

**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

XXXXXXXX
By email

Date: 5th May 2021

Our ref: FOI 2021/227

Reply contact name is: Abigail Standidge

Dear XXXXX,

I write in connection with your request for information dated 12th March 2021 concerning sexual misconduct and violence against women. Please accept my apologies for the delay in furnishing your request.

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.

Following receipt of your request, research was conducted by the Professional Standards Department at Wiltshire Police.

Your request for information has now been considered and I am able to respond as follows.

You wrote:

Please provide the following information, broken down by financial year:

1. The number of complaints (not internal conduct matters) of alleged sexual misconduct and/or violence against women - including but not limited to sexual harassment, sexual assault and rape - lodged against serving police officers, PCSOs, and special constables between April 2017 and March 2021, where the alleged victim was not someone working for the police (i.e. police officer, non-officer staff, PCSO, special constable, or volunteer).
2. The number of internal conduct matters concerning alleged sexual misconduct and/or violence against women - including but not limited to sexual harassment, sexual assault and rape - lodged against serving police officers, PCSOs, and special constables between April 2017 and March 2021, where the alleged victim was not someone working for the police (as defined in question 1).
3. The number of complaints (not internal conduct matters) of alleged sexual misconduct and/or violence against women - including but not limited to sexual harassment, sexual assault and rape - lodged against serving police officers, PCSOs, and special constables between April 2017 and March 2021, where the alleged victim was someone working for the police (as defined in question 1).



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4. The number of internal conduct matters concerning alleged sexual misconduct and/or violence against women - including but not limited to sexual harassment, sexual assault and rape - lodged against serving police officers, PCSOs, and special constables between April 2017 and March 2021, where the alleged victim was someone working for the police (as defined in question 1).

Please provide the data for questions 5 to 12 broken down by the year the case was initially logged in.

5. The number of complaints referred to in response to question 1 where the complaint was upheld, and the number that are still pending.
6. The number of internal conduct matters referred to in response to question 2 where the allegation was upheld, and the number that are still pending.
7. The number of complaints referred to in response to question 3 where the complaint was upheld, and the number that are still pending.
8. The number of internal conduct matters referred to in response to question 4 where the allegation was upheld, and the number that are still pending.
9. The number of complaints referred to in response to question 5 where the accused had their employment (or equivalent for PCSOs etc) terminated as a result, or where the accused resigned prior to the conclusion of proceedings.
10. The number of internal conduct matters referred to in response to question 6 where the accused had their employment (or equivalent for PCSOs etc) terminated as a result, or where the accused resigned prior to the conclusion of proceedings.
11. The number of complaints referred to in response to question 7 where the accused had their employment (or equivalent for PCSOs etc) terminated as a result, or where the accused resigned prior to the conclusion of proceedings.
12. The number of internal conduct matters referred to in response to question 8 where the accused had their employment (or equivalent for PCSOs etc) terminated as a result, or where the accused resigned prior to the conclusion of proceedings.
13. Please provide any readily available summaries of the cases covered by questions 1 to 4 that were upheld (specifying, if possible, whether in each case the accused left the police force's employment)

Our response

1. The number of complaints (not internal conduct matters) of alleged sexual misconduct and/or violence against women - including but not limited to sexual harassment, sexual assault and rape - lodged against serving police officers, PCSOs, and special constables between April 2017 and March 2021, where the alleged victim was not someone working for the police (i.e. police officer, non-officer staff, PCSO, special constable, or volunteer).

2017 – 2

2018 – 1

2019 – 0

2020 – 0

2021 – 0

2. The number of internal conduct matters concerning alleged sexual misconduct and/or violence against women - including but not limited to sexual harassment, sexual assault and rape - lodged against serving police officers, PCSOs, and special constables between April 2017 and March 2021, where the alleged victim was not someone working for the police (as defined in question 1).

