



RETROSPECTIVE FACIAL RECOGNITION POLICY

Executive Summary

Facial Recognition Technology directly supports WMPs objectives to keep the public safe and solve crime. By enabling rapid and accurate identification of individuals linked to serious offences, the technology strengthens our ability to prevent harm, disrupt organised criminal networks, and bring offenders to justice. It enhances operational effectiveness, allowing officers to focus on priority crimes such as violence, exploitation, and serious acquisitive crime. This capability ensures we deliver a service that works for local people and builds trust through visible results.

The Police and Crime Plan sets out a clear commitment to prevent and tackle crime, protect victims, and promote community safety. Facial Recognition Technology is a proportionate and lawful tool that helps achieve these priorities by improving investigative speed and accuracy. It supports efforts to reduce violence, safeguard vulnerable individuals, and rebuild community confidence in policing. By integrating this technology within a framework of transparency and accountability, we uphold the principles of fairness and legitimacy while delivering on the plan's promise to make communities safer.

West Midlands Police (WMP) has used Retrospective Facial Recognition (RFR) for several years. It has proven to be a valuable tool in preventing and detecting crime, and in safeguarding vulnerable individuals. RFR supports investigations by helping to identify unknown persons after an incident has occurred.

This policy focuses solely on RFR. It does not cover other forms of Facial Recognition Technology (FRT), such as Live Facial Recognition (LFR) or Operator Initiated Facial Recognition (OIFR). Definitions of these terms are provided in the definitions section below.

Authorised Professional Practice (APP)

This policy has been checked against APP and there is none in relation to the subject matter of this policy.

Current APP from the College of Policing is focused on LFR, it briefly mentions RFR to give context, but no guidance is provided specifically focused in this area.

Scope

The Chief Constable has overall direction and control of WMP and is ultimately accountable for all policies and supporting documents of the organisation and its actions. Adherence to this Force Policy will be expected from all employees and representatives of WMP.

Objectives

The aim of this Policy is to:

- Set the vision for use of RFR so it can be used responsibly to identify unknown offenders and achieve legitimate policing aims.
- Strengthen and expand our RFR capabilities to protect the public, reduce serious crime, and safeguard vulnerable individuals.
- Provide a framework, guidance, and processes for RFR to ensure a consistent approach across the Force.



- Establish suitable governance to manage and oversee risk management in WMP.
- Build public trust and confidence by addressing privacy concerns, ensuring transparency, and maintaining strong governance and oversight.

Definitions/Acronyms

Whilst there is no legal framework or agreed definitions for the three types of Facial Recognition, the below definitions have adopted from the [Home Office](#).

This policy focuses on RFR, however for context includes within this section Operator Initiated Facial Recognition (OIFR) and Live Facial Recognition (LFR).

Type	Definition
Retrospective Facial Recognition (RFR)	Retrospective Facial Recognition (RFR) is used after an event or incident as part of a criminal investigation. Images typically come from CCTV, mobile phone footage, dashcam or video doorbell footage or social media. The images are then compared against images of people taken on arrest to identify a suspect.
Live Facial Recognition (LFR)	Live Facial Recognition (LFR) technology uses live video footage of people passing an LFR camera in a public place and compares their images to a specific list of people wanted by the police (known as a watchlist). It means the police can quickly locate wanted people and take them off the streets.
Operator Initiated Facial Recognition (OIFR)	Operator Initiated Facial Recognition (OIFR) is a mobile App that allows officers, after engaging with a person of interest, to photograph them and check their identity where they are not sure, without having to arrest them and take them into custody.

APP	Authorised Professional Practice
DCC	Deputy Chief Constable
DPIA	Data Protection Impact Assessment
EIA	Equality Impact Assessment
FR	Facial Recognition
FRT	Facial Recognition Technology
GDPR	General Data Protection Regulation
ICO	Information Commissioner's Office
LFR	Live Facial Recognition
NBSB	National Biometrics Strategy Board
NPCC	National Police Chief's Council
NPL	National Physical Laboratory
OIFR	Operator Initiated Facial Recognition
PND	Police National Database
RFR	Retrospective Facial Recognition
SIM	Service Improvement Meeting
SOP	Standard Operating Procedure
SRO	Senior Responsible Owner
WMP	West Midlands Police



Policy Statements

1. HOW RFR WORKS

- 1.1 An officer or member of staff determines they have a policing purpose for confirming the identification of an unknown person.
- 1.2 They use overt footage from events that have concluded to capture an image of the unknown person.
- 1.3 They submit this image for analysis.
- 1.4 The unknown image is processed using an algorithm to compare the unknown image against a reference dataset of known individuals.
- 1.5 The algorithm returns potential matches based on similarity, indicating the likelihood that the unknown person corresponds to a known identity.

