

# WILTSHIRE POLICE



XXXXXXX  
By email

**Force Disclosure Unit  
Police Headquarters**  
London Road  
DEVIZES  
Wiltshire  
SN10 2DN

**Date** 25<sup>th</sup> July 2023

**Our Ref** FOI 2023-678

Dear XXXXX,

I write in connection with your request for information dated 3<sup>rd</sup> July 2023, concerning Officers accused of misconduct given 'reflective practice'.

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 Professional Standards Department at Wiltshire Police.

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

## **You wrote and our response:**

I'm writing to obtain the following information under the Freedom of Information Act (2000), please state or provide:

The total number of police officers given/referred to '[reflective practice](#)' after being reported for or accused of misconduct (including, for example, any level of harassment, sexual harassment, sexual violence, sexual assault or rape).

Please provide subtotals for the calendar years 2019, 2020, 2021, 2022, 2023 (to date).

**Please note:** The Reflective Practice Review Process (RPRP) was brought in by the change in Police Regulations. These became effective on the 1<sup>st</sup> February 2020, therefore there are no records of RPRP prior to this time.

| Year                   |      |      |      | Grand Total |
|------------------------|------|------|------|-------------|
| 2020 (from 01.02.2020) | 2021 | 2022 | 2023 |             |
| 28                     | 83   | 148  | 23   | 282         |

Please provide a breakdown by type of allegation (i.e. sexual harassment, sexual assault or assault).

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**Please note:** The allegation type has not been broken down by year as doing so would likely engage section 40 (personal information). The data has been provided using the allegation breach codes for both 'Conduct' and 'Complaint'.

| <b>Allegation Type</b>                        | <b>Count</b> |
|-----------------------------------------------|--------------|
| Abuse of position for other purpose           | 3            |
| Bail, identification and interview procedures | 6            |
| Decisions                                     | 22           |
| Detention in police custody                   | 2            |
| Disability                                    | 1            |
| Disclosure of information                     | 5            |
| Discreditable conduct                         | 3            |
| Evidential procedures                         | 11           |
| Gender reassignment                           | 1            |
| General level of service                      | 18           |
| Handling of information                       | 1            |
| Handling of or damage to property/premises    | 5            |
| Impolite and intolerant actions               | 1            |
| Impolite language/tone                        | 19           |
| Information                                   | 14           |
| Lack of fairness and impartiality             | 10           |
| Obstruction of justice                        | 1            |
| Other                                         | 2            |
| Other policies and procedures                 | 12           |
| Overbearing or harassing behaviours           | 7            |
| Police action following contact               | 84           |
| Power to arrest and detain                    | 5            |
| Race                                          | 8            |
| Searches of premises and seizure of property  | 5            |
| Sex                                           | 1            |
| Sexual assault                                | 1            |
| Sexual harassment                             | 3            |
| Stops, and stop and search                    | 2            |
| Unprofessional attitude and disrespect        | 17           |
| Use of force                                  | 9            |
| Use of police systems                         | 3            |
| <b>Grand Total</b>                            | <b>282</b>   |

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,

Abigail Standidge

Phone: 01722 547081

Email: [abigail.standidge@wiltshire.police.uk](mailto:abigail.standidge@wiltshire.police.uk)

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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



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[www.wiltshire.police.uk](http://www.wiltshire.police.uk) | [Facebook/wiltshirepolice](https://www.facebook.com/wiltshirepolice) | [Twitter/@wiltshirepolice](https://twitter.com/wiltshirepolice) | [LinkedIn/company/wiltshirepolice](https://www.linkedin.com/company/wiltshirepolice)

# 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](mailto: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  
SK9 5AF  
Tel: 01625 545 700  
Fax: 01625 524 510  
Email: [mail@ico.gsi.gov.uk](mailto: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 to contact them, please visit <https://ico.org.uk/global/contact-us/>**

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