

**Date:** 8 February 2022

**Our Reference:** FOIA-2021-155

**RE: Your request for information under the Freedom of Information Act 2000**

I write in response to your Freedom of Information Act 2000 ('FoIA 2000') request, dated 20/12/2021, in which you requested:

"Some of your assessors are former pokgg uh CSE officers.

Are they asked if they have been subject to complaints of discrimination from both colleagues and the public including employment tribunal claims ?"

On **10/01/2022** you clarified your request, stating:

"Apologies, for the typo. I would like to know whether the assessors for the Strategic Command Course, Direct entry, fast track HPDS, Police Now etc who are or have been police officers have had complaints of discrimination including employment tribunal claims ?

Are they asked or screened in respect of these matters, if not, why not ?

Please provide details of the application form ?"

On **25/01/2022** you clarified your request, stating:

"Please provide information on all assessors. I am aware of several retired police officers subject to discrimination proceedings employed as assessors by COP"

**Decision**

When a request for information is made under FoIA 2000, a public authority has a general duty under section 1(1) of the Act to inform an applicant whether the requested information is held. There is then a general obligation to communicate that information to the applicant.

In line with section 1(1) of the FoIA, I can confirm the College **holds some recorded information** relevant to your request. For ease, we have dealt with each part of your request separately:

**Have College of Policing assessors who are, or have been, police officers had complaints of discrimination including employment tribunal claims?**

In order to recruit College assessors, an expression of interest form is used. This contains a 'screening' and 'declaration' section, which has been used to gather the data for this request. However, it must be noted that some assessor expression of interest forms are not held by the College due to being sifted by external organisations. Consequently, the information provided below may not represent an accurate picture of the current College assessors.

Based on the expression of interest forms held, in relation to the College assessors who are police officers, there are 0 complaints of discrimination, including employment tribunal claims.

Based on the expression of interest forms held, there were no former police officer associates who disclosed to having been the subject complaints of discrimination, including employment tribunal claims.

**Are they asked or screened in respect of these matters, if not, why not ?**

The expression of interest form used by the College contains a section for candidates to share details of disciplinary offences or proceedings within the last 18 months, as well as any convictions or other interactions with criminal justice bodies; this can be found in section 3 of the disclosure document. The expression of interest form also contains a 'declaration' section for candidates to confirm the validity of the detail they provided earlier in the form; this can be found in section 6 of the disclosure document.

**Please provide details of the application form.**

Information held. Please find the most recent version of the expression of interest form at disclosure document 1.

Your rights can be found at the end of this letter.

Yours sincerely,

**Kate Kaufman | Legal Advisor**  
**Information Management and Legal Team**  
**College of Policing**

Email: [FOI@college.pnn.police.uk](mailto:FOI@college.pnn.police.uk)

Website: [www.college.police.uk](http://www.college.police.uk)

## **Your right of review**

Under the Freedom of Information Act 2000 you have a right to request an internal review if you are dissatisfied with our handling of your request. Review requests should be made in writing (by email or post) within 40 working days from the date of our original response. We will aim to respond to your review request within 20 working days.

## **The Information Commissioner's Office (ICO)**

If, after lodging a review request you are still dissatisfied, you may raise the matter with the ICO. For further information you can visit their website at <https://ico.org.uk/for-the-public/official-information/>. Alternatively, you can contact them by phone or write to them at the following address:

### **Information Commissioner's Office**

**Wycliffe House**

**Water Lane**

**Wilmslow**

**Cheshire**

**SK9 5AF**

**Phone: 0303 123 1113**

## Associate expression of interest form

All sections of this form must be completed, unless otherwise indicated.

Please state the name of the Associate Pool that you are interested in:

### 1. Personal details

Surname:

First names:

Title (Mr/Mrs/Ms/Dr/Other):

Home address, including postcode:

Telephone numbers:

**Please indicate which number you prefer to be contacted on, by checking one of the boxes below**

Landline:

Mobile:

Email:

Company name (if applicable):

Company address, including postcode (if different from home address):

Company website address:

If you are an existing associate of the College, please skip to section 4.

**2. Nationality:** Please note that 5 years checkable history is required for the Security Vetting Process – without this, your vetting is likely to fail.

Present nationality:	Do you have 5 or more years' current UK Residency?	<input type="checkbox"/> Yes <input type="checkbox"/> No
Do you have permission to remain and take up employment in the UK:	<input type="checkbox"/> Yes <input type="checkbox"/> No	
If No, please provide more information:		
<p><b>Already hold Force Vetting (RV/MV/NPPV):</b></p> <p><input type="checkbox"/> Yes <input type="checkbox"/> No</p> <p>Level of clearance held:</p> <p>Expires:</p> <p><b>Already hold National Security (Baseline/CTC/SC):</b></p> <p><input type="checkbox"/> Yes <input type="checkbox"/> No</p> <p>Level of clearance held:</p> <p>Expires:</p> <p><b>Vetting provider contact details to confirm this can be transferred to the College of Policing:</b></p> <p>Contact name:</p> <p>Contact email:</p>		

