



Date: 12/08/2026
Our ref: 01/FOI/26/017255/Q

FREEDOM OF INFORMATION REQUEST REFERENCE NO: 01/FOI/26/017255/Q

I write in connection with your request for information dated 16/07/2026, received by Greater Manchester Police (GMP) for the following information:

I am attempting to find answers related to the use of Regulation 13 of the Police Regulations 2003 in your force.

Please provide the following recorded information for the period 1 January 2019 to 31 December 2023, for police officers, student officers, probationary constables or trainee officers who were subject to consideration under Regulation 13 of the Police Regulations 2003, please provide aggregate numbers showing:

- 1. the total number of Regulation 13 cases opened or formally considered;*
- 2. the number resulting in services being dispensed with;*
- 3. the number where the officer resigned before a final Regulation 13 decision;*
- 4. the number where the Regulation 13 process was withdrawn, discontinued or did not proceed to dispensation;*
- 5. the number where probation/training/development was extended instead of dispensation (e.g. Regulation 12 of the same act);*
- 6. the number where the officer was moved to another team, department, posting or working environment as part of support, development or an alternative to dispensation;*
- 7. the number where the officer was ultimately confirmed as competent, signed off, or allowed to continue in service;*
- 8. the number where the officer disclosed neurodiversity, e.g. ADHD, autism, dyslexia and what reasonable adjustments were provided for them*

If this period exceeds the cost limit, please provide the information for the most recent three complete calendar years for which data is held (e.g. 1 January 2021 to 31 December 2023). If that is not narrowed enough, please prioritise answers to questions 1, 5, 6, 7, 8. However, please only do this where absolutely necessary, e.g. where section 12 is enacted.

I am seeking aggregate statistical information only. I do not seek names, collar numbers, dates of birth, medical details, disciplinary records, case files, or information that would identify any individual.

If exact figures cannot be provided because of small numbers or identification risk, please provide banded figures such as 0, 1–4, 5–9, 10+, or suppress only the specific figures that create that risk.

If the request as framed would exceed the section 12 cost limit, please provide the information that can be retrieved from centrally held HR, probation, Regulation 13, professional standards or workforce records within the cost limit, and provide advice and assistance under section 16 FOIA as to how the request may be narrowed.

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 the information you have requested is held by GMP.

However, GMP does not hold the information that you have requested in an easily retrievable format. To provide the data requested in questions 6 and 8 would involve a manual search of the personnel records of each individual officer to establish if any neurodiversity had been recorded, or of any change to working role had been made. There are not searchable fields on our HR system, so the only way to collate this information would be to manually review the records.

A search of our HR records shows that there are 341 records that would have to be manually reviewed. At a very conservative estimate of 30 minutes to locate, retrieve and review each file it would take approximately 170 hours to ascertain the data required. Therefore, to comply with the whole of your request the process would take over 18 hours' work which exceeds the appropriate limit of £450.00, the amount to which we are legally required to respond.

As per section 12(1) of the Freedom of Information Act 2000, the cost of providing you with the information is therefore 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. 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 and so no other searches have been completed at this stage.

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. For the force to keep this within the fees limit, the information that you are requesting will need to be reduced to a greatly reduced time period. 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. Alternatively, you could omit questions 6

and 8, as there is no feasible way this information can be collated without a manual review of the personnel records.

Should you wish to refine and resubmit your request in line with the advice above please respond to freedomofinformation@gmp.police.uk.