

**Force Disclosure Unit**

Wiltshire Police HQ

London Road

Devizes

Wiltshire

SN10 2DN

Tel 101 ext 62005

www.wiltshire.police.ukdisclosure@wiltshire.pnn.police.ukDate: 6th January 2022

Your ref: FOI

Our ref: FOI 2021 / 1059

Reply contact name is:

Dear ****,

I write in connection with your request for information dated 30th December 2021 concerning 'Constables Oath'.

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 Department I am now able to respond as follows.

You wrote:

Under the provisions of the Freedom of Information Act 2000, please provide the sanction placed on a Police Constable of your force for a breach of the 'Constables Oath'.

Our response:

Please note there is not a specific breach for "constables oath". Whilst carrying out their duties, members of police forces (including police staff) are expected to maintain the highest standards of professional behaviour. These standards are set out in the Police (Conduct) Regulations 2020 and detailed in the College of Policing's Code of Ethics. The standards are as follows: -

1. Honesty and Integrity
2. Authority, Respect and Courtesy
3. Equality and Diversity
4. Use of Force
5. Orders and Instructions
6. Duties and Responsibilities
7. Confidentiality
8. Fitness for Duty
9. Discreditable Conduct
10. Challenging and Reporting Improper Conduct



INVESTOR IN PEOPLE

The police disciplinary system is designed to deal with circumstances where these standards are not met (breached), arising from a complaint from a member of the public, an internal complaint, or from an incident such as a death or serious injury amounting to misconduct or gross misconduct. If a breach is proven after investigation, then there are a range of sanctions available. It could be that a force identifies that an officer's performance needs to improve therefore the focus will be on putting an issue right and preventing it from happening again as well as encouraging those involved to reflect on their actions and learn. This is known as the reflective practice review process. Police forces may also identify gaps in processes, policy or guidance and change/implement/update it as a result. For matters that amount to misconduct and are proven as such then there are several possible outcomes.

Types of disciplinary action are: -

Written warning that can range between 2 and 5 years in length

A final written warning

Reduction in rank

Dismissal without notice

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,

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 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