

Please could you detail the vetting policy of the West Midlands Police for new recruits, current police including senior ranks and officers, police staff.

What organisation/s carries out the vetting?

WMP vetting department carry out the vetting of all police staff/officers that WMP employs.

What procedures does the vetting consist of?

The vetting requirements are set out in national vetting APP:

<https://library.college.police.uk/docs/college-of-policing/Vetting-APP-2021.pdf>

The minimum requirement for police officers/staff is Recruitment Vetting (RV). RV checks include:

Applicant and family (parents, children, siblings, spouse/partner, co-residents)

- PNC – Police National Computer (Arrests, cautions, convictions)
- PND – Police National Database (Intelligence, crime reports, police attendance logs)
- Local Police Intelligence checks
- Counter Terrorism Intelligence

Applicant only

- ID, nationality, employment eligibility, residency criteria
- Finance (credit reference check)
- Professional Standards Department (PSD) and Counter Corruption Checks (CCU) checks
- Open source enquiries (social media)

There are higher levels of vetting, depending on the classification of material staff/officers have access to and specific role requirements.

How long does vetting last before it is renewed?

The vetting lasts for 10 years, however can be reviewed at any time following a change in circumstances, misconduct allegations, criminal allegations or intelligence.

Higher levels of vetting have shorter authorisation periods and involve regular reviews.

What training do the vettors receive in vetting?

- Formal training/authorisation of police IT systems, including methods of researching and recording of information
- Unconscious bias training
- Data protection and computer misuse training
- Vetting APP awareness training
- Decision making training