

**Force Disclosure Unit**

Wiltshire Police HQ

London Road

Devizes

Wiltshire

SN10 2DN

Tel 101 ext 62005

www.wiltshire.police.ukdisclosure@wiltshire.pnn.police.uk

XXXXXX – by email

Date: 18th October 2021

Your ref: FOI

Our ref: FOI 2021 / 819

Reply contact name is: Nick Penny

Dear XXXXXX,

I write in connection with your request for information dated 11th October 2021 concerning Officer Sexual Misconduct Training.

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:

This is a request for information under the Freedom of Information Act 2000.

I would like to request information relating to police officers training.

- 1) Please detail all training that is offered that relates to police officers' sexual misconduct.
- 2) In the case of each training as detailed in Q1, please share the percentage of the force that has undertaken the training. Please provide a breakdown of the police officers who undertook the training and those who did not by race and gender.

I would like to receive the information electronically.

Our response:

The information that you are requesting for Question 2 of your request is not stored in a way which permits easy retrieval.



INVESTOR IN PEOPLE

The Training Requirements required for Police Officers comes from a number of different sources – these can be internal training sessions provided by our Learning & Development Team or other Operational Teams, training provided by external agencies and a number of courses provided via on-line training mediums.

In the case of Sexual Misconduct there is not one specific course that is used in respect of this – instead inputs come via a number of different sources and providers to explain and then reinforce that knowledge.

Whilst our Learning & Development, Personnel and Resource Management Departments record details of the numbers of Officers that receive training, this is not split down into details of % of Force or analysed down further into Race or Gender.

The only way to ascertain the information you require would be to go through every individual type of training that covers any aspect of Sexual Misconduct, analyse how many Officers have undertaken each element of that training and cross-reference with personal details held on those officers to further analyse this by both Race and Gender.

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.

It should also be noted that there is no obligation on an Authority to physically create information where none already exists today, simply to answer an FOI request.

Although excess cost removes the forces' obligations under the Freedom of Information Act, as a gesture of goodwill I have supplied information, relative to your request, retrieved or available before it was realised that the fees limit would be exceeded. I trust this is helpful, but it does not affect our legal right to rely on the fees regulations for the remainder of your request. What I am able to provide you is the information documented below :-

Question 1

We do not give a standalone training input relating specifically to police officers' sexual misconduct. All new police officers, police investigators and PCSO receive inputs on Sexual offences, Domestic Abuse, Stalking and harassment amongst the various broader Public Protection Department inputs.

All officers and staff receive training on the code of ethics and conduct, our values and behaviours. All officers and staff on the LCI/CCC/transferee/IPL/PCSO courses receive an input from PSD (Professional Standards) and CCU (Counter Corruption Unit). This input includes reference from PSD/CCU that relates to officers acting inappropriately and not to be calling/contacting victims/witnesses if it is not a legitimate police-related matter. What is and what is not acceptable is outlined and examples are given.

The annual EPDR (Electronic Personal Development Review) system includes an annual review called the IHC (Integrity Health Check) and staff are reminded of what is expected of their standard of behaviour as part of the annual ePDR.

In the IHC questionnaire completed each year with each member of staff, the following is reviewed with the individual:

- The standards of professional behaviour (and police staff equivalent) reflect the expectations that the police service and the public have of how police officers and staff should behave and includes a duty to challenge and report improper conduct.
- Supervisors should ensure their staff members are aware of their duty to report any wrongdoing directly to line management or through the relevant channels. This review records that this discussion has taken place.
- All officers and staff must be reminded of the reportable association policy and ensure any relevant associations they have are declared to the counter corruption unit (CCU).
- Supervisors must discuss with their staff the need to maintain professional boundaries at all times and confirm that officers and staff have a clear understanding of the professional boundaries guidance and that they are not using their position to seek sexual or improper relationships with members of the public they meet through police related work

Staff are reminded of the policies and in completing this element of their ePDR are recording their knowledge of and understanding of the policies.

We also do not train courses for perpetrator types. The partial exception is an understanding of elements such as Finkelhor's precondition model or MOSOVO. They relate to helping investigators to understand offender motivation generally or for those who have been registered as a sex offender.

Ordinarily under our section 16 duty to provide advice and assistance, we would advise you how to refine your request to a more manageable level. However, due to the difficulties outlined above, I cannot see how this can be achieved in this particular case.

Section 17 of the Freedom of Information Act 2000 requires the 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.

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,

Nick Penny
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 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