



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

XXXXXX – by E Mail

Date: 18th July 2022

Your ref: FOI

Our ref: FOI 2022 / 458

Reply contact name is: Nick Penny

Dear XXXXXX,

I write in connection with your request for information dated 25th May 2022 concerning APSP/PSM/VAWG/misogynistic behaviour .

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 – having consulted our IT, Professional Standards, HR , Media , Learning and Development Teams - I am now able to respond as follows.

You wrote (and Our Response) :

1. How many misconduct investigations have been conducted each year (which originated internally within your force and have been investigated locally or independently by the IOPC) ? Please provide 3 years of data)

2019	45
2020	70
2021	61

2. How many of these relate to Abuse of Power for Sexual Purpose (APSP) allegations?

2019	1
2020	2
2021	2

3. How many of the APSP cases are referred to the IOPC?

All are referred to the IOPC



INVESTOR IN PEOPLE

4. How many cases relate to allegations of Violence Against Women and Girls (VAWG)?

There is no searchable data prior to 2021 due to the way these matters are now recorded. We are only able to provide figures for 2021.

2019 – No Information Held

2020 – No Information Held

2021 – 3

5. How many cases relate to other forms of Police Sexual Misconduct (PSM)?

No information Held – there are no flags on our systems by which we record information of this type.

The only way to identify such instances would be to review each and every case on our system(s) and to try and identify such instances – this would inevitably lead to any response being exempt on the grounds that the costs involved in obtaining this information would far exceed the obligations on this Authority to comply (Section 12).

6. How many cases relate to sexist/misogynistic behaviour?

No information Held – there are no flags on our systems by which we record information of this type.

The only way to identify such instances would be to review each and every case on our system(s) and to try and identify such instances – this would inevitably lead to any response being exempt on the grounds that the costs involved in obtaining this information would far exceed the obligations on this Authority to comply (Section 12).

7. In how many of the identified investigation types (APSP/PSM/VAWG/misogynistic behaviour) has the alleged offender been previously investigated for similar allegations?

We are unable to provide this data as there is no search facility within our system(s) that would indicate whether a member of staff/officer had previously been investigated.

The only way to identify such instances would be to review each and every case on our system(s) and to try and identify such instances – this would inevitably lead to any response being exempt on the grounds that the costs involved in obtaining this information would far exceed the obligations on this Authority to comply (Section 12).

8. Under what circumstances would PSM/APSP allegations be referred to the IOPC?

All are referred to the IOPC

9. How many of the 'offenders' are male/female?
 10. How many of the victims are male/female?

	VAWG			
	Victims		Offenders	
Year	Male	Female	Male	Female
2019	n/a	n/a	n/a	n/a
2020	n/a	n/a	n/a	n/a
2021	-	3	3	-

	APSP			
	Victims		Offenders	
Year	Male	Female	Male	Female
2019	-	1	1	-
2020	1	1	1	1
2021	-	1	1	-

Please note, for PSM and Misogynistic Behaviour – No Information Held.

Refer to the answers provided for questions 5 and 6 of this response.

11. What is the ratio of male:female employees?

The ratio of male:female employees is constantly changing due to various reasons such as recruitment, retirement, secondment to other Forces and so on.

However, as at 16th June 2022, the ratio was as follows :-

Male 49% / Female 51%

12. What proportion of senior officers or senior staff are female?

As at 16th June 2022, the proportion of senior officers or staff that are female is 13 out of 32.

Data provided is based on Police Staff at a grade W12 and above and Superintendants

13. Do officers & staff have to work towards performance driven targets? If so what are the targets?

This is dependent on where the individual works. Some areas of the business lend themselves to monitoring how an individual is performing in relation to measures. For example in the Control Room there are set SLA's (service level agreements) such as answering 999 call within 10 seconds. Although no specific targets are set, an individual would need to account for poor performance where they keep on falling out of the

SLA. Any “targets” in terms of performance would be set by the Manager of the respective Team concerned.

In other areas of the business this is not so easy, for example where officers perform responding to the public functions. It would be expected that they are being proactive in terms of issuing traffic tickets, performing stop and checks, etc. These officers also carry a case workload, which is scrutinised at regular interval by their supervisors.

Any performance issues are addressed by regular 1-2-1 meetings between Manager and employee and via the annual review process.

14. What work is being actively undertaken to identify cases of APSP/PSM?

Active engagement with the workforce about prevention and reporting of this and all other types of misconduct.

15. What additional work is being conducted to establish why this type of police misconduct is occurring (APSP/PSM)?
16. What has been identified from this work?

Please refer to the link below :-

[Police chiefs to develop a plan to tackle sexual harassment in policy by autumn \(npcc.police.uk\)](https://npcc.police.uk)

17. What is being done to address the current police culture in order to make policing a more ethical and inclusive workplace (particularly in relation to sexist/misogynistic behaviours)?

The DCC (Deputy Chief Constable) chairs an Equality, Diversity and Inclusion Board, which includes both a strategy and positive action initiatives in order to address the current police culture in order to make policing a more ethical and inclusive workplace. This board is backed up by supportive data and Support Networks which ensure the topics of Disability, LGBTQ+ etc are represented. The DCC also chairs an Ethics Committee where controversial topics are discussed and debated.

