

Our ref: 01/FOI/24/013340/C

Please quote our reference
number when responding

Wednesday, 23 October 2024

FREEDOM OF INFORMATION REQUEST REFERENCE NO: 01/FOI/24/013340/C

I write in connection with your request for information dated 27/09/2024, I note you seek access to the following information:

1. *How many veterans are directly employed at the moment by the Manchester Police?*
2. *How many senior roles at the Manchester Police contain veterans?*
3. *What percentage of the Manchester Police work force including staff is comprised of veterans? Please break this down by officers, and staff.*
4. *How many are British veterans and how many are Commonwealth Veterans?*
5. *How many combat veterans does the Manchester Police employ? (front line service, SF, infantry etc).*
6. *What support does the Police offer its veteran employees?*
7. *What support does the Police offer its veteran employees for transitioning to civilian life?*
8. *What support does the Police offer its veteran employees regarding PTSD?*
9. *How are the Manchester Police Force encouraging more veterans into the organisation?*
10. *What policies and processes are in place to grow the number of veteran employees in the force?*

Result of Searches

Following receipt of your request searches were conducted within Greater Manchester Police to locate information relevant to your request.

1. No information held. In 2018 GMP introduced a question on all application forms asking the applicant if they had ever served in His Majesty's Armed Forces Regular or Reserve. It is voluntary on the part of the applicant if they choose to answer the question and we know some may not want to disclose, so this does not provide a guaranteed number of new starters. Prior to this, data on veterans was not collected so we do not know the exact number of our workforce who are military veterans
2. As part 1
3. As part 1
4. As part 1 and GMP does not collate data on Commonwealth veterans
5. As part 1
6. GMP has an Armed Forces Community which is an informal support network. The Armed Forces community and support has a Strategic Lead at ACC level, with tactical leads, district leads and district champions under the structure. A steering group meets on a regular basis to look at support to the armed forces within the force and the wider Greater Manchester area. The force is signed up to the armed forces covenant and has achieved gold standard within that. Force policies reflect the support to the armed forces with provision for paid time off for reservist activities and support to mobilisation. The internal armed forces community have a communication network to provide peer to peer support to those within the forces community in force, as well as a mechanism to escalate any requirements or issues
7. As part 6. GMP also works with a number of partner agencies and charities who can be signposted for specific individual support, if required
8. As part 1 we cannot specify the number on veterans however all Police officers can receive support, through Occupational Health and Wellbeing Service for PTSD and they can also reach out through the armed forces network. We have a qualified Psychotherapist in the network who provides support to struggling veterans
9. GMP hold gold award status in the Defence Employer Recognition Scheme and has been described by the North West Reserve Forces and Cadet Association (who oversee the Armed Forces Covenant in our region on behalf of the Ministry of Defence) as 'An exemplary armed forces friendly employer'. We attend the annual Career Transition Partnership North West Recruitment event every year as well as many other military recruitment events and we lead a national group of police forces working together to improve recruitment into policing from the service leavers and veterans.
10. No information held. There are no specific policies in place for this but GMP has a strategic Supporting Our Armed Forces Steering Group which is chaired by the Assistant Chief Constable. This group is attended by leaders from Recruitment, HR,

Workforce Development amongst others and an ongoing force action plan is reviewed and managed through this group