

**Force Disclosure Unit**

Wiltshire Police HQ

London Road

Devizes

Wiltshire

SN10 2DN

Tel 101 ext 62005

www.wiltshire.police.ukdisclosure@wiltshire.pnn.police.uk

XXXXXX – by E Mail

Date: 15th January 2024

Your ref: FOI

Our ref: FOI 2023 / 1053

Reply contact name is: Nick Penny

Dear XXXXXX,

I write in connection with your request for information dated 1st November 2023 concerning DEI Training. Please find attached our revised response to this request now all the information has been received from other Teams.

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 Finance, Business Performance, Learning & Development, HR and EDI Teams - I am now able to respond as follows.

You wrote (and Our Response) :

1. Broken down annually, from 2019 to present how many training sessions related to 'Diversity Equity and Inclusion' have employees of your organisation been invited to complete? If possible, please detail how many of these training sessions were mandatory for employees to attend, and how many were voluntary. If possible, please also detail how many of these training sessions were led by internal staff, and how many by external providers.

Please share with me the titles of the five most recent DEI-based training sessions provided to your organisation's employees.

Between 2019 and 2021, Wiltshire Police did not formally arrange or provide specific training sessions per-se in Equality, Diversity & Inclusion.

For the periods of 2022 and 2023 training has been provided, details are provided in the table shown below :-



INVESTOR IN PEOPLE

Year	No. of sessions	Type	Provider	Name & Details
2022	15	Mandatory	Internal	EDI Training for CPT Officers and Sergeants
	2	Voluntary	Internal	Foundations of Leadership course (each course had 1 x module of inclusivity training)
	2	Voluntary	Internal	First Line Leadership course (each course had 1 x module of inclusivity training)
	2	Voluntary	External	Developing Leaders Course (each course had 2 x modules of inclusivity training)
2023	3	Voluntary	Internal	Foundations of Leadership course (each course had 1 x module of inclusivity training)
	3	Voluntary	Internal	First Line Leadership course (each course had 1 x module of inclusivity training)
	3	Voluntary	External	Developing Leaders Course (each course had 2 x modules of inclusivity training)
	9	Mandatory	External	ED&I Race Action Plan training. Mandatory for Sgts to Chief Insp level and staff grades W7-W12

2. How many staff members whose role is predominantly focussed on DEI does your organisation employ? For example, employees with titles such as 'diversity manager', 'head of inclusion', or 'head of culture'. Please also inform me how many such roles your organisation held at year end (or whenever you measured them) in 2022, 2021, 2020 and 2019.

Date	In EDI Role	
	Staff	Officers
2023 as of 02.10.23	4	5
2022 as of 31.12.22	3	2
2021 as of 31.12.21	2	6
2020 as of 31.12.20	1	5

3. Please inform me how many internal grievances have been raised by employees of your organisation from 2019 to present, broken down by year.

2019 26
 2020 3
 2021 5
 2022 28
 2023 17 (as of 1st December)

Please Note

The figures for 2020 and 2021 are those we currently hold. We believe these are at reduced levels due to the effects of the Covid pandemic and limited/reduced contact and mixing etc.

To ensure these figures are correct we would need to look at every individual record held on our Centurion Database for that time period to ensure the validity of those figures – this would inevitably mean that we would need to exempt a response to you under Section 12 of The Act given the amount of time already spent on this request.

4. Please inform me how many internally raised grievances have resulted in disciplinary procedures being instigated from 2019 to present, broken down by year.

2019	0
2020	0
2021	0
2022	0
2023	0 (to 1st December)

5. Please inform me how many of your employees have received sanctions following disciplinary procedures that arose as a result of internally raised grievances from 2019 to present, broken down by year. If possible, please detail how many instances of each outcome were enacted (EG number of written warnings, number of dismissals etc); please also break this information down by calendar year.

2019	0
2020	0
2021	0
2022	0
2023	0 (to 1st December)

6. If possible, please inform me what your organisation's total expenditure (or budget, if expenditure is too time-consuming/difficult to calculate) has been for external 'DEI' training sessions from 2019 to present, broken down by year.

No Information Held.

There is no obligation on an Authority to provide an explanation when providing a No Information Held response, however – under our Section 16 obligation to be as helpful as possible to an applicant – I am happy to provide some context here.

Our Finance system(s) do not allow us to identify specific training costs per individual Department / Team, let alone those costs related to external training rather than internal training.

7. If possible, please inform me what your organisation's current salary budget or expenditure (whichever is more convenient) is for staff members whose roles are predominantly focussed around DEI. Please also provide this information for 2019, 2020, 2021 and 2022, broken down by calendar or financial year, whichever is more convenient.

Financial Year	EDI Team Expenditure (Salaries)
2019/20	£138,856
2020/21	£298,600
2021/22	£306,093
2022/23	£207,535

8. If possible, please tell me how many staff your organisation currently employs. Please also tell me how many staff your organisation employed (at whichever point in the years you have measurements to hand for – EG year-end) in 2022, 2021, 2020 and 2019.

Year	Headcount	
	Staff	Officers
2023 as of 02/10/2023	1174	1220
2022 as of 31/12/2022	1137	1124
2021 as of 31/12/2021	1190	1108
2020 as of 31/12/2020	1217	1052
2019 as of 31/12/2019	1185	not known

Note – due to the Op Uplift process not being completely established until 2020, we do not have the Officer figures available for 2019.

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