



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

Date: 16th November 2023

Ref: FOI 2023/1024

I write in connection with your request for information dated 23rd October 2023 concerning use of force and assaults on police.

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 the relevant teams – I am now able to respond as follows.

You wrote:

- A copy of your organisations strategic HR plan or the planning document that relates your recruitment strategy and any related policy documents related to cognitive diversity.
- A copy of your organisation's latest statistics for complaints against police regarding the use of excessive force.
- A copy of your organisation's latest statistics for assaults against police.

Our response:

Q1 – Please see attached 'Excellent Attraction, Recruitment, Retention.pdf'

Q2 – In the financial year 2022/2023, 124 complaints

Q3 - In the financial year 2022/2023, 357 reported assaults. This includes all assaults on Police Officers and Police Staff.

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

1. EXCELLENT ATTRACTION, RECRUITMENT, RETENTION



Police Officers



Police Staff



Special Constables and Police Support Volunteers



Transferee Police Officers



Career Apprenticeships



Vetting



Representing our communities



Our Staff Support Networks



Why Wiltshire?

Good recruitment is vital for every organisation.

Finding the right people for the right roles at the right time, in the most effective way, ensures the workforce has the relevant skills and abilities for the organisation's current and future needs.

Recruitment has undoubtedly been affected by the Covid-19 pandemic. Now more than ever, we need to take an innovative and strategic approach to attraction, recruitment, selection and talent management.

One positive impact is the increased use of technology in recruitment processes. This was already happening, but has become a requirement during the height of the pandemic where traditional 'in person' interviews and assessments were not appropriate.

In addition to more flexible and remote ways of working, technology has helped broaden the attraction of Wiltshire Police and the OPCC as an employer of choice, bringing

people in from far and wide to contribute to our organisations.

We will continue to do everything we can to reduce the time taken to recruit people into the organisation and increase the level of satisfaction with the process. Induction processes will be effective and staff will feel included in the organisation and know what role they play.

We will define and deliver a competitive 'total reward' offer as part of our approach to attraction, demonstrating and answering the question, 'Why Wiltshire?'

DELIVERY ACTIVITIES

- 1.1 Implement an innovative approach to attraction and onboarding
- 1.2 Review and implement an efficient and customer-focused recruitment process
- 1.3 Refine, embed and communicate the 'total reward' offer
- 1.4 Deliver the required number of police officers in year two of the Police Uplift Programme (PUP)

WHAT DOES SUCCESS LOOK LIKE?

- Reduced time to recruit
- High application rate for every role
- Reduced negative turnover
- Achieving requirements under Police Uplift Programme (PUP)
- Effectively planning internal staffing moves
- Reduced organisational vacancies