2. WHEN BE CAN RFR USED?

- 2.1 RFR should be used when there is a policing purpose for confirming the identity of the individual, their identity cannot be immediately confirmed and an image of that person has been obtained.
- 2.2 Images are typically sourced from CCTV, mobile phone footage, or social media. It is therefore permissible for an officer to take a photograph of an individual via a secondary source, such as an existing image shown to them by a member of public e.g. CCTV, social media, Ring Doorbell Footage etc. This list is not exhaustive, and new methods of image capture continue to emerge.
- 2.3 An officer cannot take an image of an individual for the sole purpose of submitting the image for facial recognition. This would be Operator Initiated Facial Recognition (OIFR) which WMP does not currently use and is not covered in our policy.
- 2.4 The only instance when an officer can take an image of a person at a live incident is where that person is deceased, grievously injured or unresponsive and the situation falls into an acceptable use case with a clear policing purpose. Where this is the case, approval must be sought from the Force Incident Manager (FIM), Force Duty Manager (FDM) or YM1 to ensure a search is proportionate to the policing purpose.
- 2.5 Officers should always consider traditional methods of identifying individuals ahead of using RFR to ensure the use is proportionate and for a legitimate aim.

3. ACCEPTABLE USE CASES FOR RETROSPECTIVE FACIAL RECOGNITION

- 3.1 Although RFR can be used for any legitimate policing purpose where the identification of a person is necessary, the following list of acceptable use cases has been developed to help drive consistency and encourage transparency.



- **Crime Investigation and Offender Identification**
 - Identifying suspects of crime.
 - Developing investigative leads into crimes, such as identifying possible witnesses and victims.
 - Identifying individuals involved in organised crime or gang activity.
 - Linking suspects to multiple offences through image comparison.
 - Solving cold cases by comparing historical images to current databases.
 - Identifying people who are wanted by the police for offences committed in any police area.
 - Enforcing court orders and protection notices.
- **Public Protection and Safeguarding**
 - Identifying individuals who are deceased, grievously injured or unresponsive.
 - Identifying missing persons, including vulnerable adults and children.
 - Identifying victims of crime, trafficking, or exploitation.
 - Supporting safeguarding efforts in cases of domestic abuse or coercive control.
 - Identifying individuals at risk of harm in cuckooing or county lines operations.
- **Operational Intelligence and Disruption**
 - Building intelligence pictures around criminal networks.
 - Identifying associates of known offenders.
 - Disrupting drug or other organised crime groups by identifying dealers, couriers and other actively involved.
 - Develop intelligence to enable the use of preventative actions and legal instruments following public disorder.
- **Custody and Judicial Processes**
 - Confirming identity of individuals convicted or disposed of for offences where aliases or false details are used or suspected.
 - Supporting bail breach investigations by identifying individuals from new footage.
 - Assisting in the identification of deceased persons for coronial or investigative purposes.
- **Community Safety and Crime Prevention**
 - Identifying repeat offenders in neighbourhood crime (e.g. burglary, theft).
 - Supporting proactive policing in hotspot areas by linking suspects to prior incidents.
 - Deterring criminal activity through public awareness of RFR capability.
- **Cross-Agency Collaboration**
 - Assisting other forces or agencies in identifying suspects across jurisdictions.
 - Supporting national operations or intelligence sharing via the Police National Database (PND).

N.B. The above list of examples is not exhaustive but demonstrates the different scenarios that may occur within acceptable use cases.



4. SYSTEM USED FOR RFR SEARCHES

- 4.1 RFR is delivered via the Facial Search function within the PND
- 4.2 PND accesses the national custody image database as its reference dataset
- 4.3 PND is a secure system. Only officers and staff who have received appropriate training, vetting, and access permissions are authorised to conduct Facial Recognition searches.

