

**Force Disclosure Unit**

Wiltshire Police HQ

London Road

Devizes

Wiltshire

SN10 2DN

Tel 101 ext 62005

[www.wiltshire.police.uk](http://www.wiltshire.police.uk)[disclosure@wiltshire.pnn.police.uk](mailto:disclosure@wiltshire.pnn.police.uk)

XXXXXX – by E mail

Date: 7<sup>th</sup> May 2021

Your ref: FOI

Our ref: FOI 2021 / 402

Reply contact name is: Nick Penny

Dear XXXXXX,

I write in connection with your request for information dated 2<sup>nd</sup> May 2021 concerning Unconscious Bias Training (Facial Recognition).

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 Learning and Development Department - I am now able to respond as follows.

**You wrote:**

- What is the frequency of unconscious bias training in relation to Live Facial Recognition technology or any other facial recognition technology? Who delivers this training? Is it via an independent organization or someone who is part of the police department?
- In the past five years (01/01/17-31/12/17, 01/01/18-31/12/18, 01/01/19-31/12/19, 01/01/20-31/12/20, 01/01/21-01/04/21) please provide the number of officers who have received unconscious bias training in relation to LFR technology or any other facial recognition technology. In addition, please provide me all relevant materials on unconscious bias training including the slides on 'Are you Conscious of your Unconscious Bias?' in the relevant format.

**Our response:**

Wiltshire Police do not currently use Live Facial Technology, or indeed for that matter, any other facial recognition technology.

Over the last 5 years no officers have received any unconscious bias training in relation to either LFR technology or any other facial recognition technology.



INVESTOR IN PEOPLE

However, under our Section 16 obligation to be as helpful as possible to an applicant please note the following details in respect of other Unconscious Bias training that is given to Wiltshire Police Officers and Staff that is not specific to LFR or other facial recognition technology :-

Internal Training in Unconscious Bias is provided to new Officers, PCSO's , Specials and LCI's by our Learning and Development Team.

This training comprises material available from Project Implicit – this can be accessed by visiting the website below :-

<https://implicit.harvard.edu/implicit/>

In addition, our L&D Team also make use of the following Royal Society YouTube video which covers 'Are you Conscious of your Unconscious Bias?' :-

<https://www.youtube.com/watch?v=dVp9Z5k0dEE>

Any other training that has been delivered within Wiltshire Police in respect of Unconscious Bias (outside of that offered to any new Officers/PCSO's/Special's/LCI's) has been conducted by Wiltshire Council and we do not have any materials relevant to this that we can supply to you – if you require this, please contact Wiltshire Council directly.

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,

Nick Penny  
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](mailto: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 Fol 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](mailto:mail@ico.gsi.gov.uk)