



Date: 24/07/2023
Our ref: GSA 3220/23

FREEDOM OF INFORMATION REQUEST REFERENCE NO: GSA 3220/23

I write in connection with your request for information dated 26/06/2023, received by Greater Manchester Police (GMP) for the following information:

Please could you provide details of Intelligence Analysis Roles within your police force e.g. Intelligence Researcher, Intelligence Analyst, Intelligence Analyst Team Leader, Senior Intelligence Analyst and Principal Analyst to include gradings, salary ranges and role profiles together with departmental information.

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 a response to all of this request as some are covered by an exemption.

The following exception applies in relation to disclosing "departmental information".

Section 31(1)(a)(b) – Law enforcement

Section 31 is a qualified and prejudice-based exemption and as such, subject to a harm and public interest test.

Harm

The Harm Test process requires GMP to consider any possible harm that might arise as a result of placing the requested information into the public domain. Disclosure of full information on departmental information could be of intelligence value to a person or persons with criminal or malicious intent. Full disclosure could provide and enable targeted malicious actions, be that some form of attack on an operational unit or avoiding that unit for example where strengths and weakness may be perceived (whether incorrectly or not).

Public Interest Test

Factors in favour of disclosure

To disclose the departmental information for each role would show accountability of Greater Manchester Police in performing a key policing function. Disclosure would encourage public awareness and debate and may reduce crime or lead to more information being provided to Greater Manchester Police from the public for the prevention and detection of crime. Disclosure could be seen how Greater Manchester Police are using these departments to prevent crime.

Furthermore, there is always a need to disclose information which relates to the spending of public money. It is in the public's interest to see how resources are balanced across Greater Manchester Police.

Factors favouring Non-Disclosure:

Analysts get their information from computer-based research, though they also conduct searches on location and question witnesses for information. Analytic confidence rests on information credibility, source reliability, corroboration, methodological rigour, logic, intelligence gaps, and number of assumptions, so to disclose the information may cause harm to the confidence GMP has built in gathering intelligence. Disclosure would allow criminals and those intent on committing offences to be able to identify whether we are focusing our efforts on a specific area and the tactics and resources being deployed, allowing them to be able to counter them or focus somewhere else.

This would cause any investigations or future investigations to be impacted and would put GMP's ability to prevent and detect crime, bring offenders to justice and protect the public we serve into jeopardy.

Balance Test

When balancing the public interest Greater Manchester Police must consider whether the information should be released into the public domain. Arguments need to be weighed against each other. The most persuasive reason for disclosing the information would be openness. However, this needs to be weighed against the strongest reason for non-disclosure which is the affect it may have on the prevention and detection of crime and protecting the people/communities we serve.

Having considered all the factors for and against disclosure, the reason against disclosure outweighs the reason for disclosure and so the decision at this time to maintain the above exemption and withhold the information from disclosure.

In accordance with the Section 17 of the Freedom of Information Act 2000, this letter acts as a Refusal Notice for the particular piece of information.

Please see the remainder of your request below.

Job Role	Grade	Salary	Aim of role
Intelligence Analyst	E/G	£25,758 - £33,627	The Intelligence Analyst provides expertise through the development and use of analytical products to assist decision making at a strategic, tactical and operational level.

Intelligence Researcher	E	£25,758 - £27,690	The Intelligence Researcher undertakes research using a wide variety of sources to assess and evaluate information and inform the creation of intelligence.
Senior Analyst	J/K	£39,942 - £45,375	The Senior Analyst manages an analytical team and manages a specific area of business within the analytical function to ensure delivery against the vision, objectives and organisational plans.
Head of Analysis	M	£49,602 - £51,711	The Head of Intelligence Analysis holds a senior management position as head of the analytical function, with responsibility for managing and developing intelligence analysis within the organisation.