5. TRAINING REQUIREMENTS

- 5.1 A PND licence is required to access and use the system. Licences are granted based on role-specific criteria and subject to mandatory vetting checks.
- 5.2 Compulsory training is delivered by WMP trainers through classroom sessions. This includes:
 - Instruction on the use of RFR,
 - Messaging from the policy owner on the evolving use of the technology,
 - Relevant data protection principles, including GDPR compliance
- 5.3 Ongoing professional development is required to maintain competency and awareness of updates.

6. SEARCH PROCESS

- 6.1 Detailed procedures are outlined in WMP's Standard Operating Procedure (SOP) for RFR.
- 6.2 Staff who are PND-trained may conduct their own RFR searches.
- 6.3 Staff who are not trained can request a search via the Intelligence In-Tray workflow system, where it will be completed by the Intelligence Department.
- 6.4 Once an unknown image is uploaded to PND:
 - The system may return one or more potential matches
 - The operator must review these matches and assess their viability before progressing

7. SEARCH OUTCOMES AND INTELLIGENCE USE

- 7.1 After each RFR use, the operator must:
 - Record the outcome
 - Notify the submitter of the result
 - Return any matched images along with a standard advisory message stating that matches are for intelligence purposes only
- 7.2 RFR results cannot be used directly as evidence. They must be reviewed by the investigating officer to determine appropriate next steps.



- 7.3 All submissions via the Intelligence In-Tray workflow system, or completed by the Intelligence Department, will be recorded and linked to the search outcome.
- 7.4 Where an image has not returned a match, it will be retained for 90 days on WMP RFR system to enable WMP officers across the organisation to identify the person.

8. CAN A PERSON BE ARRESTED FOLLOWING A POSITIVE MATCH FROM A FACIAL SEARCH ON PND?

- 8.1 RFR results are intelligence only; they help identify individuals but cannot be used as evidence. Officers will likely need to conduct further enquiries to satisfy themselves they have reasonable grounds to suspect for arrest.
- 8.2 A viable match from RFR, assessed by a trained operator, can contribute to an officer's reasonable grounds for suspicion.
- 8.3 When combined with other intelligence or information, RFR may support a lawful arrest under [Section 24 of PACE](#).
- 8.4 The decision to arrest remains with the officer, who must ensure that they are satisfied they have reasonable grounds to suspect, and that the arrest is necessary and proportionate.
- 8.5 Suspects cannot be circulated as wanted on PNC based solely on a viable match from RFR.
- 8.6 For suspects identified via a positive match from RFR, to be circulated as wanted on PNC, other evidence, intelligence, or information that when taken together forms reasonable suspicion must be present and recorded.

9. OVERSIGHT AND GOVERNANCE (WMP)

- 9.1 RFR outcomes will be reviewed through:
- PND Quarterly Governance Meeting.
 - FR (Facial Recognition) Scrutiny Panel
- 9.2 WMP Strategic delivery will dock into
- Overt Surveillance Camera Board
 - Biometrics Board

10. ROLES AND RESPONSIBILITIES

- **Requestor (Submitting Officer / Investigating Officer)**
 - Responsible for submitting RFR requests via the Intelligence In-Tray workflow system when there is a legitimate policing purpose to identify an individual from an image or video.
 - Responsible for ensuring that the image is suitable for RFR e.g. consideration to the quality, recency of the image, having regard to locations that may attract greater privacy expectations and ensuring it is cropped appropriately.



- Responsible for their own decisions and actions in response to a match from RFR.
- Is aware that RFR can only be used for intelligence purposes and cannot directly be used in evidence.
- **PND Operator (PND Licence Holder Trained in Person Search Function)**
 - Responsible for conducting RFR searches using the PND.
 - Must assess the viability of any potential matches returned by the system.
 - Must record the outcome of each search and communicate results to the requestor, including matched images.
 - Must reiterate that RFR results are used strictly for intelligence purposes and not as direct evidence.
- **Policy Owner / Senior Responsible Officer (SRO)**
 - Responsible for monitoring and reviewing the policy to ensure it remains current and aligned with operational procedures.
 - Responsible for ensuring the policy is published internally and externally in accordance with WMP's Force approval process.

