



Force Disclosure Unit
Wiltshire Police HQ
London Road
Devizes
Wiltshire
SN10 2DN
Tel 101 ext. 62005
Website: www.wiltshire.police.uk
Email: disclosure@wiltshire.police.uk

XXXXXXXXXX
By email

Date: 12th May 2022

Our ref: FOI 2022/338

Reply contact name is: Abigail Standidge

Dear XXXXX,

I write in connection with your request for information dated 12th April 2022, concerning Autism and Learning Disabilities 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.

Following receipt of your request, research was conducted by the Resource Management Unit, Learning & Development and Equality, Diversity & Inclusion departments at Wiltshire Police.

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

You wrote:

Please can you provide information to the following questions, with answers from January 2021 to present day:

- 1a. How many staff (including officers & PCSOs, detectives and civilian staff) have undertaken training in relation to Autism, Autism-Spectrum conditions and learning disabilities/difficulties? (Please breakdown the number by rank.)
- 1b. Is the training mandatory?
- 2a. Referring to those mentioned in Q1a, has anyone refused to undertake or not undertaken this training? (Please breakdown the number into the two categories by rank.)
- 2b. If so, is any disciplinary action taken against staff?
- 3a. How often is training supposed to be undertaken by staff?
- 3b. Are these guidelines followed?
4. What does the training entail?



INVESTOR IN PEOPLE

Our response

- 1a. How many staff (including officers & PCSOs, detectives and civilian staff) have undertaken training in relation to Autism, Autism-Spectrum conditions and learning disabilities/difficulties? (Please breakdown the number by rank.)

The below figures represent the figures of those who attended the Mental Health & Learning Disabilities course.

❖ Officers	612
❖ PCSO	99
❖ Detectives	93
❖ Civilian / LCI	77

The below figures represent the figures of those who are attending an Autism course.

❖ Officers	4
❖ Civilian	1
❖ Detective	1

The below figures represent the figures of those who attended a Neurodiversity for Managers course, which covered Autism as a topic.

❖ Sergeants	3
❖ Detective Chief Inspector	1
❖ Civilian	6

- 1b. Is the training mandatory?

Yes

- 2a. Referring to those mentioned in Q1a, has anyone refused to undertake or not undertaken this training? (Please breakdown the number into the two categories by rank.)

None that the Learning & Development team are aware of.

- 2b. If so, is any disciplinary action taken against staff?

N/A

- 3a. How often is training supposed to be undertaken by staff?

As identified.

- 3b. Are these guidelines followed?

Yes

4. What does the training entail?

The training covers topics including:-

What is mental ill health?

- ❖ Discuss the possible diversity issues around Mental health presentation - consider...
 - Gender - particularly in some cultures
 - Cultural stereotypes and beliefs
 - Age - does being older make you more prone to Mental Health issues? Does being younger protect you or add risk?
 - Responses - who are less likely to talk about it? Older generations... men?
 - The stigma around Mental Ill Health!

What does mental ill health affect?

- ❖ Categories of mental health conditions, Neuroses and Psychoses.
- ❖ Mental health continuum
- ❖ Initial support to people experiencing Mental Ill Health

Learning Disabilities

- ❖ Autism - which is it? MH or LD?
- ❖ Would the MHA act apply to people with an Autism Spectrum Condition?
- ❖ Simple guidance when dealing with someone with an Autism Spectrum Condition
 - Clear communication
 - Patience
 - Take into account familiarity / routine

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.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

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/>