



FREEDOM OF INFORMATION REQUEST



Request Number: F-2023-01623

Keyword: Organisational Information Police/Staff Recruitment and Promotion

Subject: Vetting of Transgender People

Request and Answer:

Your request for information has now been considered. In respect of Section 1(1)(a) of the Act we can confirm that the Police Service of Northern Ireland (PSNI) does hold information to which your request relates. The decision has been taken to disclose the following.

Request 1

What is your process or procedure for vetting of transgender people? Please provide documentation setting out the process/procedure.

Answer

The PSNI can advise that currently no information is asked in relation to transgender identity.

Request 2

Do you have a separate and/or confidential vetting process or procedure available for transgender people?

Answer

No. All vetting applications are treated the same and in line with PSNI data Protection guidance.

Request 3

Do you require a person's gender history to be disclosed as part of vetting?

Answer

PSNI require that an individual declares their current gender and gender identity on their application.

Request 4

Is the Protected Characteristic of sex (registered at birth) recorded and maintained for all officers and staff on their vetting file?

Answer

No.

Request 5

Is the Protected Characteristic of sex (registered at birth) recorded and maintained for all officers and staff on their employment file?

Answer

Sex at birth is recorded on the personnel record under 'Gender' at the time that the employee starts with PSNI.

Request 6

When you request a reference for a person who you know to be transgender, will you make the request using only the prospective colleague's name and gender since transitioning, or will you also provide previous names and gender(s) that are known to you?

Answer

PSNI do not currently ask for references for police recruitment purposes.

Request 7

Where a reference request is received (from another force or employer) for an existing colleague who has transitioned their gender, will you provide their full gender and name history to the prospective employer?

Answer

PSNI's Service Vetting Unit do not provide references to prospective employers.

Request 8

Name and gender records are held on the Police Elimination Database (PED) with the content of these fields being that which was originally detailed by the person when they gave the DNA sample unless subsequently amended. Do you have a process for amending the details on the PED so that the name and gender records of an employee who transitions during your employment can be changed? Please provide documentation setting out the process.

Answer

The Police Elimination Databases store individuals by staff reference number and not by name or gender, therefore there is no policy required to change name or sex. The only caveat to this statement, when a profile is produced, the DNA-17 Chemistry carries a gender marker (Amelogenin). Profiles containing XX would genetically be classified as female and XY as male.

If you have any queries regarding your request or the decision please do not hesitate to contact me on 028 9070 0164. When contacting the Corporate Information Branch, please quote the reference number listed at the beginning of this letter.

If you are dissatisfied in any way with the handling of your request, you have the right to request a review. You should do this as soon as possible or in any case within two months of the date of issue of this letter. In the event that you require a review to be undertaken, you can do so by writing to the Corporate Information Manager, Corporate Information Branch, PSNI Headquarters, 65 Knock Road, Belfast, BT5 6LE or by emailing foi@psni.police.uk.

If, following an Internal Review carried out by an independent decision maker, you remain unhappy about how your request has been handled you have the right to apply in writing to the Information Commissioner, under Section 50 of the Freedom of Information Act, at 'Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF. There are a number of other platforms you can use to contact the ICO and these can be found on the ICO's website at the following link: [Make a complaint | ICO \(https://ico.org.uk/make-a-complaint/\)](https://ico.org.uk/make-a-complaint/).

In most circumstances, the Information Commissioner will not investigate a complaint unless an internal review procedure has been carried out however, the Commissioner has the option to investigate the matter at their discretion.

Please be advised that PSNI replies under Freedom of Information may be released into the public domain via our website @ www.psnipolice.uk

Personal details in respect of your request have, where applicable, been removed to protect confidentiality.