

|                                                                                                                  |          |               |
|------------------------------------------------------------------------------------------------------------------|----------|---------------|
|  <b>WARWICKSHIRE<br/>POLICE</b> |          | <b>POLICY</b> |
| Security Classification                                                                                          | OFFICIAL |               |
| Disclosable under Freedom of Information Act 2000                                                                | YES      |               |

|                     |                |
|---------------------|----------------|
| <b>POLICY TITLE</b> | <b>Vetting</b> |
| REFERENCE NUMBER    | <b>WP107</b>   |
| Version             | <b>1.1</b>     |

|                         |                        |
|-------------------------|------------------------|
| <b>POLICY OWNERSHIP</b> |                        |
| DIRECTORATE             | Professional Standards |
| BUSINESS AREA           | Professional Standards |

|                             |                                                                                                                   |
|-----------------------------|-------------------------------------------------------------------------------------------------------------------|
| INITIAL IMPLEMENTATION DATE | <b>June 2025</b>                                                                                                  |
| NEXT REVIEW DATE:           | <b>June 2026</b>                                                                                                  |
| RISK RATING                 | <b>MEDIUM</b>                                                                                                     |
| EQUALITY ANALYSIS           | <b>The College of Policing Vetting Code of Conduct and APP has been subject of an Equality Impact Assessment.</b> |
| TIER                        | <b>1</b>                                                                                                          |

Warwickshire Police welcome comments and suggestions from the public and staff about the contents and implementation of this policy. Please e-mail [policiesandprocedures@warwickshire.police.uk](mailto:policiesandprocedures@warwickshire.police.uk)

## 1.0 POLICY OUTLINE

Protecting Police Assets through the application of high ethical and professional standards is essential for enhancing the integrity and security of the police community.

Warwickshire Police formally adopt the College of Policing Vetting Code of Conduct and the Vetting Authorised professional Practice (APP).

## 2.0 PURPOSE OF POLICY

It is essential that the public is confident that police vetting processes are effective in identifying those who pose a potential risk to others or who are otherwise unsuitable for working within or providing services to the police service.

The purpose of the adoption of the College of Policing Vetting Codes of Practice and Authorised Professional Practice is to support that commitment.

## 3.0 DOCUMENT HISTORY

The history and rationale for change to policy will be recorded using the below chart:

| Date       | Author / Reviewer      | Amendment(s) & Rationale                                                  | Approval / Adoption |
|------------|------------------------|---------------------------------------------------------------------------|---------------------|
| 21/05/2019 | Mr Mick Gillick<br>MBE | Reviewed                                                                  | 23/05/2019          |
| 17/06/2022 | Supt Goddard           | Change to Warwickshire only.<br>Links to APP and Code of Practice updated | 17/06/2022          |
| 15/05/2025 | Nicola Starr           | Reviewed – Links to APP and Code of Practice updated                      | 05/06/2025          |

## 4.0 PROCEDURE

The College of Policing has produced Authorised Professional Practice and a Code of Practice specifically in relation to vetting. These documents contain all of the information necessary to understand the basis upon which decisions around vetting are made. Warwickshire Police Vetting Unit and the Police National Vetting Service operate under the direction of – and in compliance with – both the Code and the APP

[Vetting APP 2025](#)

[Vetting Code of Practice | College of Policing](#)