



Force Disclosure Unit

Wiltshire Police HQ

London Road

Devizes

Wiltshire

SN10 2DN

Tel 101 ext 62005

www.wiltshire.police.uk

disclosure@wiltshire.pnn.police.uk

Date: 19 March 2021

Your ref: FOI

Our ref: FOI 2021/141

Reply contact name is: Ellie James

Dear ****,

I write in connection with your request for information dated 14 February 2021 concerning Police Officers investigated, reprimanded or sacked for racist behaviour.

I am required by the Freedom of Information Act 2000 to handle all requests in a manner that is blind as to the identity and motives of the requestor. Any information released as a response to a request is regarded as being published and therefore in the public domain without caveat.

Your request for information has now been considered and having consulted our Professional Standards Department I am now able to respond as follows.

You wrote:

Please can you provide a breakdown for the number of police officers that have been investigated, reprimanded or sacked for racist behaviour in each calendar year from 2015 to 2020.

Can you also provide details of the incidents that led to disciplinary action taking place and the outcome of that action.

Our response:

The below information has been provided in an uncorrelated format in order to avoid any identification and a S40(2) exemption.

Please can you provide a breakdown for the number of police officers that have been investigated, reprimanded or sacked for racist behaviour in each calendar year from 2015 to 2020.

Year	
2015	7
2016	3
2017	1
2018	3
2019	0
2020	2



INVESTOR IN PEOPLE

Can you also provide details of the incidents that led to disciplinary action taking place and the outcome of that action.

Complaint	Outcome
Alegation that Wiltshire Police conducted a corrupt, biased and racially offensive investigation against him.	WOA given to officer
The complainant alleges that the actions of the officers was racially motivated	Complainant refused to help investigation, so therefore unable to proceed
The complainant alleges that he was racially abused by the custody officer following his arrest	Complainant refused to help investigation, so therefore unable to proceed
Complainant alleges that Officers arresting him for being drunk & disorderly used excessive force and were verbally abusive. He alleges that there was a racial element to this. The complainant is white and one of the arresting Officers is black.	Complainant refused to help investigation, so therefore unable to proceed
The complainant eats only Halal food and disclosed this on entry into the custody suite. Staff provided a cooked breakfast with pork products. The complainant inadvertently swallowed pork sausage. The complainant thinks this might have been racial discrimination	Staff member states this was not made clear on the handover. Feedback given to prevent any similar incident in the future. Measures put in place to prevent a similar incident in the future.
The complainant alleges that Wiltshire Police did nothing to investigate or prosecute his allegation. The complainant believes that this is due to his nationality and is racial discrimination.	No evidence that officers did not investigate the incident. The incident was investigated in a proportionate and legitimate manner.
The complainant alleges that the prosecutions and arrests of himself were malicious and racially discriminating.	No case to answer
The complainant alleges that the officers called on a third party. They were derogatory to the third party about the complainant and he feels this was racially motivated.	Complainant refused to help investigation, so therefore unable to proceed.
The complainant alleges that the action taken against him was because he is Indian and that there was a racial element.	Words of advice given to officer
The complainant believes that the issue of the offence was racially motivated and that the officer was racist in his attitude.	No case to answer
The complainant alleges that the named officer lied in a letter and is complaining that this action was motivated by racial discrimination.	No case to answer
The complainant alleges that a message was finished with a monkey emoticon. The complainant is concerned that this may be a racial reference.	Officer left service before Misconduct hearing
Officer alleged to have demonstrated inappropriate behaviour by making racial comments and derogatory language towards a colleague.	Support plan given to officer re behaviour
Alleges that Police stopped him without good reason and that their treatment of him was racially motivated.	No case to answer
Complainant is alleging that he was arrested because of racial profiling	No case to answer
The complainant alleges that an officer attended a disturbance. Four people had racially abused a third party. The officer appeared disinterested and when he tried to show the named officer mobile phone footage of the incident, the officer said he "wasn't interested in that rubbish".	Complainant refused to help investigation, so therefore unable to proceed

I am satisfied that all the relevant information has been passed to me and been considered in the light of your request within the time constraints applicable under the legislation.

Wiltshire Police would like to thank you for the interest that you have shown in the Force.

Yours sincerely,

Ellie James
Disclosure Decision Maker

Wiltshire Police offers a re-examination of your case under its review procedure, details can be found on the following page.



Force Disclosure Unit

Wiltshire Police HQ, London Road, Devizes, Wiltshire SN10 2DN
Telephone 101 ext 62005

Freedom of Information Request Appeals Procedure

1. Who Can Ask for a Review

Any person who has requested information from Wiltshire Police, which has been dealt with under the Freedom of Information Act, is entitled to complain and request an internal review, if they are dissatisfied with the response they received.

2. How to Request a Review

Requests for review of a Freedom of Information request must be made in writing to the:
Force Disclosure Unit
Wiltshire Police Headquarters,
London Road, Devizes,
Wiltshire,
SN10 2DN

Email at disclosure@wiltshire.pnn.police.uk.

The reference number, date of the request and details of why the review is being requested must be included. Requests for review should be brought to the attention of the Force Disclosure Unit within 20 working days of the Force's response to the original FoI request.

3. Review Procedure

Receipt of a request for review will be acknowledged in writing to include confirmation of the reasons for the review. The review will be conducted by another Decision Maker, who is independent from the original Decision Maker. The Force Disclosure Unit will set a target date for a response. The response will be made as soon as is practicable with the intention to complete the review within twenty working days. In more complex cases the review may take up to 40 working days.

The Independent Decision Maker will conduct a review of the handling of the request for information and of decisions taken, including decisions taken about where the public interest lies in respect of exempt information where applicable. The review enables a re-evaluation of the case, taking into account the matters raised by the complaint.

4. Conclusion of the Appeal

On completion of the review the Independent Decision Maker will reply to the complainant with the result of the review. If the complainant is still dissatisfied following the review they should contact the Information Commissioner to make an appeal. The Information Commissioner can be contacted via the following details:

Information Commissioner's Office

Wycliffe House
Water Lane
Wilmslow
Cheshire
SK9 5AF
Tel: 01625 545 700
Fax: 01625 524 510
Email: mail@ico.gsi.gov.uk