

New vetting guidance published

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Updated guidance supports forces to spot and respond to risks more effectively

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New and more robust vetting standards have been introduced for potential and serving police officers and staff. This ensures that only those who are suitable can join, and remain, in policing.

The updated College guidance makes it clear that vetting is a continuous process and is the responsibility of everybody involved in policing. The guidance strengthens the process of annual integrity and vetting reviews. It also reinforces the need for immediate review whenever adverse information is discovered about an individual, regardless of their length of service.

New guidance

The [vetting authorised professional practice \(APP\) 2024](#), was developed following significant consultation with the public and stakeholders. It supports forces to spot and respond to risks posed by individuals before they enter policing and during their time in service. It aims to bring greater national consistency to police vetting to ensure the highest standards are maintained.

Parts of the strengthened guidance were developed to address some of the recommendations following the Casey Review, Angiolini Inquiry, and His Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS) report which found changes were needed in police vetting to better protect the public. Many of the recommendations relate to existing guidance which was not being followed consistently. The revised APP makes these areas clearer, easier to follow, and more effective.

Updates

Other features of the updated guidance, which will be used every day by vetting teams across England and Wales, include:

- an increased focus on vetting reviews – the process in which officers and staff are routinely reassessed throughout their career
- the introduction of mandatory, randomised re-vetting
- the strengthening of existing checks, particularly for roles where people have more interaction with vulnerable people (especially within domestic abuse and child protection units)
- further clarification that every clearance holder must have their vetting reviewed at least once a year to proactively search for any changes in circumstance or concerning information
- enhanced guidance to support the sharing of information when a person transfers to another force
- a new national vetting application form for all 43 forces which will replace the fragmented approach which sees different forces using different forms

The College, as the national body for police leadership, standards and performance, has published the new guidance in collaboration with the National Police Chiefs' Council (NPCC). This is part of a wider ongoing mission to transform police vetting and keep the public safe.

The new guidance makes clear that it is the responsibility of everyone in policing to support the vetting process. It is vital that every single person in policing maintains the highest ethical and professional standards and acts with the utmost integrity – and vetting is a fundamental part of making that happen.

Chances to stop despicable offences at the hands of serving police officers have been missed, and we cannot afford to ever make those mistakes again. The College of Policing's new vetting guidance will help raise standards and bring far greater consistency in the way police forces vet potential and serving personnel.

This work has only been possible through a shared commitment and collaborative working, both inside and outside of policing. We will continue to work with the NPCC and the Home Office on a wider project of vetting transformation to ensure that only the very best people are able to join and stay with the police.”

Assistant Chief Constable Tom Harding, Director of Public Safety & Risk at the College of Policing

We are pleased to see the publication of the revised vetting Authorised Professional Practice (APP), which is the culmination of significant collaborative work to create a practical document supporting policing in ensuring anyone entering, and remaining in the service, meets the high standards the public rightly deserve.

Vetting should never just be a moment in time and the revisions importantly strengthen the need for continued assessment of an individual's suitability to hold their role in policing, empowering colleagues and management to raise concerns which could trigger re-vetting at any stage.

The APP is another vital piece in our continued work to create a robust and fit for the future vetting system, which ensures our officers and staff are held to the highest standards and that we can swiftly identify and remove those who do not belong in policing.”

Chief Constable Alex Franklin-Smith, National Police Chiefs' Council lead for vetting

We trust police officers to keep us safe, and their conduct must be of the highest standards. Anyone who fails vetting should not be serving, and these new consistent and higher standards will ensure officers unfit to serve do not fall through the gaps.

Policing is doing vital work to restore trust, but we must go further. That is why this government has pledged further reform to strengthen the processes that hold officers to account.”

Dame Diana Johnson, Policing Minister

- [Go to vetting authorised professional practice 2024](#)

Tags

Vetting APP