

**Force Disclosure Unit**

Wiltshire Police HQ

London Road

Devizes

Wiltshire

SN10 2DN

Tel 101 ext 62005

www.wiltshire.police.ukdisclosure@wiltshire.police.ukDate: 26th November 2021

Your Ref: FOI

Our Ref: FOI 2021/962

Reply contact name is: Kay Moore

Dear,

I write in connection with your request for information dated 15th November 2021 concerning the details of all public-facing Officers and dismissed Officers 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 I am not obliged to supply the information you have requested.

You wrote:

Pursuant to the Freedom of Information Act 2000 England, I hereby request the following records

First Name, Surname, Position and Email of all public officers registered within the remit of your force.

As well as a list of dismissed officers within your force.

Clarification received from applicant (23/11/21):

We would like a list of all officers that interact with the public via face2 face contact. This can be Community Patrols, Home Visits, Random Stop and Searches.

Our response:

Under the Freedom of Information Act 2000 (FOIA), this request is exempt by virtue of the following exemptions:

Section 38(1) – Health and Safety

Section 40(2) – Personal Information

Section 38 is a qualified exemption and therefore requires the harm in disclosing this information along with a Public Interest test, to be articulated. This will be carried out below.



Section 40 is an absolute exemption and therefore there is no requirement to articulate the harm or conduct a public interest test.

Information which constitutes personal data is exempt under Section 40(2) of the FOIA if it relates to a third-party and the disclosure to the public would contravene the data protection principles set out in Section 34 of the Data Protection Act 2018, and Article 5 of the GDPR.

The Section 40 exemption is engaged due to the level of detail you require, in particular the full names and email addresses of Officers who are in lower ranks as well as the names of those Officers who have been dismissed that are not already within the public domain. This is because providing you with these details would provide you with information, which in itself may identify individuals, or do so when put together with other information, which you may be able to obtain. This is because we do not believe that it would be reasonable to release the full names and email addresses of those in lower ranks, as it would not be reasonably expected at their level of responsibility for such personal information to be disclosed. With regards to Officers who have been dismissed and their details are not already within the public domain, they are still entitled to their privacy and their personal information not to be disclosed.

However, in relation to Officers of a higher rank, we believe you can reasonably expect their names and rank to be disclosed and as a result, in the table below I have disclosed to you the names and rank of those of a Chief Inspector rank and above who have a public-facing role. In the other table below, I have disclosed to you the number of public facing Officers below Chief Inspector grade and their ranks –

Details of public-facing Officers who are of Chief Inspector grade and above:

First Name	Surname	Rank
<i>Benjamin</i>	<i>Mant</i>	<i>Superintendent</i>
<i>Philip</i>	<i>Walker</i>	<i>Chief Inspector</i>
<i>Conway</i>	<i>Duncan</i>	<i>Superintendent</i>
<i>Joseph</i>	<i>Saunders</i>	<i>Chief Inspector</i>

The ranks of public facing Officers who are below the rank of Chief Inspector:

Rank	Number in Force
<i>Constable</i>	<i>626</i>
<i>Sergeant</i>	<i>122</i>
<i>Inspector</i>	<i>36</i>

Caveats:

- *Please note, that the data provided above is live and correct as at 24th November 2021.*
- *The way this information has been captured is by manually reviewing the roles of our Police Officers. This includes Response Officers, Neighbourhood Officers, Public Protection Officers, Custody and other roles which, in our opinion, would have face-to-face contact with the public. Any Officer's in covert or operationally sensitive roles have not been included in the above figures.*
- *Please bear in mind that some Officers not provided may still have some contact with the public at relevant times throughout their role.*
- *As alluded to above, please note that any Officer's who have not been assessed as having a public-facing role and have not been included in the above figures does not mean that they are in covert or operationally sensitive roles – they are just not deemed to be public-facing, as requested.*

In relation to Officer's who have been dismissed, please see the table below for the rank and number of Officer's who have been dismissed from 2000-2021:

Rank	Number of those Dismissed
Constable	20
Detective Constable	1
Sergeant	2
Superintendent	1

Please see the public interest considerations made below in relation to S38.

Public Interest Test

Overall Harm

The disclosure of Officer's email addresses that are of a Chief Inspector grade and above would lead to more transparency and would give members of the public the opportunity to contact Officer's directly with queries which could potentially lead to a better, more personable relationship between those who work for Wiltshire Police and the members of the public. This in turn, could lead to an increase in members of the public reporting information to the Police and therefore, allowing the Force to protect the wellbeing of the public more efficiently. However, the main concern with disclosing the Officer's email addresses to the public is that this could lead to the Officer being bombarded with emails where members of the public may be wanting to report incidences where there is already a more appropriate route for doing so (such as calling 101 or 999 where appropriate – or reporting an incident online via the Wiltshire Police website), which would undoubtedly have an impact on their workload and ability to carry out their role effectively. But not only this, disclosing this information could lead to the Officer receiving hate emails which could have a detrimental impact to the Officer's wellbeing.

Factors favouring Disclosure – S38

Disclosure would lead to more openness and transparency and would allow members of the public to get in touch with Officer's directly if they wished. It may also have the positive impact of an increase in members of the public reporting information to the Police, thus enabling the Force to more efficiently protect the wellbeing of the public.

Factors against Disclosure – S38

If the email addresses of Officers who are of Chief Inspector rank and above were to be disclosed, this information would likely affect the Officer's ability to carry out their role. This is because disclosing Officer's email addresses could lead to the Officer being bombarded with emails by members of the public which could have an impact on their day-to-day work and not only this, but this could lead to the Officer potentially receiving hate emails from members of the public. Disclosure of this information would very likely cause harm to the Officer and Wiltshire Police will not disclose information if it would cause harm, no matter physical, emotive or mental to any member of Wiltshire Police or members of the public.

Balance Test

Whilst there is public interest in the transparency and openness of disclosing the Officer's email addresses, there is also a very strong public interest in protecting the wellbeing of those Officer's and allowing them to carry out their role as efficiently as possible.

Therefore, for the reasons outlined above, the Public Interest lies in favour of non-disclosure of the Officer's email addresses which has been requested.

As part of my Section 16 duty to provide advice and guidance where possible, I would suggest you browse online for further information relating to the Officer's who have been dismissed, as there is information within the public domain of this nature that you may find helpful.

Section 17 of the Freedom of Information Act 2000 requires the Constabulary, when refusing to provide 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.

Exemptions applied:

Section 38(1) – Health and Safety
Section 40(2) – Personal Information

In accordance with Section 17 of the Act, this letter represents a Refusal Notice for this particular request.

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