



North Yorkshire Police Vetting

Police & Crime Panel



Vetting and The Police Service

The Statutory Requirement:

- Vetting Code of Practice
- Vetting Authorised Professional Practice

Who does it apply to?

- police forces of England and Wales
- applicants to the police service
- **individuals appointed to or employed by police forces**
- individuals and organisations working under contract to, in partnership with, or on a voluntary basis with police forces in England and Wales
- local policing bodies
- non-police force vetting units who conduct vetting
- College of Policing and its personnel

Why do we vet?

- Integrity
- Professional Standards
- Public Reassurance
- Public Confidence
- Public Safety
- Security and Protection



Vetting & NYP



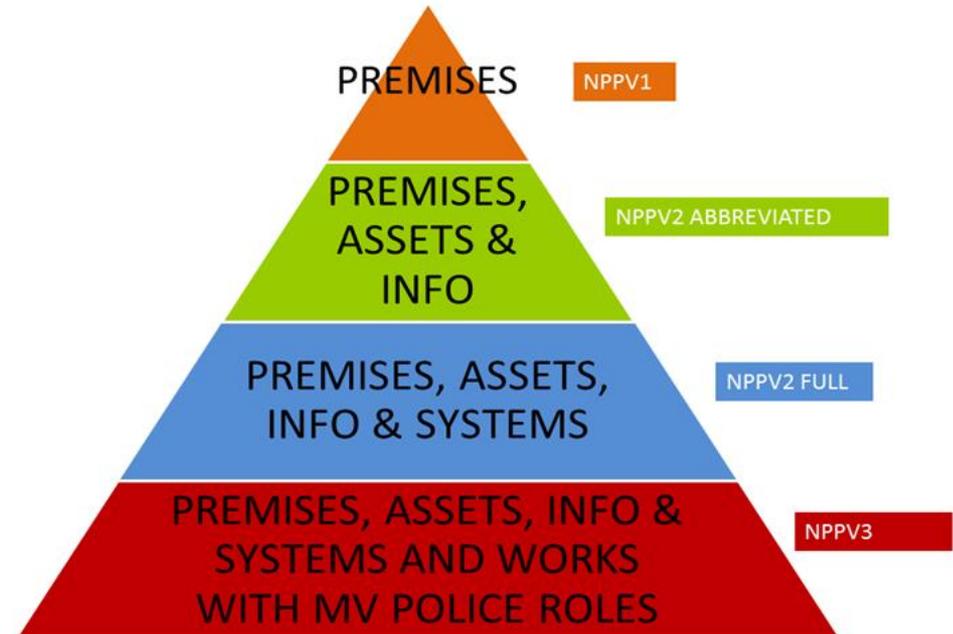
- North Yorkshire Police Vetting unit was created in 2006, prior to this vetting was not a standardised process and the 2004 ACPO Vetting Policy was written to give forces a way to consistently vet those who had access to police premises, systems, information, assets and people.
- Everyone is vetted with the only exception being the PFCC
- The Vetting System Corevet was first used by NYP in 2010 and since this date over 10,000 people have been vetted.
- There are 2 different categories of vetting, police vetting and national security vetting. North Yorkshire Police undertake police vetting whilst an external agency (UKSV) undertake national security vetting. NSV is for access to government assets, police vetting is for access to police assets.
- There are 2 main categories of police vetting.

Police Personnel Vetting

Recruitment Vetting (minimum level for all NYP staff and officers)

Management Vetting (more intrusive vetting level for those in “designated posts”)

Non-Police Personnel Vetting



What does each vetting level mean?



RV - RECRUITMENT VETTING – This is the basic level of vetting that every employee of North Yorkshire Police must attain and maintain.

MV – MANAGEMENT VETTING - This vetting level is for individuals in designated posts across the organisation and is the highest level of police vetting.

SC – SECURITY CHECK – This is a National Security Vetting level and provides the holder with access to government assets, this is designated on a role by role basis

DV – DEVELOPED VETTING – As per SC, this is a National Security Vetting level and is not held by many individuals within NYP. Individuals who work in Special Branch are vetted to DV, along with the Chief Constable, Deputy Chief Constable and Assistant Chief Constable.

Designated Posts



All roles in North Yorkshire Police are subject to a vetting assessment where they are assigned a vetting level. Roles with MV clearance are considered designated posts.

Designated Post List

- The list is reviewed regularly
- New posts are subject to a vetting assessment

Currently there are **352** roles in NYP which are designated as MV or higher

This number denotes number of roles, and not the number of individuals performing that role (eg – there are some roles that are performed by more than one individual)

Examples of roles which hold MV clearance

- Head of Professional Standards
- The Vetting Unit
- The Professional Standards Integrity Unit
- The Professional Standards Department
- Intelligence Analyst
- Authorised Firearms Officers
- Counter Terrorism Intelligence Analyst
- Chief Constable
- Exhibits Management Support Officer
- All Superintendents
- Cyber Crime
- Digital Forensics
- Any department who look after vulnerable individuals

How does the vetting unit work across NYP



Anyone who has access to any NYP information, assets, premises, information or systems is subject to vetting.

