



Police Headquarters
London Road
DEVIZES
Wiltshire
SN10 2DN
disclosure@wiltshire.poli

Date 12th May 2023

Our ref **FOI 2023/401**

Dear ****,

I write in connection with your request for information dated 5th April 2023 concerning Formal training to improve the internal culture regarding sexism and misogyny.

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 Learning and Development Unit, our Chief Inspector for VAWG and our Professional Standards Department at Wiltshire Police.

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

You wrote:

Please would you send me answers to the following questions:

Is your force delivering formal training to improve the internal culture regarding sexism and misogyny?

If yes:

- What is this training/what does it look like?
- Who delivers it?
- Is this delivered to all staff members (e.g., police officers and senior leaders)
- How long have you offered this particular form of training for?
- What is the duration of the training – e.g., an hour, a day?

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- Is the training in person, or online?
- Is it mandatory to complete it, or optional?
- How do you track who has completed it, and its impact?

Response:

Comments from our Professional Standards Department:

The Professional Standards Department has its own Standards Campaign which has been running for a number of years. It includes regular monthly training to new officers and staff as well as existing staff/supervisors within the force around the following: -

- Standards of professional behaviour
- To raise awareness of the Counter Corruption Unit strategy and engage with those priorities
- To encourage reporting of wrongdoing
- To encourage the flow of intelligence and identify opportunities to develop intelligence
- Advice and guidance to encourage positive behaviours and ethical working practices and expectations regarding the standards of professional behaviour – Prevention

We also release regular advice on policy and standards of professional behaviour by way of announcing misconduct hearing outcomes and lessons learnt. We also produce a Standards Newsletter which contains a multitude of advice, prevention, videos and articles from support associations/other departments by way of reinforcing standards, culture and prevention.

The standards campaign has now extended to a force wide campaign and Professional Standards will work closely with other key department across the force (including VAWG) to record the ongoing work we are doing but also to identify other areas where we could improve culture and raise standards.

Comments from our Detective VAWG Chief Inspector

- A 'call out & be heard' presentation around challenging culture, sexism & misogyny was delivered by all Superintendents & Staff Equivalents to their command areas (officers and staff). This was mandatory, and the vast majority was in person. The expectation from Chief Officers is that every single member of the organisation attended. The inputs were for approx. 1 hour and included a presentation, video and discussion. Feedback was gathered via a Microsoft Forms link (1200 respondents). Attendance was monitored by the Supts. The delivery to the Supts and above was by the force VAWG lead.
- The force VAWG lead also delivered this input on leadership courses.
- A 3rd party company have been commissioned to deliver training around sexism, misogyny and culture which commences in September 2023. The training will be a mixture of online and face to face (50% on each medium) and will be delivered to 1000 frontline officers and staff, with an additional input about this area to all Chief Inspectors and above (including Chief Officer Group). This will be mandatory and tracked via our Resource Management Unit. Impact of all culture work will be monitored via Culture & Standards Board.

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Comments from our Learning and Development team:

All new PCSOs, Special Constables, student officers and LCIs - Local Crime Investigators, CCC - Crime and Communications Centre staff receive training on standards - either face to face or online during initial training. Inputs are given by PSD for 90 minutes, in addition to constant reminders about behaviours throughout their tuition. Additionally, the IPLs and PCSOs receive an hours' input from the Chief Inspectors at the end of their training to remind them of the standards expected of them when they go out into their respective hubs.

All the above groups also receive an EDI input. Senior leadership programmes and supervisor courses also include inputs on manager responsibilities and EDI.

I am satisfied that all the relevant information has been passed to me and been considered and I apologise for the delay in answering your request.

Wiltshire Police would like to thank you for the interest that you have shown in the Force.

Yours sincerely

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

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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

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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/>