

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



Your reference:

Our reference: FOI_26_0680

E-mail: FOI

@gloucestershire.police.uk

Direct dial: 01452 754304

Postal Address: As above

Date: 29/07/2026

Dear

Gloucestershire Constabulary Freedom of Information request FOI_26_0680

On 17/07/2026 you sent an email constituting a request under the Freedom of Information Act asking the following:

Please provide the following recorded information for the period 1 January 2019 to 31 December 2023, for police officers, student officers, probationary constables or trainee officers who were subject to consideration under Regulation 13 of the Police Regulations 2003, please provide aggregate numbers showing:

1. the total number of Regulation 13 cases opened or formally considered;
2. the number resulting in services being dispensed with;
3. the number where the officer resigned before a final Regulation 13 decision;
4. the number where the Regulation 13 process was withdrawn, discontinued or did not proceed to dispensation;
5. the number where probation/training/development was extended instead of dispensation (e.g. Regulation 12 of the same act);
6. the number where the officer was moved to another team, department, posting or working environment as part of support, development or an alternative to dispensation;
7. the number where the officer was ultimately confirmed as competent, signed off, or allowed to continue in service;
8. the number where the officer disclosed neurodiversity, e.g. ADHD, autism, dyslexia and what reasonable adjustments were provided for them

If this period exceeds the cost limit, please provide the information for the most recent three complete calendar years for which data is held (e.g. 1 January 2021 to 31 December 2023). If that is not narrowed enough, please prioritise answers to questions 1, 5, 6, 7, 8. However, please only do this where absolutely necessary, e.g. where section 12 is enacted.

Under the Freedom of Information Act 2000 s1, I can confirm that Gloucestershire Constabulary holds 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, in relation to Q8 of your request there is no central register for this information and no way to retrieve the information by way of direct electronic searches beyond collating and reviewing in excess of 40 personnel records. Due to there being no central register for this information, it would require each of the records to be identified and undergo a manual review to ascertain if any relevant information is held. Due to how the data is held, this process would take 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.

The earliest cohort of police officers that we hold the required information for, joined Gloucestershire Constabulary in March 2020. Therefore, this data ranges from March 2020 until 31/12/2023 as requested.

Please see your response below.

1. The total number of Regulation 13 cases opened or formally considered: **17**
2. The number resulting in services being dispensed with; **2**
3. The number where the officer resigned before a final Regulation 13 decision; **12**
4. The number where the Regulation 13 process was withdrawn, discontinued or did not proceed to dispensation; **0**
5. The number where probation/training/development was extended instead of dispensation (e.g. Regulation 12 of the same act); **5**
6. The number where the officer was moved to another team, department, posting or working environment as part of support, development or an alternative to dispensation; **0**
7. The number where the officer was ultimately confirmed as competent, signed off, or allowed to continue in service; **5**

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