

Date: 18th May 2026
Our ref: FOI/26/016902/U

FREEDOM OF INFORMATION REQUEST REFERENCE NO: FOI/26/016902/U

I write in connection with your request for information dated 15/05/2026, received by Greater Manchester Police (GMP) for the following information:

- 1. Do you currently support or operate job share arrangements within your workforce?**
- 2. If so, how many job share arrangements are currently in place (please provide approximate figures if exact data is not readily available)?**
- 3. Are any job share arrangements in place within operational or leadership roles (e.g. supervisory, investigative, or command positions)?**
- 4. Do you have any internal policies, guidance, or frameworks relating to job sharing that you are able to share?**
- 5. Are you aware of any examples or case studies where job sharing has been successfully implemented within operational roles?**

Result of Searches

Following receipt of your request searches were conducted within Greater Manchester Police (GMP) to locate the requested information. However, GMP cannot confirm if it holds all the information that you have requested without conducting a thorough search on your behalf.

In relation to question 5, GMP would be required to undertake a substantial review to see if we hold the information relating to your request. There are no case studies held centrally therefore all teams and units within the Force will need to be manually contacted for them to review their records to confirm if they hold any case studies where job sharing has been successfully implemented within operational roles.

For question 2, information is held, however, flexible working and job sharing can be agreed locally. To collate an accurate figure would require contacting all teams and units within the Force to determine if they have any locally approved Job Sharing records.

Due to the level of work required, to confirm whether the information is held would take this request over the 18 hour limit.

Therefore, as per section 12(2) of the Freedom of Information Act 2000, the cost of searching for the information is above the amount to which we are legally required to respond i.e. the cost of locating 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 keep this within the fees limit, the information you are requesting will need revising with the removal of Q4. 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.

Response to remaining questions

Question 1 – Yes

Question 2 – Approximately 35 individuals have Job Share Flexible Working Plans that currently showing on our HR reports as of 15th May 2026.

Please note this isn't an accurate number as there may be locally approved Job Sharing in place. Please see the above exemption.

Question 3 – Yes.

Question 4

Job Sharing falls under Flexible Working. Please see the below link to the Flexible Working Policy.

[Flexible Working Policy](#)

Question 5

Exempt. Please see the above exemption.