



WILTSHIRE POLICE

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

Date: 12th January 2024

Ref: FOI 2023/1035

Dear,

I write in connection with your request for information dated 25th October 2023 concerning misconduct data.

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 various departments – I am now able to respond as follows.

You wrote & our response:

Please can you provide us with the most up to date numbers for:

1. The number of officers and staff who have been subject to a disciplinary procedure including hearings and meetings between 2020 and 2022
 - a. Whether those officers are, or identify as, male or female
 - b. The results of such proceedings

[Please see the table below for question 2 for more information.](#)

2. The number of officers and staff who have been subject to a disciplinary procedure due to a report of sexual misconduct between 2020 and 2022
 - a. Whether those officers are, or identify as, male or female
 - b. The results of such proceedings

[Please see the table below for more information. Please note, that "WW" stands for written warning and "FWW" stands for final written warning.](#)

Type of proceedings	Year of Proceedings	Outcome	Gender of subject	Officer/Staff	Sexual Misconduct
Hearing	2020	Dismissed	Male	Officer	Yes

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Hearing	2020	Dismissed	Private Hearing	Officer	No
Meeting	2020	FWW	Male	Officer	No
Hearing	2020	Dismissed	Female	Staff	No
Meeting	2021	FWW	Female	Staff	No
Hearing	2021	FWW	Female	Staff	No
Meeting	2021	WW	Male	Officer	No
Hearing	2021	FWW	Male	Officer	No
Meeting	2021	Management Action	Male	Officer	No
Hearing	2021	WW	Male	Officer	No
Hearing	2021	Dismissed	Male	Officer	Yes
Hearing	2021	Dismissed	Male	Staff	Yes
Meeting	2021	WW	Female	Officer	No
Meeting	2021	WW	Male	Officer	No
Hearing	2021	Dismissed	Male	Officer	Yes
Hearing	2021	Dismissed	Female	Staff	No
Hearing	2021	Dismissed	Male	Officer	No
Meeting	2021	WW	Female	Officer	No
Hearing	2021	Dismissed	Male	Officer	Yes
Meeting	2021	WW	Female	Staff	No
Meeting	2021	WW	Female	Staff	No
Meeting	2021	WW	Male	Officer	No
Hearing	2022	WW	Male	Officer	No
Hearing	2022	WW	Male	Officer	No
Meeting	2022	WW	Male	Officer	No
Hearing	2022	Dismissed	Male	Officer	Yes
Hearing	2022	Dismissed	Male	Officer	No
Hearing	2022	Dismissed	Female	Staff	Yes
Hearing	2022	Dismissed	Male	Officer	No
Hearing	2022	Dismissed	Male	Staff	No
Hearing	2022	Dismissed	Female	Staff	No
Hearing	2022	WW	Male	Staff	No
Meeting	2022	WW	Male	Officer	No
Meeting	2022	WW	Male	Officer	No

3. The number of officers and staff who have been reported for domestic abuse between 2020 and 2022
 - a. Whether those officers are, or identify as, male or female
 - b. The results of such proceedings

Unfortunately, there is no search parameter within our database that refers specifically to domestic abuse. Complaints and conduct matters are recorded against breach and allegations codes, of which "domestic abuse" is not an option listed.

4. The number of reports of sexual assault and/or sexual violence made to your Police force between 2017 and 2022

Clarification from applicant (09/11/23):

General stats on this classification please.

Reported Year	Occurrences
2017	1864
2018	1875
2019	1752
2020	1647
2021	1928
2022	2163
TOTAL	11229

- a. The number of those reports which led to an arrest

Reported Year	Arrests
2017	421
2018	401
2019	364
2020	407
2021	440
2022	499
TOTAL	2532

- b. The number of those reports which led to a person or persons being charged

Reported Year	No. Persons Charged
2017	140
2018	156
2019	115
2020	134
2021	197
2022	127
TOTAL	869

In relation to the tables above, please note that the figures cover the following time frame: reported years, 1st January 2017 – 31st December 2022 and the following crime groups were searched on: Sexual Offences (crime group) and Rape & Other Sexual Offences (crime sub-group).

- c. The number of those reports which resulted in a trial

We do not hold data on the trials themselves – the CPS would need to be contacted for this information.

- d. The results of those trials

As per previous question.

5. The vetting procedure used to check police staff including how and when checks are made and who carries out those checks. (Are checks done on arrival, after a number of years of service, when changing role etc.)
- a. The investment in such procedures between 2017 and 2022

Clarification from applicant (09/11/23):

What is the unit budget per financial year for vetting/re-vetting from 2017-2022? (re-wording question 5a).

