



[REDACTED]

Date: 26th April 2023
Our ref: GSA 1761/23

[REDACTED]

FREEDOM OF INFORMATION REQUEST REFERENCE NO: GSA 1761/23

I write in connection with your request for information dated 03/04/2023, received by Greater Manchester Police (GMP) for the following information:

Please treat this as a request under the Freedom of Information Act (FOIA) and provide the following information in relation to your pre-employment applicant and post-employment employee vetting processes:

- 1 What is the vetting process for people when initially joining your force? Please provide documentation.***
- 2 What is your process for checking the identity of people applying to join the force? Please provide documentation.***
- 3 Please confirm whether applicants are subjected to biometric vetting (fingerprints and DNA).***
- 4 The College of Policing APP on Vetting refers to 'checkable history': please specify the history of an applicant that is checked in vetting by your force.***
- 5 What is the vetting process that you operate for officers and staff transferring to your force from another police force? Please provide copy of documentation setting out the process.***
- 6 What is the vetting process for officers and staff transferring within your force to a different role? Please provide copy of documentation setting out the process.***
- 7 What is your process or procedure for vetting of transgender people? Please provide documentation setting out the process/procedure.***
- 8 How often is vetting clearance reviewed/renewed in your force?***

9 What is the process for reviewing/renewing vetting for officers and staff. Please provide copy of documentation setting out the process.

Result of Searches

Following receipt of your request searches were conducted within Greater Manchester Police (GMP) to locate the requested information and I can confirm the information requested is held by GMP. However, I am not obliged to provide all the information as exemption applies.

When refusing to provide such information because an exemption applies, Section 17(1) of the Freedom of Information Act 2000 requires GMP, to provide you - the applicant - with a notice which: (a) states that fact, (b) specifies the exemption in question and (c) states (if that would not otherwise be apparent) why the exemption applies.

The requested information is exempt under section 21 – *Information accessible to applicant by other means*. The information referred to is already available in the Public Domain.

Questions 1, 4, 5, 6, 7, 8, 9

All processes are set out in the Vetting Code of Practice and Vetting APP which is already in the public domain. Please follow the below link.

[Vetting | College of Policing](#)

Results

Question 2 – This is in the recruitment process and we have been issued a list of appropriate documentation that vetting will accept if the candidate is successful that we have seen the original paperwork and verified copies of these documents which we then provide vetting with the appropriate documents.

Please see the attached document.

Question 3

Yes - This is part of the recruitment process; however it is only for selected roles.

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

PRE-VETTING BASIC IDENTITY CHECK

Before we can begin the vetting process, it is essential that we can verify your identity and confirm that you live at the address stated in your application form.

Proof of Identity:

Please supply a copy of your

CURRENT PASSPORT

If you cannot supply a passport, we will need two different documents from this list:

British Driving Licence	Valid and up-to-date
Utility Bill*	Dated within last <u>3 months</u> showing current address
Original Birth Certificate	Issued within 6 weeks of birth
P60	Within 3 months of issue date

Proof of Address:

In addition to the above, please provide a copy of one of the following:

Utility Bill*	Dated within last <u>3 months</u> showing current address. This should be from a different supplier to the one provided as proof of identity.
Bank Statement	Dated within last 3 months showing current address
Credit Card Statement	Dated within last 3 months showing current address

*Examples of utility bills:
Electricity, Gas, Water, Land-line Telephone, Rates.
(Please note: Mobile phone statements are not acceptable)

The original documents and supporting photocopies must be taken with you to the assessment / interview centre where the copies will be verified to confirm your identity.

If you have any difficulty providing proof of identity or obtaining verification, please contact the Recruitment Unit