



XXXXXXXXX
By email

Date: 10 January 2022

Reply contact name is Abigail Standidge

Dear XXXXX,

I write in connection with your request for information dated 20th December 2021, concerning third party sexual harassment.

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 Professional Standards Department at Wiltshire Police. Your request for information has now been considered and I am not obliged to supply the information you have requested.

You wrote:

I would like to be provided with the following information regarding third-party sexual harassment. The definition of third-party sexual harassment is when a staff member is harassed by a police officer, witness, victim or person who has been arrested. The harassment can constitute inappropriate language, inappropriate touching, unwanted sexual advances, and sharing or sending of lewd images on social media.

Please note that there are three parts to this request:

1. Please confirm how many reports of third-party sexual harassment your force has received from staff members between 31 October 2013 and 31 October 2021.
2. Does your force have a policy to manage third-party sexual harassment?
3. If your force has a policy on third-party sexual harassment, what were the outcomes of any complaints made to you by staff members?

If it does not push the request over the cost limit please provide a summary of the allegation (such as inappropriate touching, inappropriate messages or rape) and the outcome, including what disciplinary action, if any, was taken.



Our ref: FOI 2021/1045

Force Disclosure Unit

Wiltshire Police HQ
London Road

Devizes

Wiltshire SN10 2DN

Telephone: 101

Extension: 62005

Website: www.wiltshire.police.uk

E-mail:

disclosure@wiltshire.pnn.police.uk



INVESTOR IN PEOPLE

Additionally, if it does not push the request over the cost limit, please provide the race and gender of both the person making the allegation and who the allegation was against.

Our response:

The information you are requesting is not stored in a way which permits for easy retrieval. To locate the requested information, a manual review of every report between 31/10/2013 and 31/10/2021 would need to be conducted. Additionally, the report may have been made anonymously, or further information may be stored on different Force systems, and therefore the response may not be accurate. To determine whether the information requested is held would far exceed the time obligations placed upon the authority to comply with this request.

Under the circumstances 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. Therefore the whole of the request should fall under the exemption of section 12 of the Freedom of Information Act 2000.

Please also note that if one part of the request engages a Section 12 response, the whole request will engage a Section 12 response. The reason being is due to the fact that locating, retrieving and extracting any further information would only add to the already exceeded time obligations.

Ordinarily under our Section 16 obligation to provide advice and assistance we would advise you of a way to refine your request to a more manageable level. Due to the difficulties in obtaining the requested information, as outlined above, I cannot think of a way in which this could be achieved.

Section 17 of the Freedom of Information Act 2000 requires 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.

Please contact me if you would like to discuss the withheld information.

Yours sincerely

Abigail Standidge
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 FoI 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 to contact them, please visit <https://ico.org.uk/global/contact-us/>