

**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: 23rd June 2021

Your ref: FOI

Our ref: FOI 2021 / 500

Reply contact name is: Nick Penny

Dear XXXXXX,

I write in connection with your request for information dated 8th June 2021 concerning Police Officer Recruitment and Establishment.

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 Business Performance, Finance and Recruitment Teams - I am not able to respond to you in full.

You wrote :

1. The total number of new full-time serving police officers [not specials or administrative staff] recruited by your force for the uplift. I would like this broken down by age range, gender and ethnicity. I would like the information for the following time periods : -

1 October 2019 to 30 September 2020 and from 1 October 2020 to 31 May 2021

2. A complete breakdown of your current serving officers [not specials or administrative staff]. They should be broken down into age range, gender, ethnicity and rank. These should be for the financial or accounting year for both 2019/2020 and 2020/2021, and data for a particular year should be clearly marked.

3. A complete breakdown of the number of applicants who applied for officer roles between 1st Oct 2019 to 30 Sept 2020 and 1 Oct 2020 to 31st May 2021. This should be broken down into age range, gender, ethnicity.

4. A complete breakdown of the number of officers shortlisted for officer roles between 1st Oct 2019 to 30 Sept 2020 and 1 Oct 2020 to 31st May 2021. This should be broken down into age range, gender, ethnicity.



INVESTOR IN PEOPLE

Our Response

The information that you are requesting for specific parts of your request (namely the age/gender/ethnicity breakdown of applicants in Q3 and Q4) is not stored in a way which permits easy retrieval.

We do not specifically record the Age Range, Gender or Ethnicity of any applicant to Wiltshire Police in a searchable format on any of our current system(s), nor those that have specifically passed the shortlisting process.

To be able to ascertain the information you require to answer these questions fully we would need to look manually at each individual application made for the time periods you have specified and make a note of those specific details that relate to each applicant.

For the time periods you require there have been 800 applications received from individuals for Officer roles. To obtain the Age Range/Gender/Ethnicity solely of each of these applicants (and ignoring separate searches work to identify those that were successful in passing the shortlisting process) - and allowing a very conservative 5 minutes per individual - I am absolutely confident that to locate, retrieve and extract the information you seek would by far exceed the time obligations upon this authority to comply, and in so doing would exceed the fees limits. This is set at £450 calculated at a flat rate of £25 per hour for those work activities comprising of confirming the information is held, locating it, retrieving it and extracting it.

Although excess cost removes the forces' obligations under the Freedom of Information Act, as a gesture of goodwill I have supplied information, relative to your request, retrieved or made available before it was realised that the fees limit would be exceeded. I trust this is helpful, but it does not affect our legal right to rely on the fees regulations for the remainder of your request. What I am able to provide you are the answers documented below :-

Question 1

Wiltshire Police have uplifted 49 officers (our full allocation for year 1) and a further 11 so far out of our Year 2 allocation which totals a further 48 officers.

We are unable to give a breakdown by age, gender or ethnicity specifically for the uplifted officers as it is not possible to identify which officers were recruited for Uplift and those which are recruited during each of these years to also replenish our leavers and/or retirees – No information held.

Question 2

As at March 2020, the breakdown of our current serving Officers (not Specials or Admin Staff) by category was as follows :-

Gender	Volume of staff
Female	378
Male	653
Total	1031

Age Breakdown	Volume of staff
18-25	47
26-40	490
41-55	468
56+	26
Total	1031

Ethnicity	Volume of staff
A1. Asian - Indian	3
A9. Any other Asian background	4
B2. Black African	2
B9. Any other Black background	2
M1. White & Black Caribbean	2
M3. White & Asian	3
M9. Any other mixed background	3
NS. Not stated	2
O1. Chinese	1
W1. White British	987
W2. White Irish	3
W9. Any other white background	18
White - Any other background	1
Grand Total	1031

Rank	Volume of staff
ACC	3
CC	1
CINSP	5
CON	771
DCC	1
INSP	63
SGT	176
SUPT	11
Grand Total	1031

Please note, after March 2020 the Ethnicity categorization changed and was expanded to include more designated categories.

As at March 2021, the breakdown of our current serving Officers (not Specials or Admin Staff) by category was as follows :-

Gender	Volume of staff
Female	403
Male	698
Total	1101

Age Breakdown	Volume of staff
18-25	88
26-40	526
41-55	463
56+	24
Total	1101

Ethnicity	Volume of staff
Asian - Any other Asian background	1
Asian British	1
Asian Indian	1
Asian Or Asian British - Any Other Asian Background	2
Asian Or Asian British - Indian	1
Black - African	2
Black Or Black British - Any Other Black Background	2
Chinese Or Other Ethnic Group - Chinese	1
Mixed - Any other Mixed / multiple ethnic background	1
Mixed - Any Other Mixed Background	3
Mixed - White And Asian	7
Mixed - White And Black African	1
Mixed - White And Black Caribbean	1
Not Stated	3
Prefer not to say	6
White - Any Other White Background	32
White - English / Welsh / Scottish / Northern Irish / British	1029
White - Irish	6
White - Other	1
Grand Total	1101

Rank	Volume of staff
ACC	2
CC	1
CINSP	8
CON	851
DCC	1
INSP	57
SGT	169
SUPT	12
Grand Total	1101

Question 3

We are unable to identify the number of specific applicants for Officer roles for the time periods you have requested.

Our recruitment process occurs in tranches and the time periods do not correspond specifically with those you have specified and in some cases overlap (slightly) those periods.

The applicant numbers we have received for the last 3 tranches of Officer recruitment have been as follows :-

23 rd Sept – 13 th Oct 2019	154 applications
9 th Mar – 13 th Mar 2020	245 applications
6 th May – 13 th May 2021	401 applications

We do not hold the data you are requesting (Age Range/Gender/Ethnicity) for this question in an easily searchable format at any specific stage of the recruitment process.

Obtaining this data would be a manual process which would exceed the time limits allowed for this FOI response – see note above.

Question 4

There are a number of different steps involved in the Shortlisting of applicants at Wiltshire Police for new Officer vacancies. These can be summarised as follows :-

- Apply online
- Personal statements (for those that do not meet the qualifications)
- Mandatory Assessment Centre
- Online Assessment (pass or fail)

Once applicants have passed the online assessment stage, applicants are then processed to complete the following checks:

**Fitness test
Occupational Health test (medicals)
Vetting
Biometrics / Drugs screening
References**

We do not hold the data you are requesting (Age Range/Gender/Ethnicity) for this question in an easily searchable format at any specific stage of the recruitment process.

Obtaining this data would be a manual process which would exceed the time limits allowed for this FOI response – see note above.

Ordinarily under our section 16 duty to provide advice and assistance, we would advise you how to refine your request in respect of questions 3 and 4 to a more manageable level. However, due to the difficulties outlined above, I cannot see how this can be achieved in this particular case.

Section 17 of the Freedom of Information Act 2000 requires the Wiltshire Police, when refusing to provide such information (because the information is exempt) to provide you the applicant with a notice which: (a) states that fact, (b) specifies the exemption in question and (c) states (if that would not otherwise be apparent) why the exemption applies.

The exemption applicable to the information requested is:

Section 12: Exemption where cost of compliance exceeds appropriate limit

- (1) Section 1(1) does not oblige a public authority to comply with a request for information if the authority estimates that the cost of complying with the request would exceed the appropriate limit.

In accordance with section 17 of the Act, this letter represents a Refusal Notice for this particular request.

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