

**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: 16th September 2021

Your Ref: FOI

Our Ref: FOI 2021/702

Reply contact name is: Kay Moore

Dear,

I write in connection with your request for information dated 26th August 2021 concerning policies that make specific mention of autism.

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 Force Policy Officer – I am now able to respond as follows.

You wrote and our response:

I wish to ask, under the FOI, whether your force has policies that make specific mention of autism, autistic spectrum or other similar terms. Alternatively, would such people be included within a more general definition of vulnerable people and so not referred to specifically. In particular I am interested in your policies concerning:

1. people employed as officers or staff by your force

Wiltshire Police is committed to the principles of equality, diversity and inclusion and has a policy of providing a workplace where each individual feels respected and able to give their best. This is encompassed by our Equal Opportunities Policy and Procedures (sent as a separate attachment).

In relation to policy people with autism would be included within the more general definition of vulnerable people and so not referred to specifically.

However, there are a couple of employment related policies that refer to autism specifically. But this is generally in relation to examples of who may be covered by, for example, the definition of disability or learning difficulty contained in the Equality Act 2010.

Wiltshire Police provides reasonable adjustment where required to enable a diverse workforce to operate to their best potential.

2. people who are victims of crime or otherwise vulnerable or at risk



Wiltshire Police policies do not specifically refer to autism or autistic spectrum in relation to victims of crime or those otherwise vulnerable or at risk. People with autism are included within the more general definition of vulnerable people and so not referred to specifically.

Vulnerability is always taken into consideration and assessed in relation to the individual and their particular needs.

A guide produced by the National Autistic Society is available for officers and staff if required.

3. people who are offenders

Wiltshire Police policies do not specifically refer to autism or autistic spectrum in relation to offenders. Autism is considered within the more general definition of a vulnerable offender. The vulnerability and needs of the offender are always taken into consideration and assessed in relation to that individual offender and their particular needs.

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,

Kay Moore
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