

Date: 27/02/2025
Our ref: 01/FOI/25/014105/S

FREEDOM OF INFORMATION REQUEST REFERENCE NO: 01/FOI/25/014105/S

I write in connection with your request for information dated 31/01/2025, received by Greater Manchester Police (GMP) for the following information:

1. *During the police officer recruitment process, does your police service screen applicants for neurodiversity?*
2. *If yes, at what point in the police officer recruitment process is the information gathered?*
3. *Could you please clarify what information is requested from the police officer candidate in relation to neurodiversity?*
4. *Could you please clarify how the information is gathered from the police officer candidate?*
5. *Could you please clarify who requests this information from the police officer candidate?*
6. *Could you please confirm if the information provided by the police officer candidate in relation to neurodiversity is used by your police service outside of the police recruitment process?*
7. *Does your police service have a policy in relation to neurodiversity within police officer recruitment? If so, could you please provide a copy of the policy?*

Result of Searches

Following receipt of your request searches were conducted within Greater Manchester Police (GMP) to locate information relevant to your request. I can confirm that some of the information you have requested is held by GMP.

1. No.

2. N/A
3. Psychologist Report are required to support any recommendations for reasonable adjustments within the national recruitment assessment process and interview.
4. Candidates indicate on application that they have a neurodiversity condition and this is to be considered and supported in the recruitment process.
Candidates are required to inform us on a national form (owned by College of Policing) of their condition and what reasonable adjustments they will need to progress within the assessment and interview stages of the recruitment process.
Psychologist Report is then reviewed by recruitment specialists to establish what recommendations have been made and what is a reasonable adjustment can be offered by both GMP and the College of Policing.
Candidate will receive the outcome of the request for reasonable adjustments on a College of Policing form stating what to expect and to accept what has been agreed as a reasonable adjustment.
5. GMP recruitment team
6. No, this is a confidential process and all information provided by the candidates stays within the recruitment process.
7. GMP do not have a specific policy on this issue. The below is an extract from the Diversity and Equality in Employment Policy, Version 8:

Recruitment, promotion and positive action

We'll make recruitment and promotion decisions based on the candidate who is most qualified and suitable for the job. This means we'll select the person based on whether they have the skills, experience, qualifications and knowledge determined by the job description and the person specification.

Occasionally, we may encourage applicants from certain groups if the role requires it or if certain groups are underrepresented. This is known as taking 'positive action.' Even if we encourage applicants with particular protected characteristic(s) we will still appoint based on merit and suitability for the job.

If you're a disabled candidate and you meet all of the essential criteria, we guarantee to invite you for an interview.