18. Who is ultimately responsible for addressing the policing culture?

Our Chief Constable

19. What control measures are in place to safeguard against misogynistic or sexist attitudes/VAWG/APSP/PSM

The force have invested in a Chief Inspector who is responsible for VAWG, with the specific intention of ensuring that our response to these

types of incidents concerning the public is appropriate. Internally a 'call out and be heard' video is now mandatory viewing for all staff and specific training is provided to both officers and staff (see q20).

20. What training is given in these areas? How often is this delivered? Have all officers and staff received this training?

Training of various types is provided within the Force (to both Officers and Staff) in all 4 topics of VAWG, APSP, PSM and Sexist/Misogynistic Behaviour.

For VAWG, there is training provided in this arena to all officers in initial training and as modules in subsequent career training to attain PIP1, PIP2 and ICIDP qualifications and so on. Inputs on this are also provided by our RASSO (Rape and Serious Sexual Offences Team). Internal training in VAWG is also provided to all staff (which is mandatory). We also provide access to regional VAWG Conferences held with other Forces to each of our employees – attendance to these is optional.

With regard to APSP, all new recruits/joiners to the organisation receive an input in their first week which includes APSP awareness. The NPCC (National Police Chiefs Council) also produced a video as part of the recent Standards Campaign and there was also an NCALT package developed which was mandatory training for all employees of Wiltshire Police. APSP is also a theme in terms of the Sexual Offences training offered to staff and officers.

For PSM, this forms a key element of the training package offered to officers by our Learning and Development Team. Recent case studies at Wiltshire Police are offered as examples. There are also resources / training materials provided to staff in respect of this via our internal communications processes. PSM forms a strand of our induction program for new recruits which is mandatory.

With regard to Sexist and Misogynistic Behaviour, our Training Team have recently run a series of workshops for all employees in respect of this topic – attendance was mandatory and is now part of the induction program for all new employees. A "Call Out" video was also developed to assist individuals in recognising this behaviour and guidance in terms of reporting it.

In terms of how many officers and staff have received training in each of these areas it is virtually impossible to provide an answer as each strand of this training can be being undertaken (or training materials accessed) at any given time by individuals, especially those training materials which are on-line. We also do not keep easily accessible data in terms of who within our organisation has to undertake what training – some is mandatory, some optional – and whether this has been completed or not. Our response to this section of your question therefore is - No Information Held.

21. How do you ensure police officers and staff are familiar with the code of ethics? Do they need to sign a declaration to confirm they have read and understand the document? How often?

All new recruits receive an input from Professional Standards Department and the Counter Corruption Unit within days of joining the Police. Officers also have the yearly integrity health check which includes the Standards of Professional Behaviour and Code of Ethics. Wiltshire Police have an ongoing Standards Campaign which includes a reminder of the standards expected from both staff and officers.

22. Do the government provide any support to tackle the issues identified (APSP/PSM/VAWG/misogynistic)? If so what?

The National Police Chiefs Council (NPCC) have provided the good practice guide in respect of APSP. There is also the NPCC Framework – Policing VAWG which can be found online by doing an open search for the following :-

NPCC Framework VAWG

23. Do you have a specialist department to investigate internal allegations of this nature?

All internal investigations of misconduct are investigated by Professional Standards and Counter Corruption Unit.

24. Are the outcomes of the identified misconduct investigations advertised within the force? If so, are all outcomes published, or is there a differentiation dependent on the case type and severity? Where are they published?

All of our Gross Misconduct hearings involving Police Officers are published in force and on our website unless they have been deemed as private proceedings by a Legally Qualified Chair. This has only happened once in Wiltshire.

25. How do you ensure that senior officers and senior staff are held accountable and their actions are transparent to the rest of the force?

Senior officers are subject to the same standards of professional behaviour as the rest of the workforce and they would be subject to an investigation by either the Counter Corruption Unit/Professional Standards Department or Police and Crime Commissioners Office (if it was an allegation against the Chief Constable). Any gross misconduct

hearings involving an officer of any rank are published in force and on our website. All staff gross misconduct hearings are published internally.

26. Is there an available whistleblowing process?

Yes

27. How is this advertised?

It is advertised in force via posters, our internal website, emails, force circulations, presentations to new and existing staff/officers, quarterly newsletter. All of these means of communication feature information on how to make contact anonymously.

28. What support is in place for whistle-blowers?

If workers bring information about a wrongdoing to the attention of their employers or a relevant organisation, they are protected in certain circumstances under the Public Interest Disclosure Act 1998. This is commonly referred to a “blowing the whistle”. Please refer to the following link :-

www.gov.uk/whistleblowing

29. Does your force engage with the local community/community agencies in order to encourage them to report inappropriate behaviour? If so how and what agencies?

Wiltshire Police regularly engage with the local community and/or various agencies around particular issues. As an example in respect of this particular topic please refer to the following news item from our website :-

www.wiltshire.police.uk/news/wiltshire/news/2021/september-2021/wiltshire-police-target-offenders-in-bid-to-make-nights-out-across-the-county-safer/

30. Do you have any supportive action initiatives to ensure a representative workforce? If so please explain what these are.

Please refer to the answer provided to q17.

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