### 3. Eligibility checklist

Are you related to a Board member or member of staff at the College of Policing?	<input type="checkbox"/> Yes <input type="checkbox"/> No
If Yes, please complete the following details:	Name: Relationship:
If you are currently employed by the police service or other public sector body, please provide details:	Name of employer: Last day of service (if applicable):
If accepted as a College Associate the College expect you to undertake security clearance. Are you willing to undergo this security check?	<input type="checkbox"/> Yes <input type="checkbox"/> No
The College acknowledge you may have other business interests. Please indicate if these are likely to be incompatible with the College or bring the College into disrepute. If yes, please provide details:	<input type="checkbox"/> Yes <input type="checkbox"/> No
The College will make PAYE deductions in respect of income tax and primary national insurance contributions from any payments made, to comply with HMRC requirements. Do you accept this?	<input type="checkbox"/> Yes <input type="checkbox"/> No
Please tick to confirm you have read and understood the <b>Associates Policy</b> , <a href="#">here</a>	<input type="checkbox"/> Yes
Please tick to confirm you have read, understood, and accept the College of Policing <b>terms and conditions</b> , <a href="#">here</a>	<input type="checkbox"/> Yes

The College of Policing needs to operate to the highest levels of integrity to ensure its reputation and to maintain public confidence.

- Please give details of any spent or unspent criminal convictions or any other interactions with criminal justice bodies that would show up during a criminal records check.
- Please give details of any disciplinary offences or proceedings within the last 18 months.

Note: it is incumbent on Associates to notify the College of Policing if they become subject to any criminal convictions since the submission of this Expression of Interest and once accepted onto the College of Policing 'Approved Associate Database'.

#### 4. Use this section to provide evidence that you have the required qualification(s), skills and experience as listed on the scope of work

Qualification(s)	Details of the qualification
	Awarding body: <span style="float: right;">Level/grade:</span> Date achieved:
	Awarding body: <span style="float: right;">Level/grade:</span> Date achieved:
	Awarding body: <span style="float: right;">Level/grade:</span> Date achieved:
	Awarding body: <span style="float: right;">Level/grade:</span> Date achieved:






If you are an existing Associate, and have already provided references in the past, please skip to the Declaration in section 6.

**5. References:** As part of the selection process we will require two satisfactory references. Please give the names and addresses of two referees. At least one of your references must be from a recent (within last 2 years) client/employer. Please do not use relatives as referees.

<b>1. Name:</b>	<b>2. Name:</b>
Address, including postcode:	Address, including postcode:
Email:	Email:
Telephone number:	Telephone number:
How long, and in what capacity have you known this person:	How long, and in what capacity have you known this person:

## 6. Declaration

The College of Policing, as the professional body for policing, has a clear role in setting standards to earn public trust. It is essential therefore that those Associates working with the College of Policing developing and/or delivering any of its products or services also meet these standards and maintain the professional reputation of the College.

In order to acknowledge the importance of these considerations you are asked to read and sign the declaration below:

**I confirm that I will proactively inform the College of Policing of any conflicts of interest, or potential issues surrounding (including changes to) my personal circumstances or professional conduct that may potentially call into question my suitability to operate as an Associate or which may affect the reputation, or public confidence, in the product, the College or the Police Service. This includes, but is not limited to, instances of current or previous disciplinary proceedings and/or investigations, criminal convictions, HMRC compliance, immigration status or suspensions.**

**Note 1 Declaration** – It is not possible to provide an exhaustive list of what situations might apply in this context as every situation will have different circumstances therefore it will be for the individual making the declaration to consider the potential impact of the issue in determining whether to declare this.

Please inform the relevant Business Unit immediately if you become aware of a situation which may compromise the terms of this declaration. If it is discovered that you have included any information you know to be false, or if you withhold any relevant information, this form may be rejected or any subsequent engagement with us terminated.

By completing this application form electronically, your signature to this document is implied and accepted.

**Note 2 Privacy Notice** – The information you have provided as part of your application will be held by the College of Policing in accordance with the General Data Protection Regulation (GDPR) for the purposes of accessing your suitability to be included as a College associate. If selected, it will form part of your associate record. Your information will be lawfully held and processed for the purposes of entering into a contract and is necessary to determine the appropriateness of a successful applicant's contract. Your information will not be used for any other purpose and will not be disclosed to any third party. In order for us to fulfil our purpose, your information may be shared with internal College of Policing departments that are involved

in delivering our services to you. Your information will not be shared with any other external organisation.

Your information will only be held for as long as is necessary by the College of Policing and in accordance with our retention schedule, this will be six months for unsuccessful candidates and for the duration of retention on the associate pool plus one year for successful applicants.

You have certain rights under the GDPR regarding your personal data, which includes the right to access data held about yourself, to ensure it is accurate and to ask it is deleted or no longer processed. You also have the right to complain about the processing of your information if you are not happy about any aspect of the processing.

For more information about your rights please see our full [privacy notice](#), which can be found on the legal page of our website. You can also contact our Data Protection Officer by emailing: [Data.Protection@college.pnn.police.uk](mailto:Data.Protection@college.pnn.police.uk).

**I declare that the information I have given is, to the best of my knowledge, true and complete.**

**Signature (typed name will suffice):**

**Date:**

Your completed form should be emailed to [associates@college.pnn.police.uk](mailto:associates@college.pnn.police.uk)