



Force Disclosure Unit
Wiltshire Police HQ
London Road
Devizes
Wiltshire
SN10 2DN
Tel 101 ext. 62005
www.wiltshire.police.uk
disclosure@wiltshire.police.uk

Date: 09/07/2021

Our ref: FOI 2021/566

I write in connection with your request for information dated 03/07/2021 concerning headwear options for officers/staff.

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 Facilities Department at Wiltshire Police.

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

You wrote and Our Response:

1) Please can you confirm the headwear options (e.g. custodian, bowler, flat cap, bump cap etc) available to the following officers/staff (please simply list the options, we do not require photos etc):

- Police Community Support Officers – [Flat Cap or Bowler](#).
 - Constables (on initial training) – [Flat Cap/Custodial Helmet or Bowler](#).
 - Constables (patrol/neighbourhood/response) – [Flat Cap/Custodial Helmet or Bowler](#).
 - Constables (roads policing) – [White Cap](#).
 - Constables (Formal occasions – parades, court etc) – [Flat Cap/Custodial Helmet or Bowler](#).
 - Firearms officers – [Ballistic Helmet, Baseball Cap, Beanie Hat](#).
 - Taser officers – [Flat Cap/Custodial Helmet or Bowler](#).
 - Dog handlers – [Baseball Cap & Bump Cap](#).
 - Search officers – [Bump Cap](#).
 - PSU Level 3 officers – [PSU NATO Helmet](#).
 - PSU Level 2 officers (when not using a NATO helmet) – [Baseball Cap](#).
 - PSU Level 1 officers (if you have them in your force, when not using a NATO helmet) -
- [N/A](#)
- Senior officers (Inspectors and above) – [Flat Cap or Bowler](#).
 - Any other officers/staff/specialist roles supplied with headwear (other than NATO helmet)

Constable or PCSO Cyclist – Cycle Helmet
CSI – Bump Cap
Collision Investigation Officers – Bump Cap
Escort Officers – Flat Cap or Bowler
Drone Pilot – Bump Cap & Beanie Hat
Negotiator – Beanie Hat & Yellow Baseball Cap
Police Liaison Officer – Pale Blue Baseball Cap
Police Scene Liaison Officer – Bump Cap & Yellow Baseball Cap
Mechanic – Bump Cap

- 2) Are there any gender based limitations on officers requesting any of the following items (i.e. males are routinely allocated one type of headwear, females another)? There are no limitations other than that the helmets and bowlers are made to fit the specific genders head size and shape so not always a best fit.
- 3) Do you have specific headwear options available for non-binary officers which aren't available otherwise? Wiltshire are introducing a gender-neutral flat cap as an extra option.
- 4) Are there any roles or occasions whereby officers would not be able to utilise a gender neutral headwear option such as a flat cap/bump cap? Any duty where there is a risk of potential head injuries, so any PSU/Football duties or policing night time economy. A Flat Cap or Bump cap would not offer the required level of protection required for these roles.
- 5) Does your force utilise any internal publications to provide a visual representation of how officers should be dressed whilst on duty? (such as posters, aide memoirs etc) (A simple Yes/No is sufficient, we do not request copies of these) Yes.
- a. If the answer is yes, is there visual representation of the uniform options available to non-binary officers? No, although the only item that is different would be the gender-neutral Flat Cap.
- 6) When was your force's uniform policy last updated? January 2021
- 7) Was your force's LGBT+ Staff Network consulted on the uniform policy at its last update? No, but they are always invited to the Wiltshire Workwear and Equipment group chaired by our ACC, where all items of uniform and equipment is discussed, and decisions made regards uniform policy.
- 8) When is your uniform policy next due to be reviewed? June 2021 (although has not been completed yet).

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

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.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

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/>