



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: 3rd April 2023

Your ref: FOI

Our ref: FOI 2023 / 344

Reply contact name is: Nick Penny

Dear XXXXXX,

I write in connection with your request for information dated 21st March 2023 concerning Sexual Harassment of Policing Staff by Colleagues.

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 Professional Standards Team - I am now able to respond as follows.

You wrote **(and Our Response)** :

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

My request relates to sexual harassment of policing staff by colleagues.

I define sexual harassment as per the World Bank 2009 definition:

“any unwelcome sexual advance, request for sexual favour, verbal or physical conduct or gesture of a sexual nature, or any other behaviours of a sexual nature that might reasonably be expected to be perceived to cause offence or humiliation to another. Such harassment may be, but is not necessarily, of a form that interferes with work, is made a condition of employment, or creates an intimidating, hostile or offensive work environment”.

A second definition taken from a UK police force’s sexual misconduct policy outlines sexual harassment as:

“The main type of sexual harassment is unwanted conduct of a sexual nature perpetrated on a particular person, for example unwelcome sexual advances. Also prohibited is sex-related harassment, which means unwanted conduct related to the protected characteristic of sex. The unwanted conduct does not have to be directed towards the



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complainant or related to his or her actual sex. This could include telling jokes about women or making derogatory sexist remarks about women. And less favourable treatment based on a person's rejection of or submission to sex-related harassment or sexual harassment is also unlawful. This could cover circumstances where a woman is rejected for promotion by her boss after turning down his sexual advances. Sexual harassment isn't limited to face-to-face interaction, either. Harassment online, by phone, or by letter is also against the law."

Please could you provide the following information. Please note there are two parts to my request. If responding to Part 2 of my request takes this over the cost limit, please confine your response to Part 1.

1. Since 1 January 2018 and 20 March 2023, how many members of staff in your force have made a sexual harassment complaint against a fellow member of staff? By staff I mean Civilian Staff AND Officers

1 complaint has been made in this time period

2. How many of the complaints were upheld?

The 1 complaint that was made was upheld

3. What was the outcome of the upheld complaints? Outcomes can include but are not limited to verbal warning, written warning, suspension, or dismissal, or referral to criminal proceedings

Reflective Practice

4. If it does not push the request over the cost limit, please can you also include:
 - (i) The nature of the allegation

Unwanted contact via text message / telephone / in person

- (ii) The gender and rank of the complainant

Female PC

- (iii) The gender and rank of the alleged perpetrator

Male PC

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