

Request Reference: 7373/17

Could you please provide the policy and guidance for police officers working for the West Midlands Police becoming bankrupt? I would particularly like to know the process involved and under what grounds is a police officer able to retain their employment status with the West Midlands Police?

Bankruptcy is covered in sections 4 and 22 of the West Midlands Police Vetting Policy and is as follows:

4. EXPECTATIONS OF POLICE PERSONNEL.

4.3 All police personnel must provide complete and accurate information in response to all vetting enquiries. They must notify the RRMT (Reputation and Risk Management Team) of any changes in their circumstances as soon as practicable and no later than 4 weeks after the change. Failure to do so may result in vetting clearance being suspended or withdrawn.

22. CHANGE OF CIRCUMSTANCES FORM.

22.1. Personal circumstances will change over time which may affect vetting clearance. Such changes may include but are not limited to:

- *Change of home address*
- *Change of partner*
- *Change of co-habitant*
- *Involvement in a criminal offence as a suspect*
- *Arrest for a criminal offence*
- *Criminal conviction or caution*
- *Receipt of any fixed penalty notice*
- ***Bankruptcy/Debt relief orders/other financial issues***
- *County Court Judgements*
- *Vulnerable Associations*
- *Other forms of restorative justice- reprimands, community resolutions*

In addition the following information has been provided by our Professional Standards Department:

New Applicant:

The ACPO National Vetting Policy clearly states that anyone who has been bankrupt needs to have completed a period of three years since the discharge of the bankruptcy, before applying for and being considered for vetting clearance.

Current Employees:

Any employee who is declared bankrupt whilst in service will be given a vulnerability interview. Once the details are established, a management plan will be put in place to identify and negate any risks to the individual and/or the organisation.