



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: 4th August 2022

Your ref: FOI

Our ref: FOI 2022 / 583

Reply contact name is: Nick Penny

Dear XXXXXX,

I write in connection with your request for information dated 18th July 2022 concerning Neurodiverse Conditions (Officers).

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 Equality & Diversity , HR and Business Intelligence Teams - I am now able to respond as follows.

You wrote (and Our Response) :

I am conducting research into the experiences of police officers with neurodiverse conditions such as Autism, Asperger's, ADHD, Dyslexia and Dyspraxia.

I would be grateful if you could supply me with the following information (if possible)

- 1) What is the current police officer establishment of your force?

1124 officers as at 20th July 2022 – this includes those on career breaks and secondment.

This number changes almost daily with new joiners/transferees, retirees and so on.

- 2) How many police officers in your force have a diagnosis of one or more of the conditions listed above?

No Information Held.

Whilst Wiltshire Police hold personal records on officers and staff – and



INVESTOR IN PEOPLE

employees are empowered to maintain their personal information themselves – we do not and cannot insist officers disclose this kind of information.

Any disclosure is voluntary, so the only figures held will be for those who decided to voluntarily disclose this and would not be representative of the whole workforce.

- 3) How many police officers are undergoing assessment for one of these conditions?

No information held.

Neither our HR, People Services or Occupational Health Teams hold data with regard the number of police officers undergoing assessment. Disclosure of this kind of information is voluntary on the part of officers and we do not and cannot insist that officers disclose this information. Some may even be undergoing external (private) assessment of their own violation.

We do have an Occupational Health Service at Wiltshire Police – they are a service that assesses a police officers or staff's fitness for role, or considers adjustments for officers from a workplace perspective. They do not hold stats in relation to this and also do not carry out assessments directly (any assessments are referred to outside agencies).

- 4) Does your force have a specific policy on support for neurodivergent staff?

Wiltshire Police does not currently have a specific policy for this. This is currently included within our Equal Opportunities Policy.

- 5) If there is a policy, please supply me with a copy.

Not applicable by virtue of our answer to Q4 above.

- 6) In the last three years, have any police officers left or had their services dispensed with due to poor performance linked to their neurodiversity?

Yes.

It should be noted however, that appropriate support is given to those that do declare and need additional support.

If previously no support or reasonable adjustments had been put in place then these would be done.

If they are still unable to perform to the required standard and no further reasonable adjustments are suitable or able to be put in place then they follow the same process as all other officers (and staff) in respective of performance measurement.

Please supply any datasets in Excel format.

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 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