

Date: 31/07/2025
Our ref: 01/FOI/25/015095/P

FREEDOM OF INFORMATION REQUEST REFERENCE NO: 01/FOI/25/015095/P

I write in connection with your request for information dated 11/07/2025, received by Greater Manchester Police (GMP) for the following information:

- 1. *Please can you list the checks and tests, if any, you carry out on potential recruits who speak English as a second or third language to ensure that they can speak, read and write in English to a professional standard.***
- 2. *Please provide a copy of the criteria you use to determine if a recruit has reached the required professional standards of English for your force.***

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.

1. Student officers' candidates have to complete a written application form in English on our applicant tracking system that is reviewed, and then national eligibility is then considered for each candidate. Student officer's candidates must provide documentation to provide that they have a good level of education, and this is that they have attained a GCSE level 4 or C grade at English language and mathematics. To also back this up the candidate must also be able to provide a level 3 qualification that has been awarded to them from a Higher Educational Institute.
- Once that is passed the candidate will be asked to complete the College of Policing (CoP) National Sift and this is a situational judgement test (SJT) and a behavioural styles questionnaire (BSQ), this must be passed before the candidates can pass to the online assessment process
- Student officers are then part of the national College of Policing (CoP) online assessment process and this includes a number of elements, they have a

competency-based interview where they have to speak to camera their examples which is marked by a CoP assessor. The other elements are a written piece in English and a briefing piece that is written and then relayed to camera and again all the elements are marked by assessors associated with the CoP.

- Student officers candidates then have to undertake an in-force interview that is set with the CoP questions but delivered by GMP serving police officers. The candidates have to be able to satisfy the interview panel that they are a good fit for GMP on all of the standards that the force have set within the policies we have published.
 - Police staff have to complete an application form in the applicant tracking system and if qualifications are required for the role, then the certificates of a good education must be provided. If the police staff candidates are shortlisted for an interview, they will meet with the hiring managers for the role or if bulk recruitment an interview panel that will ask a series of questions that they must satisfactorily answer to be the highest scorer for the role. Candidates must be able to converse fully in English to engage with the panel to ensure that the interview has been conducted correctly.
2. GMP follow the police conduct regulations. The link is provided below. Regulation 10 covers the Police Officer requirements for the qualification for English in GMP.

[The Police \(Conduct\) Regulations 2020](#)