

**Force Disclosure Unit**

Wiltshire Police HQ

London Road

Devizes

Wiltshire

SN10 2DN

Tel 101 ext 62005

www.wiltshire.police.ukdisclosure@wiltshire.pnn.police.uk

XXXXXX – by E mail

Date: 1st June 2021

Your ref: FOI

Our ref: FOI 2021 / 353

Reply contact name is: Nick Penny

Dear XXXXXX,

I write in connection with your request for information dated 14th April 2021 concerning breaches of police guidelines re social media use. Apologies once again for the delayed response to 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.

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

You wrote:

Between January 1 2015 and April 14 2021, how many police officers and staff employees have been investigated for breaching police guidelines on social media use?

For each investigation, please can you provide the following information:

- a) the date the case was recorded,
- b) the nature of the allegation (complaint summary) including the social media platform involved,
- c) the rank (or paygrade) of the officer or civilian,
- d) the result - specifically whether an allegation was proven, and whether they were sacked / resigned / no further action.

Our response:

For the time period you request there have been 5 cases that meet your criteria. Details for each case in turn are as follows :-



INVESTOR IN PEOPLE

Case 1

- a) 29-08-2018
- b) WhatsApp – Inappropriate content of team WhatsApp group, other users were offended
- c) 5 x Police Constables
- d) Management Action issued to 4 of the 5 officers

Case 2

- a) 2018 (unable to locate exact date due to system fault)
- b) WhatsApp – Inappropriate image
- c) 1 x Police Constable
- d) Ethical Interview initially, Management Action followed

Case 3

- a) 2018 (unable to locate exact date due to system fault)
- b) Facebook – Inappropriate content and image
- c) 1 x Police Constable
- d) Management Action

Case 4

- a) 12-02-2021
- b) Facebook – Inappropriate content
- c) 1 x Police Constable
- d) Management Action

Case 5

- a) 12-02-2021
- b) Facebook – Inappropriate content
- c) 1 x Police Constable
- d) Management Action

Please Note :-

Wiltshire Police has a robust social media policy and as such, numbers of social media investigations are low.

To identify the information you require we have had to rely on the accuracy of the data held within the Centurion Case Management system and as such, it is possible there may be other investigations that we have not located. It is not possible to search specifically for topics such as 'Social Media', instead breaches of the Standards of Professional Behaviour of this nature are recorded under 'Orders and Instructions' (not following force policies). Further to this, it is likely minor breaches may have been dealt with by local managers in line with the Reflective Practice Review Process.

Wiltshire Police continues to reinforce the need to only use social media for personal use and not to put anything on public systems linking them to working for the Police Service, and to only put things on that are appropriate in nature.

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.

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