

19 August 2026

FOI Ref 23271

Request - You asked Staffordshire Police (SP) the following:

I am writing to make a request for information under the Freedom of Information Act 2000. I would be grateful if you could provide the information requested below, subject to any applicable exemptions under the Act.

Please treat this correspondence as a formal Freedom of Information request.

Please provide the following recorded information relating to Rejoiner Police Constable applications and vetting from 1 January 2026 to the date of this request

1. The total number of rejoiner Police Constable vetting applications refused during this period.
- 1a. Of those refusals, the number of appeals upheld or overturned.
 1. The policy, guidance and process in force during 2026 for appealing a recruitment vetting refusal, including the criteria used when considering proportionality.
 2. Copies of all versions of the eligibility form, main application form and vetting form used for rejoiner Police Constable applicants during 2026, including any updated or amended versions.
 3. Details of any changes made to those forms during 2026, including the date of each change and the recorded reason for the change.
 4. The recorded information relating to the 2026 review of these forms by the force's neurodiversity spoc or specialist, including the review findings, recommendations and any changes made as a result of that review.

Please provide the information electronically where possible.

SP received your request on 17/08/2026 and have processed this under the Freedom of Information Act (FOIA).

SP's response to your enquiry is as follows:

SP holds/does not hold the requested information.

Please provide the following recorded information relating to Rejoiner Police Constable applications and vetting from 1 January 2026 to the date of this request

- The total number of rejoiner Police Constable vetting applications refused during this period. – **Disclosed, 6.**
- 1a. Of those refusals, the number of appeals upheld or overturned. – **Disclosed, 3 appeals were lodged and none were overturned.**
- The policy, guidance and process in force during 2026 for appealing a recruitment vetting refusal, including the criteria used when considering proportionality. – **Withheld, please see below.**
- Copies of all versions of the eligibility form, main application form and vetting form used for rejoiner Police Constable applicants during 2026, including any updated or amended versions. – **No information held. Please be advised that forms are generated on a case by case basis via**

the vetting and recruitment system. SP are unable to run the forms manually in order to generate a template.

- Details of any changes made to those forms during 2026, including the date of each change and the recorded reason for the change. – **Disclosed, changes made to the forms during 2026 were adding a free text box to the eligibility form to complete when someone had failed vetting with more than one force so further details could be added. Also on the main application form, under previous service, there is a question added to ask for reasons the applicant left and this text box has been increased so numerous reasons can be added.**
- The recorded information relating to the 2026 review of these forms by the force's neurodiversity spoc or specialist, including the review findings, recommendations and any changes made as a result of that review. – **Disclosed, the Neurodiversity Officer reviewed the forms and recommended the following was added to the e-mail that accompanied the forms; “Should you experience any difficulty reading sections of the form, please use the Read Aloud function on your device”. There were no further alterations recommended.**

The following exemption has been applied:

In accordance with Section 17(1) of the Freedom of Information Act, this letter represents a refusal notice for parts of this particular request.

- Section 21(1) - Information reasonably accessible by other means.

Section 21 is an absolute, class-based exemption and as such there is no requirement to quantify the harm that may arise from the disclosure, nor is there a requirement to perform a Public Interest Test.

Advice and assistance

In order to comply with our obligations under Section 16 of the Act, the obligation to provide advice and assistance, please find below links to the information requested.

- <https://www.college.police.uk/app/professional-standards/vetting>

Please note that these figures have been provided to the best of the ability of SP, subject to the limitation of current recording protocols and systems/software.

Every effort is made to ensure that the figures presented are accurate and complete. However, it is important to note that data is extracted from multiple sources, developed for specific policing purposes, for which data extraction methods have not been specifically designed to directly correlate with the terminology of this request. Therefore, the data presented is subject to the inaccuracies and idiosyncrasies inherent in any large-scale recording system.

As a consequence, care should be taken in the interpretation and presentation of this data, so as to not misrepresent the whole or any part of the data disclosed.

All Freedom of Information request responses are published on the SP website although personal details are not included.



STAFFORDSHIRE
POLICE

Freedom of Information Request Appeals Procedure

1. Who Can Ask for a Review

Any person who has requested information from SP, which has been dealt with under the Freedom of Information Act, is entitled to complain and request an internal review, if they are dissatisfied with the response they received.

2. How to Request a Review

Requests for review of a Freedom of Information request must be made in writing within two months of the date of receipt of this email, and should be addressed to:

IAT@staffordshire.police.uk

Or by Post to:

Information Access Team
Staffordshire Police HQ
PO Box 3167
Stafford
ST16 9JZ

The reference number, date of the request and details of why the review is being requested must be included. Requests for review should be brought to the attention of the Information Access Team within two months of the SP response to the original FOI request.

3. Review Procedure

Receipt of a request for review will be acknowledged in writing. The review will be conducted by a supervisor who is independent from the original Decision Maker. The Information Access Team will set a target date for a response. The response will be made as soon as is practicable with the intention to complete the review within twenty working days. In more complex cases the review may take up to forty working days.

The independent supervisor will conduct a review of the handling of the request for information and of decisions taken, including decisions taken about where the public interest lies in respect of exempt information where applicable. The review enables a re-evaluation of the case, considering the matters raised by the complaint.

4. Conclusion of the Appeal

On completion of the review the independent supervisor will reply to the appellant with the result of the review. If the appellant is still dissatisfied following the review they should contact the Information Commissioner to make an appeal. The Information Commissioner can be contacted via the following link: <https://ico.org.uk/make-a-complaint/foi-and-eir-complaints/foi-and-eir-complaints/>

Freedom of Information
Information Access Team