2017 – 1

2018 – 3

2019 – 1

2020 – 2

2021 – 1 (this matter is ongoing)

3. The number of complaints (not internal conduct matters) of alleged sexual misconduct and/or violence against women - including but not limited to sexual harassment, sexual assault and rape - lodged against serving police officers, PCSOs, and special constables between April 2017 and March 2021, where the alleged victim was someone working for the police (as defined in question 1).

0

4. The number of internal conduct matters concerning alleged sexual misconduct and/or violence against women - including but not limited to sexual harassment, sexual assault and rape - lodged against serving police officers, PCSOs, and special constables between April 2017 and March 2021, where the alleged victim was someone working for the police (as defined in question 1).

2017 – 1

2018 – 1

2019 – 1

2020 – 5

2021 – 1 (this matter is ongoing)

5. The number of complaints referred to in response to question 1 where the complaint was upheld, and the number that are still pending.

2017 – 0 upheld 0 pending

2018 – 0 upheld 0 pending

2019 – N/A no complaints that year

2020 – N/A no complaints that year

2021 – N/A no complaints that year

6. The number of internal conduct matters referred to in response to question 2 where the allegation was upheld, and the number that are still pending.

2017 – 0 upheld 0 pending

2018 – 1 upheld 0 pending

2019 – 1 upheld 0 pending

2020 – 0 upheld 1 pending

7. The number of complaints referred to in response to question 3 where the complaint was upheld, and the number that are still pending.

N/A

8. The number of internal conduct matters referred to in response to question 4 where the allegation was upheld, and the number that are still pending.

2017 – 0 upheld 0 pending

2018 – 1 upheld 0 pending

2019 – 0 upheld 0 pending

2020 – 1 upheld 1 pending

2021 – 0 upheld 1 pending

9. The number of complaints referred to in response to question 5 where the accused had their employment (or equivalent for PCSOs etc) terminated as a result, or where the accused resigned prior to the conclusion of proceedings.

2017 – 0 dismissal 0 resignation

2018 – 0 dismissal 0 resignation

2019 – 0 dismissal 0 resignation

2020 – 0 dismissal 0 resignation

2021 – 0 dismissal 0 resignation

10. The number of internal conduct matters referred to in response to question 6 where the accused had their employment (or equivalent for PCSOs etc) terminated as a result, or where the accused resigned prior to the conclusion of proceedings.

2017 – 0 dismissal 0 resignation

2018 – 1 dismissal 0 resignation

2019 – 1 dismissal 0 resignation

2020 – 1 dismissal 1 resignation

2021 – 0 dismissal 0 resignation

11. The number of complaints referred to in response to question 7 where the accused had their employment (or equivalent for PCSOs etc) terminated as a result, or where the accused resigned prior to the conclusion of proceedings.

N/A

12. The number of internal conduct matters referred to in response to question 8 where the accused had their employment (or equivalent for PCSOs etc) terminated as a result, or where the accused resigned prior to the conclusion of proceedings.

2017 – 0 dismissal 0 resignation

2018 – 0 dismissal 0 resignation

2019 – 0 dismissal 0 resignation

2020 – 1 dismissal 1 resignation

2021 – 0 dismissal 0 resignation

13. Please provide any readily available summaries of the cases covered by questions 1 to 4 that were upheld (specifying, if possible, whether in each case the accused left the police force's employment)

2018 – Member of Police Staff (not PCSO) sent inappropriate text messages to victim of crime - this was upheld and they were dismissed.

2018 – A police officer was inappropriate to a member of the public at a private function – this was upheld - not dismissed

2019 – A police officer conducted an inappropriate relationship with a female whilst on duty - this was upheld and they were dismissed

2020 – A police officer sent inappropriate text messages and behaved inappropriately towards colleagues - this was upheld and they were dismissed

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

Abigail Standidge
Force Disclosure Decision Maker

Wiltshire Police offers a re-examination of your case under its review procedure.



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

Please note that the ICO's offices will be closed for the foreseeable future and are therefore unable to receive correspondence via post.

If you should wish you contact them, please visit <https://ico.org.uk/global/contact-us/>