

Under the Freedom of Information Act (2000), I would like to make a request for the following information pertaining to the mental health policies for new recruits joining the West Midlands Police Force over the last five-years (2016 to present).

1/ Do the West Midlands Police Force have an occupational health policy for recruiting candidates who have previous suffered from mental health issues, such as depression?

We use the Police National Recruitment Standards for our recruitment of mental health issues.

2/ How is the mental health of candidates and their suitability to join the West Midlands Police Force assessed? Is this assessment conducted on a case-by-case basis or are there any stipulated criteria?

In addition to stipulated criteria as a starting assessment point, each candidate is determined on a cases by case basis.

3/ Is a face-to-face consultation with a qualified mental health practitioner or occupation health doctor offered? If this has been affected by COVID-19, are video consultations being offering in their place?

Due to COVID, we currently offer telephone consultations with a qualified Occupational Health Nurse or the Force Medical Advisor. Prior to COVID, we were offering face to face assessments. We will resume face to face clinics when it is safe to do so.

4/ Does the West Midlands Police Force hold any policies regarding the recruitment of candidates who are currently on or have been on anti-depressant medications, such as selective serotonin reuptake inhibitors or tricyclic antidepressants?

We use National Recruitment Standards in our determination of each candidate. The decision is a clinical one based on various factors associated with diagnosis, current health situation, medical reports and any other clinical situation that the clinician considers relevant.

5/ Do the West Midlands Police Force have any stipulated criteria regarding anti-depressant medications which must be met, such as must be off anti-depressant medications for a stipulated period of time i.e. 6 months or 12 months?

We use National Recruitment Standards in our determination of each candidate. The decision is a clinical one based on various factors associated with diagnosis, current health situation, medical reports and any other clinical situation that the clinician considers relevant.

There may be occasions where (due to certain features of the history) an agreed length of time of stability is required prior to decision making. It is a clinical decision making process done on a case by case process by a qualified clinician.