Relevant Legislation / Policies / Procedural Guidance

Legislation and Legal Framework

Common Law Policing Powers

- Protect life and property
- Preserve order and prevent threats to public security
- Prevent and detect crime
- Bring offenders to justice and
- Uphold national security

Human Rights Act 1998 - Incorporates the European Convention on Human Rights (ECHR) into UK law. Police use of RFR must respect individuals' rights, particularly:

- Article 8 – Right to respect for private and family life
- Article 6 – Right to a fair trial
- Article 9- Freedom of thought, belief, and religion
- Article 10/11- Freedom of expression and freedom of assembly
- Article 14- Freedom from discrimination

Equality Act 2010 - Provides the framework to protect the rights of individuals and advance equality

of opportunity for all. It introduces the prohibition of discrimination for different treatment based on a protected characteristic for both direct and indirect discrimination as well as the Public Sector Equality Duty requiring due regard to achieve the Act's aims.

Police and Criminal Evidence Act 1984 (PACE) - Provides the core framework for police powers in relation to:

- Investigation of crime
- Arrest and detention of suspects
- Search and seizure of evidence
- Treatment of individuals in custody



Police Act 1996 - Defines the duties of police officers, including the responsibility to uphold the law, prevent crime, and protect life and property.

Data Protection Act 2018 & **UK GDPR** - RFR involves biometric data processing and must comply with data protection principles, including lawfulness, fairness, transparency, purpose limitation, and data minimisation.

Protection of Freedoms Act 2012 - Provides governance around the use, retention, and destruction of certain evidential material. It introduces a framework for use of CCTV and biometric data and how it can be collected and used by authorities.

Freedom of Information Act 2000 - Provides the framework for public access to information held by public authorities.

Equality and Data Protection Assessments

- WMP Equality Impact Assessment (EIA) See Section 9 - Covers the use of RFR via PND, ensuring consideration of potential impacts on protected groups.
- National Data Protection Impact Assessment (DPIA) - Developed by the National PND Team and currently under consultation. It outlines the data protection considerations for FRT use within PND. Enquiries about the algorithm or testing regime should be directed to the National Police Chiefs Council (NPCC).

Policies and Procedural Documents

- WMP RFR Policy Document - Sets out the principles, scope, and operational use of RFR within WMP
- WMP RFR SOP - Provides detailed guidance on how RFR searches are conducted and managed.
- National PND DPIA - National-level data protection assessment for the use of facial recognition via PND.
- WMP PND EIA - Local equality impact assessment specific to WMP's use of PND for FRT.

Oversight and Governance

- NPCC Facial Recognition Technology Board - Provides strategic oversight of FRT use across UK law enforcement.
- National Biometrics Strategy Board (NBSB) - Co-chaired by the NPCC Biometrics Lead and the Home Office Data & Identity Department. Includes representatives from:
 - Information Commissioner's Office (ICO)
 - Surveillance Camera Commissioner
 - Biometrics Commissioner



WMP Internal Governance

- WMP will monitor the effectiveness and impact of RFR. This includes regular review and development of the policy in line with legislative and technological changes.

Local Oversight and Governance

- RFR outcomes will be reviewed through:
 - PND Quarterly Governance Meeting
 - FR Scrutiny Panel
 - Overt Surveillance Camera Board
 - Biometrics Board

Transparency and Public Disclosure

- The operational use of FRT will be promoted openly to build public trust and awareness.
- This policy will be published on the WMP Force website.
- RFR results are for intelligence purposes only and are not used directly as evidence.

Equality Impact Assessment

WMP places trust in their employees to comply with force policies and to work in accordance with and in support of:

- [WMP Vision and Values](#)
- [Code of Ethics | College of Policing](#)
- [Voice of the Child](#)

The PND is a national system that WMP utilise to conduct Facial Recognition. WMP has no control over the development of PND, including the Facial Recognition module, it is governed nationally.

The WMP Equality Impact Assessment (EIA) below is aligned with the [National EIA](#) for PND Published by the NPCC. It is a detailed document that can be read in addition to the below if more in-depth information is required on the PND Algorithm.

	What impact has this policy had on the nine protected characteristics in relation to the three general duties? (If applicable)	How will this updated policy positively impact each of the nine protected characteristics in relation to the three general duties? If not, explain why it will not.
Age (including children and young persons)	Not Applicable – new policy	The algorithm is equally likely to return the correct match in a search response at the setting used by police. This means if a person is female or male, old or young, Black, White, or Asian, the algorithm is equally likely to find them in the database.



