

The following questions refer to requirements (and include terminology) set out and defined in the College of Policing Authorised Professional Practice guidance document on Vetting. This is attached.

1. Have all officers and staff who joined prior to the adoption of the national vetting policy in 2006 now been retrospectively vetted?
 - a. If the answer is no, please state the number who have not been retrospectively vetted.
2. How many officers and staff have not been re-vetted at clearance level 'Recruitment vetting (RV)' [the initial vetting process for police officers, police staff and members of the Special Constabulary, see attached doc for more detail 6.11] after ten years of service in each of the following years:
 - a. 2018
 - b. 2019
 - c. 2020 (if data is incomplete for this year, please include data up to the most recent available point.)

We are able to provide data for numbers of staff with up to date vetting and compare this to length of service in 5 year groups (5, 10, 15, 20, 25, 30 etc). This is due to the current configuration of the system that data is taken from. To break the data down further by year, we would have to complete a manual check of every staff record which would exceed the FOI time limit.

WMP currently have a vetting aftercare plan in place and is on target to be completed before the end of 2021. An automated dashboard will be used on a daily basis to identify vetting that is coming up to a renewal date and will send out the web form link to staff to complete. A dedicated aftercare team will manage this.

All staff have been vetted on entrance to West Midlands Police, with a number of these receiving a higher level of vetting since.

Staff with 15+ year service with WMP (joined 2005/06 or before) = 62% have up to date Recruit Vetting.

Overall, 75% of police officers and staff have received vetting within the last 10 years (as per Vetting APP). The remaining 25% of officers/staff will receive aftercare vetting (RV) by the end of 2021.