



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

Date 29th August 2023

Our ref FOI 2023/752

Dear ****,

I write in connection with your request for information dated 31st July 2023 concerning Organisational Chart.

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 I am not obliged to supply the information you have requested.

You wrote:

I'd like to request the following data:

- organizational chart of the police force for the years 2011, 2013, 2015, and the most recent available chart. Please provide the charts in a format that clearly illustrates the hierarchical structure within the police force.
- Police Ranks and Business Groups. I'd like to request information for the years 2011, 2013, 2017, and the most recent available year on the following police ranks: Commissioner, Deputy Commissioner(s), Assistant Commissioner(s), Deputy Assistant Commissioner(s), Commander(s), Chief Superintendent(s), and Detective Chief Superintendent(s).

For each rank, I kindly request the following details:

Full names of individuals holding each rank Their respective business group (e.g., frontline policing, specialist operations, operations, professionalism, etc.) If providing information for all requested years incurs excessive costs, I kindly ask that you provide the details for the years 2011, 2013, and 2017 only. Alternatively, if information is not available for all requested years, please provide it for any available year.

Proud to serve and protect our communities

- Territorial Division and Commanders. I would like to understand the territorial division of the police force, such as basic command units, local policing units, or their equivalent units. Specifically, I request the following information:

A list of all territorial divisions within the police force A description of the functions and duties of the relevant person who is responsible for overseeing the operations and management of the territorial division.

For each territorial division, the full names and ranks of the relevant person responsible (e.g. Chief Superintendent or equivalent).

For each territorial division, the appointment process of the the relevant person responsible (e.g. Chief Superintendent or equivalent), e.g: whether the person was directly appointed by the Chief Constable, the Police and Crime Commissioner, or any other person in the police force.

For each territorial division, the length of tenure of the relevant person responsible. Do they have a fixed length of tenure before moving to a different position? How long have the tenures of Chief Superintendents been in 2011, 2013, 2015, 2017 and most recently?

Please provide all of the above information for the years 2011, 2013, 2017, and the most recent available year. If the request exceeds the cost limits outlined in Section 12, I kindly ask that you provide the information for the years 2011, 2013, and 2017 only, or for any available years.

Response:

The information that you are requesting for the majority of your request is not stored in a way which permits easy retrieval.

We are only required to keep information for 6 years + current, we would be unable to provide the data for 2013 as this is outside the timeframe and simply not available. To obtain the figures needed for 2017, we would need to reach out to HMICFRS for them to provide a national data source for us to work with. We don't hold the relevant data internally to provide a response to what is being requested.

In addition to this, please note that under the Freedom of Information Act there is no obligation for an authority to create data or contact someone else to obtain data to answer an FOI request. Freedom of Information requests only relates to information which Wiltshire Police hold at the time the request is made. Even if we did hold the data from HMICFRS, this is a huge amount of data that we would have to manually manipulate in line with our POA (Police Objective Analysis) just as a starting point to be able to provide anything, which might not even be that accurate. This would definitely take us over the 18hours to complete if the information was held. The boundaries that you have requested is very different to our organisations structure.

Under the circumstances I am absolutely confident that to locate, retrieve and extract the information you seek would by far exceed the time obligations upon this authority to comply, and in so doing would exceed the fees limits. This is set at £450 calculated at a flat rate of £25 per hour for those work activities comprising of confirming the information is held, locating it, retrieving it and extracting it.

Proud to serve and protect our communities

Please also note that if one part of the request engages a Section 12 response, the whole request will engage a Section 12 response. The reason being is due to the fact that locating, retrieving and extracting any further information would only add to the already exceeded time obligations.

Although excess cost removes the forces' obligations under the Freedom of Information Act, as a gesture of goodwill I have supplied information, relative to your request, retrieved or available before it was realised that the fees limit would be exceeded. I trust this is helpful, but it does not affect our legal right to rely on the fees regulations for the remainder of your request. What I am able to provide you are the answers documented below:

This data is accurate as of 30th July 2023. 1188 police officers which includes career breaks and secondments.

Below shows a table of the breakdown by rank of police officers. Please note that this information is taking from the 'Job family'. This can include individuals that are acting in that role.

Rank	Number
Chief constable/ DCC x1 / ACC x2	4
Chief Inspector	19
Chief Superintendent	3
Constable	887
Inspector	73
Sergeant	192
Superintendent	10
Grand Total	1188

Ordinarily under our section 16 duty to provide advice and assistance, we would advise you how to refine your request to a more manageable level. However, due to the difficulties outlined above, I cannot see how this can be achieved in this particular case. Please note that if you re-submit any of the remaining unanswered questions, these will likely not be possible due to reasons explain above and may cite further exemptions.

Section 17 of the Freedom of Information Act 2000 requires the Wiltshire Police, when refusing to provide such information (because the information is exempt) to provide you the applicant with a notice which: (a) states that fact, (b) specifies the exemption in question and (c) states (if that would not otherwise be apparent) why the exemption applies.

The exemption applicable to the information requested is:

Section 12: Exemption where cost of compliance exceeds appropriate limit

(1) Section 1(1) does not oblige a public authority to comply with a request for information if the authority estimates that the cost of complying with the request would exceed the appropriate limit.

Proud to serve and protect our communities

In accordance with section 17 of the Act, this letter represents a Refusal Notice for this particular request.

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

Freedom of Information Request Appeals Procedure

1. Who Can Ask for a Review

Proud to serve and protect our communities

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
Wycliffe House
Water Lane
Wilmslow
Cheshire
SK9 5AF
Tel: 01625 545 700
Fax: 01625 524 510
Email: mail@ico.gsi.gov.uk

Proud to serve and protect our communities

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/>