		<p>Potential Impact: Facial algorithms are more likely to suggest incorrect matches if the searched image shows someone who is under 41 rather than over 41.</p> <p>Source: The National Physical Laboratory Test results dated August 2024</p> <p>Potential Impact: The age of criminal responsibility in the UK is 10 years old. Image capture via Custody Imaging on which Facial searching in PND is reliant, is dependent on the age, date, and time at which the custody image was taken. As a child grows and time passes, the accuracy of a facial match can diminish. The risk of a failure to match increases when facial images recorded at a young age are compared more than five years after they were collected. The accuracy of FRT is in general significantly lower for children younger than 13 years old. They associate this to “rapid growth and change in facial appearance.”</p> <p>Source: The European Union’s Agency for Fundamental Rights ‘Facial Recognition Technology Fundamental Rights Considerations in the Context of Law Enforcement Report 2019</p> <p>Actions to mitigate impact: <u>Training:</u> Established training delivered, accredited by the CoP <u>National Guidance:</u> PND Manual of Guidance, WMP Force Policy and training. <u>Briefings:</u> Into Officers who are likely to request checks to make them aware of the limitations of matches likely for children and reasons why. <u>Communications:</u> Reiteration of the requirement of the Public Sector Equality Duty. It is mandated that there will be a human review at 2 stages during the process for all matches to direct next steps.</p>
Disability	Not Applicable – new policy	<p>Potential Impact: People are visibly different, and this can change through their lives. They may be born with a visual difference, such as a facial disfigurement, or it could occur or develop through their life. This could lead to their facial features being different from those captured in an earlier custody image. Therefore, the custody images held on the PND may not accurately reflect their present facial appearance. Facial Recognition may not identify a match in these circumstances.</p> <p>Actions to mitigate impact: <u>Training:</u> Established training delivered, accredited by the CoP <u>National Guidance:</u> PND Manual of Guidance, WMP Force Policy and training.</p>



		<p>Briefings: Into Officers who are likely to request FR checks to make them aware of the limitations of matches possible for persons with Facial Disfigurements, neurological conditions affecting expression or those wearing assistive devices and reasons why.</p> <p>Communications: Reiteration of the requirement of the Public Sector Equality Duty.</p> <p>It is mandated that there will be a human review at 2 stages during the process for all matches to direct next steps.</p>
Gender Reassignment	Not Applicable – new policy	<p>Potential Impact: Facial searching is based on the mapping of key facial indicators when comparing a reference image database image for an individual. Therefore, the functionality, accuracy and performance of facial searching may be less effective if changes to facial appearance have occurred between the time the reference image (custody image) was taken, and the time a comparison is made. This may impact persons whose gender identity or gender expression is different from that in the reference image.</p> <p>Risk of privacy breaches if a positive match does occur and gender reassignment is unintentionally revealed.</p> <p>Actions to mitigate impact:</p> <p>Training: Established training delivered, accredited by the CoP. Including considerations around assumptions based on gender and gender identity sensitivity when progressing positive match enquiries.</p> <p>National Guidance: PND Manual of Guidance, WMP Force Policy and training.</p> <p>Briefings: Into Officers who are likely to request FR checks to make them aware of the possible impact of gender reassignment to FR matches and reasons why. Advice to be given around requirement for sensitivity when communicating, to be aware of not 'outing' that individual unintentionally.</p> <p>Communications: Reiteration of the requirement of the Public Sector Equality Duty.</p> <p>It is mandated that there will be a human review at 2 stages during the process for all matches to direct next steps.</p>
Pregnancy & Maternity	Not Applicable – new policy	<p>The use of Retrospective Facial Recognition in the Police National Database has been reviewed in respect of this area, and no perceived impacts or disproportionate effects have been identified.</p> <p>It is mandated that there will be a human review at 2 stages during the process for all matches to direct next steps.</p>