How do you stop someone just walking into a police station?

- Vetting is part of wider protective measures
- A restricted version of the vetting database is available for all NYP staff and officers, this can be used to check the vetting status of anyone attempting to access NYP premises.
- The restricted version only includes an individual's name, photo, DOB and clearance level
- All front counter staff use this database to check contractors or visitors to ensure that they are appropriately cleared.
- If they are not cleared, they are not allowed to access.

Why do we vet?



What is vetting and why is it important?

One part of a wider umbrella of protective security measures

First line of defence

Snapshot in time – not a panacea

Statutory Footing – Code of Practice and APP

The Vetting Standard

Robust framework; designed to be rigorous but proportionate – getting the balance right

What checks do we do?



Depending on the vetting level, the applicant will have different checks and will need to provide different information.

NPPV1

- Applicant Only
- Police conviction and non-conviction databases are checked

Recruitment Vetting (RV) and NPPV2 (full)

- Applicants, Partner, all family members and co-residents (over the age of 10).
- Police conviction and non-conviction databases are checked against all declared individuals.
- A financial check is undertaken against the applicant.

NPPV2 (Abbreviated)

- Applicant, partner and co-residents (over the age of 10).
- Police conviction and non-conviction databases are checked against all declared individuals

Management Vetting (MV) and NPPV3

- Applicants, Partner, all family members and co-residents (over the age of 10).
- Police conviction and non-conviction databases are checked against all declared individuals.
- A financial check is undertaken against the applicant.
- This level of vetting includes bi-annual reviews

Paper Sifts

The vetting unit undertake pre-vetting checks on all large scale campaigns, this involves all individuals who declare a matter on their initial recruitment application being passed to vetting for a PNC check. 20% of all pre-sifted applicants in the last campaign did not progress, the majority of these were individuals who had violent offences recorded against them.

Transferees



All transferees to North Yorkshire Police have always been completely re-vetted.
All transferees are vetted to MV level as it isn't known which role they will go into on joining NYP.

Standard Checks for MV Clearance

On all Individuals named on the form:

- Police conviction and non-conviction databases are checked
- Counter Terrorism Unit Checks

On the applicant only

- Voters Check
- Check of Vetting Database
- Professional Standards Check from home force (and any other forces worked at)
- Personal Finances (including financial questionnaire and credit reference check)
- Business Interest and secondary employment
- Liaison with occupational health where necessary
- Open source enquiries
- Enquiries relating to vulnerability to pressure or inducements
- Counter Corruption check with home force
- Line Manager reference (where possible)

Additional Checks for NYP Transferees

- Interviews with all applicants
- Copies of all application forms passed from HR
- Counter Corruption check to NYP Integrity Unit.
- Vetting researchers have had specific training and undertake detailed scrutiny of PSD histories.
- Where information of concern is identified there will then be consultation with Head of PSD where the applicant has a complaints or conduct history with any of their previous forces

Reassurance

- All transferees are subject to significant scrutiny, the main focus of this is to ensure that NYP are satisfied with their motives for transferring to NYP and that they do not present a risk to the people of North Yorkshire or their NYP colleagues

Reviews – When is a review Triggered?



A vetting review can be triggered for a number of reasons:

Standard Reviews:

- Annual Reviews for those who hold National Security Clearance
- BI-annual reviews for those who hold MV or NPPV3 clearance
- At least one review during the life of the clearance for those who hold RV clearance

Changes in Circumstances

- All Applicants have an obligation to let vetting know when there are any material changes to the information they provided when they were vetted.
 - This can include (but is not specific to):
 - Changes of name or address
 - Change in co residents (over the age of 10)
 - Change in marital status or civil partnership
 - Significant changes affecting their financial status

Movers & Returners

- Reviews for those who move role in the organisation (officers and Staff)
- Reviews for staff returning after a period away from the force (secondment, career break, maternity)

Proceedings:

- Review for those who have been subject to a Written Warning or Final Written Warning after a misconduct meeting or hearing
 - When an individual is suspended
 - When an individual is arrested/convicted of an offence

How is the vetting unit kept up to date?



