



Peter Danby  
[request-340019-73e27826@whatdotheyknow.com](mailto:request-340019-73e27826@whatdotheyknow.com)

28 September 2016

Dear Mr Danby

### **FREEDOM OF INFORMATION REQUEST**

I refer to your request for information received 22 August 2016. I note you seek access to the following information:

- 1 ) As you have a criteria of the type of person you employ to be a police constable, can you clarify what person who has a criminal record would be employed by yourselves ?
- 2) Who has given the police authority to employ anybody as a police constable?
- 3) Why are the police not making it public with who they would not employ with a criminal record?
- 4) In contrast with people who work in social care, why are the UK police having in-house checks?

Your request for information has now been considered and I can confirm that the information you seek is held by Cumbria Constabulary and I have today decided to disclose this to you.

**1) As you have a criteria of the type of person you employ to be a police constable, can you clarify what person who has a criminal record would be employed by yourselves?**

In general our recruitment criteria is governed by the standards set out in the National Policing Improvement Agency Circular NPIA 02/2011 (see link below).

[http://www.college.police.uk/What-we-do/Support/Recruitment/Documents/NPIA\\_022011.pdf](http://www.college.police.uk/What-we-do/Support/Recruitment/Documents/NPIA_022011.pdf)

However we would always judge each application on its own individual merits.

**2) Who has given the police authority to employ anybody as a police constable?**

This is set out in the circular above.

**3) Why are the police not making it public with who they would not employ with a criminal record?**

The above circular is in the public domain and can be viewed however, as stated above each application is treated individually and considered on its own merits.

**4) In contrast with people who work in social care, why are the UK police having in-house checks?**

The public is entitled to expect that all recruits to the police service are people of proven integrity as such recruits have a privileged position with regard to the access to information. Furthermore, police officers and special constables are vulnerable to pressure from criminals and others for access to police information. As a consequence of this it is important to ensure our recruitment process ensures that our recruits are of the highest integrity to protect the reputation of the police service. Therefore checks are significantly more in depth than the DBS check process and cover close family members.

Police forces in the United Kingdom are routinely required to provide statistics to government bodies and the recording criteria is set nationally. However, the systems used for recording these figures are not generic, nor are the procedures used locally in capturing the data. It should be noted that for these reasons this force's response to your questions should not be used for comparison purposes with any other response you may receive.

Whilst every care has been taken in the retrieval of the information provided, please do not hesitate to contact us for clarification, if you do have any issues or queries relating to this data.

**Complaint Rights**

Your attention is drawn to the attached sheet, which details your right of complaint.

If you have any further queries regarding this matter please do not hesitate to contact me again. I would like to take this opportunity to thank you for your interest in Cumbria Constabulary.

Yours sincerely,

*E Glendinning*

Disclosure and Compliance Officer  
Professional Standards Department