



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: 24th August 2021

Your Ref: FOI

Our Ref: FOI 2021/649

Reply contact name is:

Dear,

I write in connection with your request for information dated 4th August 2021 concerning the number of Police Officer's within the force.

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 after having consulted the Performance Team and the Positive Action Team – I am now able to respond as follows.

You wrote and our response:

- 1.) What is the total establishment of police officers in your force?
1081 – this includes career break and seconded officers.
- 2.) What percentage of your police officers are men?
63%.
- 3.) What percentage of your police officers are women?
37%.
- 4.) What percentage of your police officers are White men?
60%.
- 5.) What percentage of your police officers are White women?
36%.
- 6.) What percentage of your police officers are Black men?
0.3%.
- 7.) What percentage of your police officers are Asian men?
0.6%.
- 8.) What percentage of your police officers are Asian women?
0%.



INVESTOR IN PEOPLE

9.) What percentage of your police officers are Mixed men?

1%.

10.) What percentage of your police officers are Mixed women?

0.4%.

11.) What percentage of your police officers are another ethnic group (including Chinese) and men?

0.2%.

12.) What percentage of your police officers are another ethnic group (including Chinese) and women?

0%.

13.) How many police officers are the force intending to recruit in the next 3 years (2021,22,23)?
135 starters expected for 21/22. For 22/23, expected 121 officers (this would include uplift figures and replenished estimated leavers. Figures may change based on leaver data and the requirement may reduce due to the number recruited over our required target in the previous year. These estimated intake figures also depend on future strategies and the change to PCC).

14.) Please provide any evidence of positive action initiatives that your force may currently have in place.

All job roles are advertised on the Police website careers page. Each advert is re-advertised to specific community groups and religious networks via our positive action social media platform. This Facebook site focusses on engagement with under-represented communities. Interested applicants are encouraged to engage directly with the Positive Action (PA) Team to activate 1-1 support and guidance. The Positive Action Team also carry out recruitment talks to specific community groups and attend recruitment and religious events in our Communities.

A PA candidate for a job role is given support through the complete process whether that is for a civilian job role or uniformed. Depending on the requirements for the application route the applicant could receive Application Form guidance, CV writing, reasonable adjustment consultation/assistance, interview preparation and/or assessment preparation.

Wiltshire Police also have initiatives such as reverse mentoring, ELEM's (English Language Education Mentors), Talent Development Course and in-house dyslexia assessors.

There are a number of Staff networks that employees can join such as:

- WEPA – Wiltshire Ethnic Police Association
- Disability Support Network
- Christian Association
- Connect Women's Network
- LGBTQ+
- Peer Support Group
- Unison
- Police Federation
- Menopause Support Group

15.) Has your force made any commitment to recruiting certain numbers from ethnic minority communities?

Our Force has not made any commitment to numbers, however, we strive to be reflective of the Communities we police, based on the National Census Data. Recruiting campaigns

and events will continue to focus on under-represented Communities. We will continue our successful social media presence to increase engagement across our diverse network.

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