How is information passed to vetting to ensure that information is updated:

Applicants notifying the vetting unit

- It is **the personal obligation** of all NYP vetted individuals to let NYP know when their circumstances change (as per the previous slide).
- All new starters (Police officers and Police Staff) to North Yorkshire Police are sent a copy of the clearance certificate on the first day. This includes a detailed description of all the changes that they are obliged to inform the vetting unit
- When an individual changes address a report is sent to the vetting unit and the applicant is required to update the unit (if they haven't already)

Other ways to receive information

Information may be passed to the vetting unit via any of the following routes:

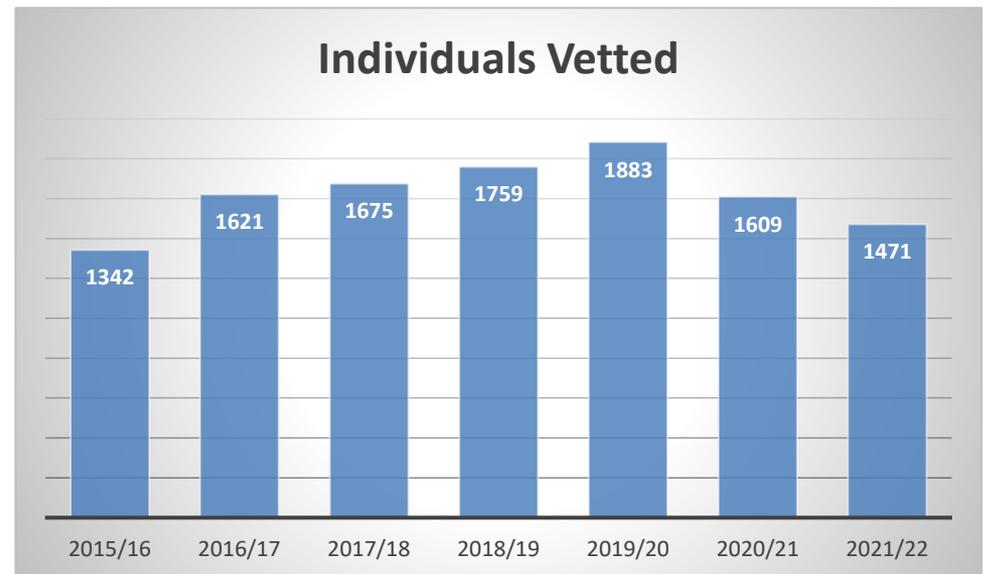
- Professional Standards referral
 - Integrity Unit Referral
 - Line Manager referral
- The applicant themselves

Vetting - Demand



- Vetting is required for anyone who accesses any NYP information, premises, systems or assets, no matter how briefly and the level needed is determined by what access you need (as per the previous slide).
- In 2014 it was identified that 1,072 individuals in NYP did not have appropriate clearance as they had joined before 2006.
- By the end of 2019, there were no individuals in NYP who did not hold vetting clearance, this continues to be the case as the vetting unit manage the renewals process effectively.
- Demand is consistently high and increases year on year as the following table illustrates (with a dip in 2020/21 due to staffing issues) with the number vetted for 2021/22 so far sitting at 1,471, it is likely that this number will increase

In 2015/16 the average number of people vetted per month was 112. This number is currently 163 (an increase of 32%)



Thematics Review – Vetting – Protected Characteristics



- The Vetting CoP has a requirement that all protected characteristics are recorded as part of the vetting process. Presently NYP can only record, age, ethnicity and gender, however the new version of Corevet (v5) will be installed in the next few weeks and this includes a greater reporting capability with protected characteristics
- Analysis is undertaken to identify any disproportionately in decision making, particularly in light of applicants who fail to attain clearance. So far in 2021/22 50% of all failed applicants have been male and 50% female and 100% of all failed applicants were White British.
- The split across ethnicity on applicants to roles within NYP (RV and MV) is:

Total – Ethnicity (New Applicants)									
Self-Declared Ethnicity	Q1		Q2		Q3		Q4		Total
White British	80	93%	110	95%	93	90%			283 93%
Not Stated	2	2%	1	1%					3 1%
Any Other White Background			3	2%	6	5.8%			9 2.9%
Any other Mixed Background	1	1%							1 0.3%
any other black background	1	1%							1 0.3%
Any other Asian background					1	1%			1 0.3%
Any other ethnic background									
White & Asian									
Asian - Pakistani	1	1%	2	2%					3 1%
Bangladeshi									
White & Black African					1	1%			1 0.3%
Black & British African									
White & Black Caribbean	1	1%							1 0.3%
Indian					1	1%			1 0.3%
African									
White Irish					1	1%			1 0.3%
Chinese									
Total	86		116		103				305

- In 2020/21 92% of all new applicants were White British.
- So far in 2021/22 93% of all new applicants have been White British.

Future Developments



The vetting unit is a dynamic department:

Future Developments

- Formulating an appeals process for total withdrawal of clearance
- Developing local processes to ensure continuing consistent and fair decision making
 - Continue to evolve with the changing landscape of policing
 - Cultural Awareness
 - Always learning and adapting

Further Information Required...



- **Email:**

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