

Could you please provide me with your force's vetting policy, or any guidance on your vetting processes other than the APP on Vetting issued by the College of Policing?

**WMP do not hold any separate policies or Standard Operating Procedures in relation to police vetting. National vetting APP is the accepted standard and provides all the relevant guidance.**

2) Whether or not a specific vetting policy document exists, could you confirm what the minimum checks required are for Recruitment Vetting for police personnel?

**Whilst we acknowledge your point that you do not want a link to Vetting APP, West Midlands Police use the APP as the vetting guidance as it is the nationally recognised standard for vetting. Therefore, the below is copied from Vetting APP.**

**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)

3) Could you also confirm whether, as a matter of course, your RV procedures for police personnel currently include checks on social media content?

**Yes.**