

**Date:** 23/02/2026  
**Our ref:** 01/FOI/25/014648/W

**FREEDOM OF INFORMATION REQUEST REFERENCE NO: 01/FOI/25/014648/W**

I write in connection with your request for information dated 23/04/2025, received by Greater Manchester Police (GMP) for the following information:

**REQUEST 1:**

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***What would you like to know?: In the past 5 year:***

- 1) Number of student officers placed on Reg 13, if know how many reached:**
    - a) Stage 1**
    - b) Stage 2**
    - c) Stage 3**
  - 2) Number of student officers dismissed (not resigned) during their probationary period**
  - 3) Number of students officers investigated for criminal offences, if possible include the outcomes:**
    - a) No further action**
    - b) Verbal advice**
    - c) Misconduct proceedings**
    - d) Prosecution (inc caution)**
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**REQUEST 2:**

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***What would you like to know?: In the past 5 year:***

- 4) Number of student officers who were confirmed in rank having not fully completed their student portfolio. Of these:**
  - a) How many had over 4 years or longer before their portfolio was completed (if still not completed then as of 23/04/25)?**

b) *What is the longest length it has taken for a student (whether confirm in rank or not) to complete their portfolio (if still not completed then as of 23/04/25)?*  
c) *How many have been confirmed in rank who have yet to be 'signed off' for independent patrol?*

5) *How many those are/were placed on Unsatisfactory Performance & Attendance Procedures (UPP).*  
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**REQUEST 3:**  
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6) *The number of internal complaints or grievances related to age, sex, race religion and disability discrimination received between 2020 and 2020, broken down by year and type of discrimination.*

7) *The number of these that were upheld, partially upheld, or dismissed.*

8) *The number of employees who subsequently submitted Employment Tribunal claims after making an internal grievance in relation to discrimination.*

9) *Average Employment Tribunal payout include payments made to settle Employment Tribunal claims prior to court proceedings*  
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**REQUEST 4:**  
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10) *How many Police Constables have been temporarily promoted to sergeant in the last 5 years who had not passed their legal knowledge exam at the time of promotion*

11) *How many Police Sergeants have been temporarily promoted to inspector in the last 5 years who had not passed their legal knowledge exam at the time of promotion*

12) *Of both these groups what is the longest promotion without a successful legal knowledge exam pass*  
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**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 some of the information requested is held by GMP.

However, GMP does not hold some of the information that you have requested in an easily retrievable format.

GMP have identified that a manual review for question 8 would be required to complete this FOI in full. This is because for the 5 years ending with April 2025 (which was the date that the request was made) we received more than 150 claims. To establish whether any of these were submitted by employees after making an internal grievance of discrimination, we would need to access the file for each of the cases separately and would need to review each file in full. Some of the files contain hundreds, or sometimes thousands, of individual documents. The individual documents can contain multiple pages, all of which would need to be reviewed. As an example, if one file contained 1000 documents each of which was 5 pages long, this would take around 500 hours to review. This would exceed the 18hrs permitted to complete this FOI in full.

If one part of the request engages a Section 12 response, the whole request will engage a Section 12 response. The reason being is locating, retrieving and extracting any further information would only add to the already exceeded time obligations.

Therefore, as per **Section 12(1)** of the Freedom of Information Act 2000, the cost of providing you with the information is above the amount to which we are legally required to respond i.e. the cost of locating and retrieving the information exceeds the 'appropriate level' as stated in the Freedom of Information (Fees and Appropriate Limit) Regulations 2004.

In accordance with the Freedom of Information Act 2000, this letter acts as a Refusal Notice.

GMP is obligated, pursuant to section 16(1) of the Act to provide you with advice and assistance on refining your request to bring compliance within the fees limit. In order for the force to attempt to keep this within the fees limit, the information you are requesting will need revising with a reduction in the volume of information requested, starting with the removal of question 8. Alternatively, a reduced time frame may be an option that could be used. However, the resulting response cannot be guaranteed at this point as it will be dependent upon the number of records that fall within the scope of any new request, as they would still have to be manually assessed.

Should you wish to refine and resubmit your request in line with the advice above please respond to [freedomofinformation@gmp.police.uk](mailto:freedomofinformation@gmp.police.uk).

Although excess costs remove GMP's obligations under the Freedom of Information Act 2000, as a gesture of goodwill I have supplied some information relative to your request that was retrieved before it was realised that the fees limit would be exceed (see below information). I hope that this is of use to you, but it does not affect our legal right to rely on the fee's regulations for the remainder of your request.

#### **Request 1.**

- 1) See below.
- a) Stage 1 = 645
- b) Stage 2 = 107
- c) Stage 3 = 9

#### **Request 4.**

- 10) 123
- 11) 31
- 12) PC – Sergeant: 2 years, 6 months  
Sergeant – Inspector: 1 year, 8 months