



Force Disclosure Unit

Wiltshire Police HQ

London Road

Devizes

Wiltshire

SN10 2DN

Tel 101 ext 62005

www.wiltshire.police.uk

disclosure@wiltshire.pnn.police.uk

XXXXXX – by E Mail

Date: 17th August 2023

Your ref: FOI

Our ref: FOI 2023 / 784

Reply contact name is: Nick Penny

Dear Sir,

I write in connection with your request for information dated 7th August 2023 concerning Officers and Staff registered as Disabled.

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 Business Performance Team - I am now able to respond as follows.

You wrote:

This email is a freedom of information request relating to data held on the number of employees (both police officers and police staff) registered as disabled within your police service (related to either physical or mental disability), as defined by your internal policy on this matter. In this regard, please can you supply the following data:

1. Number of police officers registered with a disability in 2022.
2. Number of police **staff** registered with a disability in 2022.
3. Number of police officers registered with a disability in 2021.
4. Number of police **staff** registered with a disability in 2021.
5. Number of police officers registered with a disability in 2020.
6. Number of police **staff** registered with a disability in 2020.
7. Number of police officers registered with a disability in 2019.
8. Number of police **staff** registered with a disability in 2019.
9. Number of police officers registered with a disability in 2018.
10. Number of police **staff** registered with a disability in 2018.



INVESTOR IN PEOPLE

Our response:

Wiltshire Police were not capturing the protected characteristics data (e.g disability, ethnic origin etc) between 2018 – 2021. Our response in respect of these years is therefore – No Information Held.

However, as of 1st August 2022, the number of staff registered with a disability on our systems was as follows :-

- | | |
|---|-----|
| • Police Officers | 82 |
| • Police Staff (including LCI's and PCSO's) | 110 |

Please Note

- We are not able to provide 1 total for a given year – the total varies during the course of a given year due to new staff joining, people leaving the organisation and changes to individuals' medical status.
- It is not a mandatory requirement for our employees to complete the disability field on their records. Although work has been undertaken to try and ensure everyone does enter their protective characteristics, it needs to be noted that the data provided may not be 100% accurate as some as some employees are still currently marked as unknown in the disability field and others may not wish to disclose this information.

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 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