



Freedom of Information request 01/FOI/24/2595
We received your request on the 24/04/2024.

Request

You asked us:

1. Are person's with ADHD barred from applying to join the police force? a) Does it state anywhere on your application form, or within the guidance notes, that persons with ADHD need not apply? b) If totally barred from applying, what are the constabularies reasons / or reasoning for this ?
2. If persons with ADHD are NOT EXEMPT from appyling to join the police force. a) Do they receive any extra support during their two year probationary period , in order to help them complete all of the necessary course work/ their Personal Development Portfolios, in order for them to be a qualified police constable.? b) If so what is it? & where in the following list, is this support given? c) Within their classroom studies, d) Their mentoring period, & e) The rest of their probationary period carrying out their duties under supervision .
3. How many current serving police constables (those having completed their two year probationary period) have the condition Attention Deficit Hyperactivity Disorder ?
4. How many of your current Firearm Officers have the condition ADHD?
5. Would an officer / or a police constable with ADHD be restricted from using / or carrying a taser, as I understand that they are classed as a weapon firearm too?
6. If persons with ADHD are NOT EXEMPT from appyling to join the police force. a) Are they required / or obligated to state this on their initial application form? b) Do all applicants have to undergo a medical (mental & physical assessments) c) Are all medical assessments carried out, prior to the constabulary sending out contracts of employment ? d) Or after the applicant has signed & accepted contract of employment ? e) Do the medical assessments have to be undertaken within a set time frame, either before ,or after contract of employment? If so , what is that time frame?

We have handled your request under the Freedom of Information Act (FOIA)

Our response:

Question 1

The following information is available on the [BTP Recruitment website](#):

Our vacancies are open to everyone and all appointments are made based on merit. So that we can become more diverse we encourage applications from candidates from Black, Asian, and minority ethnic backgrounds, women, people who have a disability, those who are neurodiverse and persons who identify as LGBTQI+. We use positive action to encourage potential candidates from underrepresented groups through targeted

workshops or advice sessions. If you have the skills, experience and values that here in BTP we pride ourselves on then we would welcome you to apply.

There is also a National Police Autism Association set up to support officer affected by autism and other neurodivergent conditions. Their website can be found at the following link: <https://www.npaa.org.uk/>

Question 2

There are a number of roles involved in recruit training and development who would be responsible for considering any support required by a trainee/probationer officer.

Unsatisfactory performance would be considered under the Unsatisfactory Performance of Probationary Officers Policy. The following excerpt is taken from that policy.

4.5 Workplace Adjustments

4.5.1 Consideration will be given to whether poor performance may be related to disability and, if so, whether there are workplace adjustments that could be reasonably made. It is of vital importance you disclose any relevant condition to your line manager so appropriate considerations can be made.

Question 3

Two non-probationary constables have declared that they have ADHD.

Question 4

No current BTP authorised firearms officers have declared that they have ADHD.

Question 5

The following excerpt is taken from the Management and Deployment of CED Procedures and sets out the criteria for selection of officers for Taser Specially Trained Officer (STO) course.

Divisional Superintendent's, the Force Taser SPoC, in liaison with the Use of Force Compliance Team and the SPC Chief Officer (where it applies to an SPC candidate) will determine which officers are sent on training courses. Learning & Development will roster officers to courses. The following criteria will apply to the selection of officers for training:

- Officers should possess sound judgment, a knowledge and understanding of the National Decision Model to resolve incidents involving conflict, have demonstrated maturity of action in the workplace, demonstrated an ability to use legitimate force in a proportionate manner and have an acceptable Professional Standards / Complaints and Misconduct record*
- Officers will have to be confirmed in the rank of Constable before deploying operationally with CED*
- Officers need to be in license for all mandatory training requirements: First Aid, Track Safety, PST and be up to date with the required fitness standards (5.4).*
- Officers must be BWV trained.*
- Officers need to be volunteers and complete the force application form*
- Officer's eyesight needs to comply with the standards set out for AFOs within the introduction to the National Police Firearms Curriculum (NPFTC) and will be undertaken every two years.*

- *All new applicants to carry a CED are expected to have an acceptable professional standard record in line with Conduct and Performance Regulations and will be assessed for suitability by the Vetting Manager from the PSD.*

Question 6

Details of the application process for BTP officers may be found on our Recruitment website at the following link: <https://careers.btp.police.uk/how-to-apply/application-guidance/>

A guide to the medical standards for police officer recruitment may be found at the following link: https://btp.tal.net/vx/lang-en-GB/mobile-0/channel-1/appcentre-3/brand-5/xf-814ade861dd1/candidate/download_file_opp/9699/21854/1/0/227e370889c10be7a6a709b0fae6c327e473c781