



WILTSHIRE POLICE

Force Disclosure Unit

Police Headquarters
London Road
DEVIZES
Wiltshire
SN10 2DN

By Email

Date: 3rd July 2023

Ref: FOI 2023/655

I write in connection with your request for information dated 22nd June 2023 concerning policies and procedures.

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 after having consulted policy team – I am now able to respond as follows.

You wrote:

Do you have any policies, procedures, or other measures (either in place or that you aim to implement) to deter police misconduct (police officers and police staff) against women outside of policing (i.e., the public)?

Police misconduct is defined as acts, omissions, statements or decisions (whether actual, alleged or inferred) that have breached the Standards of Professional Behaviour in a way so serious as to justify disciplinary action (The Police (Conduct) Regulations 2020). Misconduct therefore encompasses a broad range of behaviours. This FOI request does not focus on any specific type of harm or misconduct.

If yes, for each policy, procedure or other measure, could you please provide a copy and specify the following information (if not listed within the document itself):

- The aim(s) of the policy, procedure or other measure.
- The date the policy, procedure or other measure was or will be implemented.
- Expected outcomes from the policy, procedure or other measure.

If it is not possible to provide a copy of the policy, procedure or other measure, please also specify the name of it.

Proud to serve and protect our communities

Our response:

Wiltshire police officers and staff are signed up to and must abide by the following national and Force policy and guidance aimed at deterring police misconduct (police officers and police staff) against women outside of policing.

These are:

- College of Policing Code of Ethics
- National Police Chiefs Council - Abuse of Position of Trust for Sexual Purposes Guidance
- Notifiable Associations Policy and Procedure
- Gifts and Hospitality Policy

College of Policing Code of Ethics (A copy of this code can be found at: <https://www.college.police.uk/ethics/code-of-ethics>).

The aim(s) of the policy, procedure or other measure.

- The aim of this Code of Ethics is to support each member of the policing profession in delivering the highest professional standards in their service to the public

The date the policy, procedure or other measure was implemented.

- July 2014

Expected outcomes from the policy, procedure or other measure.

- The Code of Ethics sets out the principles and standards of behaviour that will promote, reinforce and support the highest standards from everyone who works in policing in England and Wales. The Code has a preventive role requiring everyone in policing to prevent unprofessional conduct by questioning behaviour which falls below expected standards.

National Police Chiefs Council - Abuse of Position of Trust for Sexual Purposes Strategy (For a copy of this please contact the NPCC directly - npcc.request@foi.pnn.police.uk).

The aim(s) of the policy, procedure or other measure.

- This strategy emphasises the principle desire to prevent abuses of Position of trust for sexual purposes from occurring in the first instance and to clarify the boundaries of acceptable and unacceptable conduct.

The date the policy, procedure or other measure was or will be implemented.

- 2021

Expected outcomes from the policy, procedure or other measure.

- Reduction and prevention of abuses of position for a sexual purpose.

Notifiable Associations Policy and Procedure (<https://www.wiltshire.police.uk/police-forces/wiltshire-police/areas/about-us/about-us/policies-and-procedures/policies-and-procedures-R-Z/>).

The aim(s) of the policy, procedure or other measure.

- This policy lays out the ethical framework for all Wiltshire Police employees and third parties, which clearly identifies inappropriate associations and relationships, outlines staff responsibilities relating to intelligence, enforcement and prevention and gives clear guidance and support. This includes intimate relationships with any members of the public where contact was established for a policing purpose or on police business.

Proud to serve and protect our communities

The date the policy, procedure or other measure was or will be implemented.

- Implemented August 2013 – last reviewed and updated May 2023

Expected outcomes from the policy, procedure or other measure.

- Maintain high standards of professional behaviour with employees who act with honesty and integrity, thus protecting the reputation of Wiltshire Police and the confidence the public have in it.

Gifts and Hospitality Policy (<https://www.wiltshire.police.uk/police-forces/wiltshire-police/areas/about-us/about-us/policies-and-procedures/policies-and-procedures-G-L/>).

The aim(s) of the policy, procedure or other measure.

- This policy makes a requirement for all offers of gifts and hospitality to be recorded, unless they are subject to an exemption.

The date the policy, procedure or other measure was or will be implemented.

- Implemented July 2013 – last reviewed and updated May 2023

Expected outcomes from the policy, procedure or other measure.

- Reduce temptation and risk of corruption that may start from the receiving of gifts provided to an officer/member of staff by a member of the public. Gifts and Hospitality is seen as an area of risk/vulnerability with regards to abuse of position.

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.



Force Disclosure Unit

Wiltshire Police HQ, London Road, Devizes, Wiltshire SN10 2DN
Telephone 101

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.

Proud to serve and protect our communities

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