

**Force Disclosure Unit**

Wiltshire Police HQ

London Road

Devizes

Wiltshire

SN10 2DN

Tel 101 ext 62005

www.wiltshire.police.ukdisclosure@wiltshire.pnn.police.uk

XXXXXX – by E Mail

Date: 23rd June 2023

Your ref: FOI

Our ref: FOI 2023 / 588

Reply contact name is: Nick Penny

Dear XXXXXX,

I write in connection with your request for information dated 1st June 2023 concerning VAWG.

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) :

3. Please provide data on how many Violence Against Women and Girls-related misconduct or gross misconduct cases against police officers and police staff from May 2022-May 2023 the Wiltshire Police Force

NOTE: By misconduct and gross misconduct we mean as defined under Regulation 2(1) The Police (Conduct) Regulations 2020, misconduct means a breach of Standards of Professional Behaviour that is so serious as to justify disciplinary action and gross misconduct means a breach of Standards of Professional Behaviour that is so serious as to justify dismissal.

NOTE: By VAWG-related misconduct or gross misconduct we mean as measured in the NPCC Violence Against Women and Girls Benchmark as some form of inappropriate sexual conduct (rape, sexual assault, abuse of position for sexual purpose and other sexual conduct) and discreditable conduct, which is a defined standard of professional behaviour which would include inappropriate sexual behaviours or domestic abuse.

12 were assessed as Gross Misconduct during this period.**None were assessed as Misconduct**

INVESTOR IN PEOPLE

4. Please supply data on the number of officers and staff that were suspended pending the outcome of Violence Against Women and Girls-related misconduct or gross misconduct investigations between May 2022-May 2023 in the Wiltshire Police

NOTE: By misconduct and gross misconduct we mean as defined under Regulation 2(1) of The Police (Conduct) Regulations 2020, misconduct means a breach of Standards of Professional Behaviour that is so serious as to justify disciplinary action and gross misconduct means a breach of Standards of Professional Behaviour that is so serious as to justify dismissal.

NOTE: By VAWG-related misconduct or gross misconduct we mean as measured in the NPCC Violence Against Women and Girls Benchmark as some form of inappropriate sexual conduct (rape, sexual assault, abuse of position for sexual purpose and other sexual conduct) and discreditable conduct, which is a defined standards of professional behaviour which would include inappropriate sexual behaviours or domestic abuse.

10 people subject to an investigation were suspended pending the outcome of a VAWG investigation (this includes officers and staff)

5. For the years:

- May 2021- May 2022

- May 2022- May 2023

please provide data on the outcome of Violence Against Women and Girls-related misconduct meetings, hearings, and accelerated hearings for police officers and staff in the Wiltshire Police, by outcomes of:

- No further action
- Referral to the reflective practice review process
- Reduction in rank
- Written warning
- Final written warning
- Extension of final written warning
- Dismissal with notice
- Dismissal without notice

NOTE: By VAWG-related misconduct or gross misconduct we mean as measured in the NPCC Violence Against Women and Girls Benchmark as some form of inappropriate sexual conduct (rape, sexual assault, abuse of position for sexual purpose and other sexual conduct) and discreditable conduct, which is a defined standards of professional behaviour which would include inappropriate sexual behaviours or domestic abuse.

May 2021- May 2022

2 x Gross Misconduct hearings – 2 dismissals

1 x Misconduct Meeting – no further action

May 2022- May 2023

3 x Gross Misconduct hearings – 3 dismissals

1 x Misconduct Meeting – final written warnings

Please note some of the cases in this time period are still live and do not yet have an outcome.

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 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
SK9 5AF
Tel: 01625 545 700
Fax: 01625 524 510
Email: mail@ico.gsi.gov.uk