Vetting Budgets	
2017/18	15,319.00
2018/19	15,166.00
2019/20	15,469.00
2020/21	20,778.00
2021/22	20,778.00

Checks are completed in accordance with the vetting APP ([College of Policing APP on Vetting](#)) and recorded on CoreVet. Recruitment Vetting (RV) – when a person initially joins and every 10 years after that. Management Vetting (MV) – when a person initially joins and every 7 years as well as 2 health checks within the life of the clearance. It is the responsibility of the person to notify the Vetting Unit of any change of circumstance. If a person requires United Kingdom Security Vetting (UKSV), this is an external process and there are 3 levels – Counter Terrorist Check (CTC)/ Security Check (SC) (lasts 10 years) and Developed Vetting (DV) (lasts 7 years). It is the responsibility of the person to update UKSV with any changes in personal circumstances. Checks are also completed when a person moves roles internally, returns from extended leave and following a misconduct outcome. The checks completed are in line with our force Designated Post List (DPL) and internal moves process, this will decide if the person requires a full re-vet or just a health check.

The Vetting Analysts within the Vetting Unit carry out the checks.

6. The Violence Against Women and Girls Taskforce, led by the National Police Chiefs' Council, has required all forces to review live VAWG allegations involving police officers and staff, including domestic abuse.
- a. How many cases have been reviewed by your police force as a result of this requirement?

17 cases were reviewed.

- b. When and how are they reviewed and by whom?

They were reviewed by both the VAWG team and Professional Standards – Chief Inspector Gemma Vinton and Sarah Husband Strategic Support Officer PSD in May/June 2022.

- c. Whether those officers involved in such reviews are, or identify as, male or female

Both identify as female.

- d. Were any cases re-opened following such a review?

No cases were re-opened as most were still live at the time of the review, however, feedback was given to the Investigators of those live matters where any improvements needed to be implemented.

7. How much money has been and is being spent on the professional standards unit at your police force between 2017 and 2022?
- a. How many officers have worked and are working in the professional standards unit at your police force between 2017 and 2022?
- b. Whether those officers are, or identify as, male or female

Clarification from applicant (14/11/23):

All staff and all within the PSD business area please.

Year	PSD Dept. Total Expenditure	Number of Staff – Budgeted Posts		
		Officer	Staff	TOTAL
2017/18	1,242,856.00	7	13	20
2018/19	1,016,562.00	5	10	15
2019/20	1,091,700.00	8	18	26
2020/21	1,139,062.00	7	20	27
2021/22	1,172,066.00	7	19.7	26.7

Please note, that the total expenditure is for the whole of the PSD business area. The total staff is given as per our budgeted posts per year.

The table below represents 2021/22 staff in post at beginning of year:

Male	Female
11	16

8. How often is refresher training relating to behaviour given to officers and who delivers it?

Clarification from applicant (via phone call – 12/12/23):

It is the initial Police standards training officers get when they join relating to the misconduct procedure, domestic/sexual/misogyny (the overall conduct and standards of an officer's behaviour within the force and how they're expected to behave) and what would happen if an officer were to breach professional standards. This refresher training surrounding "behaviour" that is being requested is all about whether we provide refresher training in relation to overall professional standards within the force.

The Student officers when they join will receive inputs in relation to standards (not just dress, but acceptable behaviour) alongside the Standards of Professional Behaviour. The Standards of Professional Behaviour set out the standards expected from all Police officers and staff whilst working for the Police and upon joining the force all Police officers and staff are informed that any potential breaches of this could result in a formal investigation and potential discipline. Student officers will also have a talk / session with the Professional Standards Department. This talk explains to the students that improper conduct will be investigated by PSD and the CCU. They also have an input on the Code of Ethics (nationalised behaviour guidelines from the College of Policing).

In relation to refresher training for standards this is something that is done on a continual basis albeit not just via the classroom. There is specific input around behaviours in each area of training – for example, in PST / taser, proportionality regarding use of force would be mentioned throughout. We have had campaigns ran by the VAWG team (Stand Up Speak Out) which was centred around misogyny and sexualised behaviour in the workplace. This training was delivered to all Police officers and staff in the county. A reminder of standards is also given as a refresher at the Chief's forums, whereby all staff officer's attend. However, there is no regimented refresher training solely in relation to standards of behaviour.

As an organization, we also carry out the following in order to remind officers and staff of those expectations and standards:

1. PSD Standards newsletter – which contains factual advice, reminders about expected behaviours, learning from any investigations and prevention advice.
 2. The Counter Corruption Unit deliver "Prevent" inputs to officers / staff / supervisors (up to the rank of Superintendent) about standards.
 3. Force wide contact from our Chief Officer Group about the outcome of any Police officer public Gross Misconduct hearing as a reminder of standards and deterrent.
 4. Learning that may come from an investigation is communicated force wide if applicable or via reflective practice to an individual officer(s) / staff member(s) at the end of an investigation if suitable.
 5. Internal force campaigns – VAWG.
 6. Anonymous reporting / crime stoppers reporting systems are available and campaign posters are across the force to remind individuals of their responsibility to report behaviour that falls below the expected standards.
9. Pippa Mills, outgoing Chief Constable of West Mercia police force referred to the "challenges of a rural force." Please can you explain in more detail what these challenges are?

No information held – I would suggest that you direct the above question to West Mercia Police for comment.

10. How is the Reflective Practice Review Process (RPRP) carried out and by whom?
- a. Can you confirm that the RPRP is not a disciplinary process?

The [IOPC website](#) explains what the RPRP process is. RPRP is not a disciplinary outcome.

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

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.

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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