

9 January 2026

FOI Ref 22337

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

Original request (FOI 22313):

This is a request for information made under the Freedom of Information Act 2000.

I am seeking information about vetting outcomes, continued employment, and related correspondence within your police force.

Please provide the following information for the most recent ten full calendar years:

1. The number of individuals who applied for a role within the force (including police officer, police staff, PCSOs, or specials) and failed to meet the required vetting standards for that role, but who:
 - o remained employed by the force in a different role, or
 - o were subsequently appointed to a different role within the force that required a different level of vetting.
2. Where available, a breakdown of the figures in question 1 by:
 - o the role originally applied for,
 - o the role in which the individual remained or was later employed,
 - o whether the vetting failure related to recruitment vetting, management vetting, or another vetting category.
3. Whether your force has any policy, guidance, or procedure that permits individuals who fail vetting for one role to remain employed in another role within the force.
 - o If so, please provide the title of the policy and the date it came into effect.
4. Details of any formal correspondence between your force and any relevant labour force unions or staff associations (including, but not limited to, the Police Federation, UNISON, Unite, GMB, or other recognised bodies) that relates to:
 - o vetting failures and continued employment within the force, or
 - o policies or practices allowing redeployment or retention following a vetting failure.

For this question, I am seeking:

- o the existence of such correspondence,
- o the dates, parties involved, and general subject matter of the correspondence.

Copies or extracts of the correspondence may be provided where disclosure is possible, with any personal data appropriately redacted.

I am not seeking any personal data. Aggregate figures and policy-level information only are sufficient.

If any part of this request is exempt from disclosure, please provide:

- * the specific exemption(s) relied upon, and
- * the information that can be disclosed within the scope of the request.

If the cost limit is likely to be exceeded, please advise how the request could be refined to remain within the statutory limit.

Refined request:

Please could I limit this FOI request to questions 1 and 2, and narrow the time scale to be from the 14th May 2025.

I believe this should then be possible within Section 12 constraints.

SP received your request on 08/01/2026 and have processed this under the Freedom of Information Act (FOIA).

SP's response to your enquiry is as follows:

SP holds the requested information.

- 1. The number of individuals who applied for a role within the force (including police officer, police staff, PCSOs, or specials) and failed to meet the required vetting standards for that role, but who:
 - o remained employed by the force in a different role, or
 - o were subsequently appointed to a different role within the force that required a different level of vetting. – **Disclosed, between 14/05/2025-31/12/2025 this figure is nil.**
- 2. Where available, a breakdown of the figures in question 1 by:
 - o the role originally applied for,
 - o the role in which the individual remained or was later employed,
 - o whether the vetting failure related to recruitment vetting, management vetting, or another vetting category. – **Not applicable.**

Please note that this data has 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 data presented is accurate and complete. However, it is important to note that this has been 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.

Consequently, care should be taken in the interpretation and presentation of this data, to not misrepresent the whole or any part of the data disclosed.

Please be advised that all Freedom of Information request responses are published on the SP website although personal details are not included.

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.



STAFFORDSHIRE
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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