

**Police Headquarters**

London Road
DEVIZES
Wiltshire
SN10 2DN

disclosure@wiltshire.police.uk

Date: 24th May 2023

Our ref: FOI 2023/501

Reply contact name:

Dear

I write in connection with your request for information dated 3rd May 2023 concerning neurodiversity conditions.

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 Equality, Diversity and Inclusion team at Wiltshire Police.

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

Your questions – responses in blue:

1. Do you a generic policy documents for supporting officers with Neurodiversity conditions?

The only generic policy document covering this area is the Equal Opportunities Policy.

2. If yes to Q1 can I have a copy of the document / documents?

Please see attached.

3. Do you have any specific policy documents for offering support for the following conditions: Dyslexia, Dyspraxia, Dyscalculia, attention deficit hyperactive disorder and autistic spectrum disorder?

No.

4. If yes to Q3 can I have copies of any of the policies?

Proud to serve and protect our communities

Not applicable.

5. Does your force have any specific support organisations or groups for officers with neuro diversity conditions?

Yes the force has a neuro-diverse support group.

6. Does your force have any routine screening for new recruits in terms of identifying any neurodiversity conditions to assist in supporting them through training?

We do not routinely screen all recruits for neurodiversity but offer support and reasonable adjustments when aware of neuro diverse conditions.

7. Under the police constable degree apprenticeship what additional support is provided to police officers in terms of balancing: Managing a degree while still being expected to undertake the role of a police constable for officers with neurodiversity conditions.

Prior to starting the programme an initial assessment is conducted, during which the student officer/apprentice are offered the opportunity to share any known neurodiversity conditions. If any conditions are identified at this stage, or any other stage of the programme, the employer and the university follow an agreed process which results in workplace adjustments and Individual Support Plans. Levels of support are specific to the needs of the individual and internal coaching and mentoring is available.

8. Does your force have a specific portfolio holder or named individual overseeing support for officers with neurodiversity conditions as part of their job role.

There is not a specific individual but instead dyslexia assessors in force and a neurodiverse support group. Furthermore, via the Disability network, staff can pair up with those in similar roles to provide additional support.

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,

Force Disclosure Decision Maker

Wiltshire Police offers a re-examination of your case under its review procedure.

Proud to serve and protect our communities

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.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

Proud to serve and protect our communities

Wycliffe House
Water Lane
Wilmslow
Cheshire
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/>