

Date: 25 May 2022

Our Reference: FOIA-2022-047

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 23/05/2022, in which you requested:

"What is the educational requirement that police forces need to ask for from candidates, in order to be eligible to obtain an IPLDP licence?"

Is it just 2x GCSEs in Maths and English at Grade C/4 and above OR is it BOTH GCSEs and 2x A levels?

Is it a decision for individual forces or something fixated to by the College?

Do you have a policy decision for this? If so, may I have access to it please?"

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, after conducting careful searches, I can confirm the College **holds recorded information** relevant to your request.

Please find disclosure document 1 attached to the email, comprising Regulation 10 and Annex BA to Regulation 10 of the Police Regulations 2003, which outline the educational requirements required for entrance to the Initial Police Learning and Development Programme (IPDLP).

Regulation 10(1)(ea) of the Police Regulations 2003 (**which can be found on page 1 of disclosure document 1, highlighted for ease of reference**) provides that 'a candidate for appointment to a police force [...] must have a selected qualification or experience'.

The determination under Regulation 10 (Annex BA) defines the list of qualifications and types of experience from which a chief officer may select. With respect to academic qualifications for the IPLDP, Annex BA makes specific reference to 'a level 3 qualification, within the meaning of section 3 of the Education and Skills Act 2008' or 'an academic or vocational qualification gained outside England and Wales which is considered by the UK National Recognition Information Centre to be equivalent to a level 3 qualification' (**which can be found on page 3 of disclosure document 1, highlighted for ease of reference**).

For this purpose, reference to a 'level 3 qualification' (as defined in section 3 of the Education and Skills Act 2008) would require a person who wants to be appointed to a police force to have attained an A level (or equivalent) in two subjects. It could be a combination of qualifications at level 3, for example an A level and a level 3 NVQ

To confirm, there is no regulatory requirement for an applicant to hold a level 2 qualification in English or mathematics in England (or Communication and Application of Number in Wales) prior to entry to the service. The decision to include Level 2 English and mathematics (or similar) as part of their entry requirements is a local (or force-level) decision. The College is not involved in this decision and consequently, no policy decision is held.

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

Yours sincerely,

Kate Kaufman | Legal Researcher

Business Services

College of Policing

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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**

Qualifications for appointment to a police force

10.—(1) A candidate for appointment to a police force—

- (a) must, if not a national of the United Kingdom or an EEA State, have leave to enter or remain in the United Kingdom for an indefinite period;
- (b) must produce satisfactory references as to character, and, if he has served in any police force, in the armed forces, in the civil service or as a seaman, produce satisfactory proof of his good conduct while so serving;
- (ba) must have attained the age of 17 years;
- (c) must have attained the age of 18 years before being appointed to a police force;
- (d) must be certified by a registered medical practitioner approved by the local policing body to be in good health, of sound constitution and fitted both physically and mentally to perform the duties on which he will be employed after appointment;
- (e) must meet the standard of eyesight determined by the Secretary of State;
- (ea) must have a selected qualification or experience, within the meaning of paragraph (1A) before being appointed to a police force;
- (f) must, if a candidate for appointment in the rank of constable, satisfy the chief officer that he is sufficiently competent in written and spoken English, and sufficiently numerate, by passing such assessments in written and spoken English, and numeracy, as may be approved by the Secretary of State;
- (g) must, if a candidate for appointment in the rank of sergeant, or inspector, be qualified for promotion to such rank in accordance with the provisions of the Promotion Regulations;
- (h) must give such information as may be required as to his previous history or employment or any other matter relating to his appointment to the police force.
- (i) must, unless he is applying to transfer the force from another police force, on being so required by the chief officer of the force to which he is a candidate for appointment give a sample of hair or oral fluid or urine to be tested in accordance with procedures determined by the Secretary of State for evidence of such controlled drugs as the Secretary of State may determine.
- (j) must, if a candidate for appointment under the FT Programme, the DE Inspector

Programme or the DE Superintendent Programme, have passed the assessment centre in respect of that programme.

(1A) A selected qualification or experience is a qualification or type of experience selected by the chief officer from a list determined by the Secretary of State, and a determination under this paragraph may confer such functions on the chief officer or any other person in relation to the listed qualifications or experience as the Secretary of State thinks fit.

(2) A candidate for appointment to a police force shall be given a notice in terms approved by the Secretary of State drawing attention to the terms and conditions of service which shall be contained therein.

(3) For the purposes of this regulation—

(a) “armed forces” means the naval, military or air forces of the Crown including any women’s service administered by the Defence Council,

(aa) “assessment centre” means the assessment centre approved by the College of Policing for the purposes of the FT Programme, the DE Inspector Programme or, as the case may be, the DE Superintendent Programme;

(ab) “national of the United Kingdom” means—

i) a British citizen;

ii) a person who is a British subject by virtue of Part 4 of the British Nationality Act 1981 and who had the right of abode in the United Kingdom; or

iii) a person who is a British overseas territories citizen by virtue of a connection with Gibraltar;

(b) “seaman” has the same meaning as in the Merchant Shipping Act 1995.

POLICE QUALIFICATIONS AND EXPERIENCE

The list of qualifications and types of experience from which a chief officer of police may select under regulation 10(1)(ea) is as follows:

- a) a level 3 qualification, within the meaning of section 3 of the Education and Skills Act 2008;
- b) an academic or vocational qualification gained outside England and Wales which is considered by the UK National Recognition Information Centre to be equivalent to a level 3 qualification;
- c) training or work experience, whether undertaken in or outside England and Wales, which is considered by the chief officer to be equivalent to a level 3 qualification;
- d) a policing qualification approved by the Sector Skills Council for the Justice Sector;
- e) service, for such period as the chief officer may specify, as a special constable;
- f) service, for such period as the chief officer may specify, as a community support officer designated under section 38 of the Police Reform Act 2002;
- g) service, for such period as the chief officer may specify, in an employment by a police force or office which is related to a police force which is considered by the chief officer to prepare a person for service as a member of the police force;

For entrants via the constable pre-join degree in policing entry route:

- h) a level 6 degree in policing qualification (as determined in the Framework for Higher Education Qualifications by the Quality Assurance Agency for Higher Education) that meets the relevant national programme specification set by the College of Policing;

For entrants via the constable degree holder entry route:

- i) a level 6 degree qualification (as determined in the Framework for Higher Education Qualifications by the Quality Assurance Agency for Higher Education) other than a degree in policing qualification as set out in paragraph (h);
- j) an academic or vocational qualification gained outside England and Wales which is considered by the UK National Recognition Information Centre to be equivalent to a UK level 6 degree qualification.