Marriage & Civil Partnership	Not Applicable – new policy	<p>The use of Retrospective Facial Recognition in the Police National Database has been reviewed in respect of this area, and no perceived impacts or disproportionate effects have been identified.</p> <p>It is mandated that there will be a human review at 2 stages during the process for all matches to direct next steps.</p>
Race	Not Applicable – new policy	<p>The algorithm is equally likely to return the correct match in a search response at the setting used by police. This means if a person is female or male, old or young, Black, White, or Asian, the algorithm is equally likely to find them in the database.</p> <p>Impact: Facial algorithms are however more likely to suggest incorrect matches if the searched image shows someone who is Black rather than Asian or White. When demographics are combined, Black females are more likely to generate false image matches than Black males.</p> <p>Source: The National Physical Laboratory Test results dated August 2024.</p> <p>Actions to mitigate impact:</p> <p><u>Training:</u> Established training delivered, accredited by the CoP.</p> <p>RFR SOP should outline and highlight the risk to specific groups, for example Black females who are more likely to have an incorrect match returned. Human checkers at both the initial matching, and return to OIC phase, must be briefed on this potential to ensure that they are diligent in their enquiries.</p> <p><u>National Guidance:</u> PND Manual of Guidance, WMP Force Policy and training.</p> <p><u>Briefings:</u> Into Officers who are likely to request FR checks to make them aware of the possible limitations of anyone wearing a headscarf.</p> <p><u>Communications:</u> Reiteration of the requirement of the Public Sector Equality Duty.</p> <p><u>Governance</u></p> <p>FR Scrutiny Panel to be introduced for accountability and transparency.</p> <p>It is mandated that there will be a human review at 2 stages during the process for all matches to direct next steps.</p>
Religion or Belief	Not Applicable – new policy	<p>Potential Impact: Facial algorithms can be impacted by people wearing facial or head coverings that hide facial features. People who have a religion or a belief where face or head coverings are routinely worn could be indirectly impacted as they may not be achieve a match. As an example, the police could be investigating a missing person who is wearing a facial or head covering which could affect the effectiveness of the PND facial search. This could lead to a delay in locating</p>



		<p>the missing person, increasing the risk to them or others.</p> <p>Actions to mitigate impact: Facial algorithm is proven to be effective even when facial or head coverings are worn, however this indirect risk cannot be fully removed.</p> <p><u>Training:</u> Established training delivered, accredited by the CoP</p> <p><u>National Guidance:</u> PND Manual of Guidance, WMP Force Policy and training.</p> <p><u>Briefings:</u> Into Officers who are likely to request FR checks to make them aware of the possible limitations of anyone wearing a headscarf.</p> <p><u>Communications:</u> Reiteration of the requirement of the Public Sector Equality Duty</p> <p>It is mandated that there will be a human review at 2 stages during the process for all matches to direct next steps.</p>
Sex	Not Applicable – new policy	<p>Potential Impact: Facial algorithms are more likely to suggest incorrect matches if the searched image shows someone who is female rather than male. When demographics are combined, black females are more likely to generate false image matches than Black males.</p> <p>Source: The National Physical Laboratory Test results dated August 2024</p> <p>Facial algorithms can be impacted by people wearing items that hide facial features, this may impact females who wear a headscarf. Where face or head coverings are worn in an image, this could be indirectly impactful as they may not be achieving a match.</p> <p>Actions to mitigate impact:</p> <p><u>Training:</u> Established training delivered, accredited by the CoP</p> <p><u>National Guidance:</u> PND Manual of Guidance, WMP Force Policy and training.</p> <p><u>Briefings:</u> Into Officers who are likely to request FR checks to make them aware of the possible limitations evidenced in testing that there is a higher likelihood of mismatches for females for their awareness and due diligence.</p> <p><u>Communications:</u> Reiteration of the requirement of the Public Sector Equality Duty</p> <p>It is mandated that there will be a human review at 2 stages during the process for all matches to direct next steps.</p>



Sexual Orientation	Not Applicable – new policy	The use of Retrospective Facial Recognition in the Police National Database has been reviewed in respect of this area, and no perceived impacts or disproportionate effects have been identified. It is mandated that there will be a human review at 2 stages during the process for all matches to direct next steps.
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Publication Instructions

Suitable for publication to public.

Document Control

Strategic Lead: <i>[role and name]</i>	
Policy Author(s): <i>[role and name]</i>	
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FET Lead: <i>[role and name]</i>	Assistant Chief Constable Sarah Burton – Operations & Force Contact
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Any enquiries in relation to this policy should be made directly with the Strategic Lead.

All policies are subject to a formal consultation process which encompasses Legal, Professional Standards, Faith Groups, Trade Unions, Independent Advisory Groups and wider force groups and any other relevant parties. A record of consultation can be found on the Policy Portal.

It is responsibility of the Strategic Lead to ensure that all links within the policy are correct and accessible.

Amendment History:

Version Number:	Effective Date:	Summary of Amendments:	Author:
1.0	18.08.2026	New Policy	