by separate systems.

If PDR/performance appraisal is managed without a dedicated software supplier, please state whether it is managed manually, in-house, through forms/spreadsheets, or through a wider HR system.

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

1. KIM Software
2. Gloucestershire Constabulary has both the PDR and Portfolio modules
3. Officers & staff and all covered by the software
4. Stand alone
5. March 31st 2027; rolling 12-month arrangement
6. £26,100
7. Initially purchased in 2005, through Gloucestershire Constabulary's in-house contracts & procurement department
8. Managed outside of the PDR system, mostly manual

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