



Force Disclosure Unit

Wiltshire Police HQ

London Road

Devizes

Wiltshire

SN10 2DN

Tel 101 ext. 62005

www.wiltshire.police.uk

disclosure@wiltshire.pnn.police.uk

XXXXXXXXXX

By email

Date: 20th October 2021

Our ref: FOI 2021/794

Reply contact name is: Abigail Standidge

Dear XXXXX,

I write in connection with your request for information dated 5th October 2021, concerning Force ethnicity.

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 Business Intelligence department and Staff Officer to the Chief Constable at Wiltshire Police.

Your request for information has now been considered and I am able to respond as follows.

You wrote:

How many black police officers are in Wiltshire Police?

Is Wiltshire Police chief happy with diversity in the police?

Our response

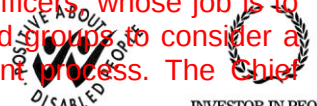
How many black police officers are in Wiltshire Police?

As of August 2021 (latest available data), there are 3 black officers.

Is Wiltshire Police chief happy with diversity in the police?

Please note, there is no obligation on an Authority to produce data in order to answer an FOI request if no information is currently held. However, the Chief Constable was keen to provide a response for this part of the request.

The Chief Constable, Kier Pritchard is 100% committed to achieving a truly diverse police workforce that reflects the communities we serve. Our Deputy Chief Constable leads the Force's diversity and inclusion work and scrutinises progress on a monthly basis. He led the creation of an in-house Equality, Diversity & Inclusion team including a team of Positive Action Officers, whose job is to work at a community level encouraging people from all under-represented groups to consider a career in policing, as well as support individuals through the recruitment process. The Chief



INVESTOR IN PEOPLE

Constable is pleased to report that in July this year, Wiltshire Police recorded the highest number of ethnic minority officers and staff since recording ethnicity breakdowns – 2.5% of police officers and 3.5% of police staff are from a black, Asian or mixed ethnicity background, compared to a Wiltshire ethnic minority population of 5.5% from the last Census.

Chief Constable's response – "We still have some way to go to be truly representative of the population of Wiltshire, but I do believe we are on the right track. In our last recruitment police officer recruitment campaign in May this year, 17% of applicants were from an ethnic minority background. It's not just about recruitment; last month we launched a 12 month education programme within the Force to raise awareness and understanding of diversity among all our employees. Everyone has a specific personal objective focussed around taking specific action on diversity and to help achieve it, we have introduced new learning resources and monthly diversity themes to support active learning. We also encourage our employees to join our Staff Support Networks which represent all under-represented groups. Our Wiltshire Ethnic Police Association is one of them, with around 70 members and growing. Finally, it is so important that we listen to the public and act on their feedback. We have a number of independent advisory groups (IAGs) made up of members of the public who act as 'critical friends'. In 2019 we establish a specific independent advisory group for ethnic minorities. Our Wiltshire Diverse Communities IAG has around 40 members, meets quarterly and provides advice and support on a regular basis to hold us to account and guide our policing actions."

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

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.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

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 you contact them, please visit <https://ico.org.uk/global/contact-us/>