



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: 7th February 2022

Your ref: FOI

Our ref: FOI 2023 / 089

Reply contact name is: Nick Penny

Dear XXXXXX,

I write in connection with your request for information dated 18th January 2023 concerning New Recruit Vetting Process.

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 HR, Recruitment, Vetting and Professional Standards Teams - I am not able to respond to you in full.

You wrote

1. The number of potential new recruits to the force who underwent the vetting process in 2019, 2020, 2021 and 2022 by year
2. The number who passed the vetting process by year
3. The number who failed the vetting process by year
4. Of those officers who passed the vetting process in each year, the number who have since faced any formal disciplinary action, including dismissal

Our response

The information that you are requesting for Question 4 of your request is not stored in a way which permits easy retrieval.

The vast majority of the information we hold in relation to Professional Standards

issues / conduct / complaints and disciplinary matters is retained on our Centurion database.

Centurion is a legacy database which is very limited in its functionality but adequately fulfils the policing requirements we have in recording matters related to conduct. The system is recognised as being essentially a data-recording system rather than a data-finding one, being limited in respect of the number of unique and specific fields it contains that retain key information – and which searches could then theoretically be run against - to access information.

Unfortunately – for now – our Centurion database is not electronically linked to our other system(s) that record HR / Vetting and Recruitment data, so any searches of it for information need to be undertaken manually.

The ascertaining of this information would only be possible by firstly obtaining a list of names and dob's of all the 401 successful new recruits and then looking up each one – independently – on our Centurion database to determine whether or not any have subsequently faced any form of disciplinary action since being in post and then make a separate note of them.

Even allowing a very conservative 3 minutes per record to look up the record for each of these individuals, 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.

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 are the answers documented below :-

Question 1

The number of potential new recruits to the Force that went through the vetting process by year :-

2019	123
2020	123
2021	88
2022	85

Question 2

The number who passed the vetting process by year :-

2019	121
2020	122
2021	81
2022	71

Question 3

The number who failed the vetting process by year :-

2019	1
2020	1
2021	7
2022	14

Ordinarily under our section 16 duty to provide advice and assistance, we would advise you how to refine your request in respect of questions 4 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.



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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