

Chief Constable
Chief Constable Robert Carden
Police Headquarters
Carleton Hall Penrith,
Cumbria
CA10 2AU



24th April 2025

Dear

FREEDOM OF INFORMATION REQUEST – FOI 377/25 Recruitment materials

I refer to your request for information received by Cumbria Constabulary on the 28th of March 2025. I note you seek access to the following information:

We would like to know if you have access to, and are able to share, any recruitment materials used covering the period of 2015 to 2024. This may include job advertisements, promotional materials, or any documents outlining recruitment strategies and criteria during this period. We have taken a look at the current recruitment materials published on your website, but we acknowledge these current materials may not reflect past materials. We believe your past recruitment materials may provide valuable context to improve our interpretation of the data.

Your request for information has now been considered and I can confirm that the information you seek is held by Cumbria Constabulary however, I am not obliged to disclose this to you.

Section 17 of the Freedom of Information Act requires a public authority, when refusing to provide the information requested, to provide a notice which: -

- States that fact,
- Specifies the exemption(s) in question and
- States, if it would not otherwise be apparent, why the exemption applies.

The exemption which applies in this case is **Section 21(1) of the Freedom of Information Act – Information Reasonably Accessible by Other Means**

This section applies because the information you have requested is already in the public domain. Cumbria Constabulary regularly promote recruitment opportunities across the force's social media channels and website. Previous promotional materials can be found on our social media channels – search for Cumbria Police on Facebook and LinkedIn.

Section 21(1) is an absolute exemption, which means that it is not necessary for me to consider whether the public interest considerations in favour of withholding the information outweigh the considerations in favour of disclosing it to you in response to your request.

In accordance with Section 17(1) of the Freedom of Information Act this letter acts as a Refusal Notice for your request.

Complaint Rights



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If you believe your request has not been properly handled, or you are otherwise dissatisfied with the outcome of your request, you have the right to request an internal review.

In the first instance, please email freedomofinformation@cumbria.police.uk quoting the FOI reference number and explain why you are dissatisfied. Your complaint will be considered and a response will be provided to you after your complaint has been investigated.

If you remain dissatisfied following conclusion of the internal review, you have the right, under section 50 of the Freedom of Information Act, to complain directly to the Information Commissioner.

The address for the Information Commissioner can be found below:

The Information Commissioner
Wycliffe House
Water Lane
Wilmslow
Cheshire
SK9 5AF

Complaints to the Information Commissioner can also be made online:

[Make a complaint | ICO](#)

I would like to take this opportunity to thank you for your interest in Cumbria Constabulary.



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