

WILTSHIRE POLICE



XXXXX – Via email



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

Date: 5th April 2024

Our ref: 2024-246

Reply contact name:

Dear XXXXX,

I write in connection with your request for information dated 27th February 2024 regarding promotions, resignations, and disability.

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.

Following receipt of your request, research was conducted by workforce planning, recruitment, finance, and team performance at Wiltshire Police.

Your request for information has now been considered and I am able to respond as follows.

You wrote (and our response):

1. Please can you supply the data to show how many police officers, broken down by gender, have applied for force promotion to Sergeant, how many have passed force selection processes, how many have then subsequently been temporarily promoted and how many have been substantively promoted in the last three financial years – 2020-2021, 2021-2022, 2022-2023. The data should include any 'detective' promotions too, if they are held separately please.

2021 – 2022:

Sex at birth	Result	
Male	Successful	substantively promoted
Male	Successful	substantively promoted
Female	Successful	substantively promoted
Female	Successful	substantively promoted
Female	Successful	substantively promoted
Male	Successful	substantively promoted
Male	Successful	substantively promoted
Male	Successful	substantively promoted

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Male	Successful	substantively promoted
Male	Successful	substantively promoted
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Male	Unsuccessful	

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Male	Unsuccessful
Male	Unsuccessful
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Male	Unsuccessful
Male	Unsuccessful
Male	Unsuccessful

2022 – 2023:

Sex at birth	Result	
Male	Unsuccessful	
Female	Unsuccessful	
Male	Unsuccessful	
Male	Unsuccessful	
Male	Unsuccessful	
Male	Unsuccessful	
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Male	Successful	substantively promoted
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Female	Successful	substantively promoted
Female	Successful	substantively promoted
Female	Successful	substantively promoted
Male	Successful	substantively promoted
Female	Successful	substantively promoted
Male	Successful	substantively promoted
Male	Successful	substantively promoted
Female	Successful	substantively promoted
Male	Successful	substantively promoted
Female	Successful	substantively promoted
Male	Withdrawn	

2. Please can you supply the data to show how many police officers, broken down by gender, have applied for force promotion to Inspector, how many have passed force selection processes, how many have then subsequently been temporarily promoted and how many have been substantively promoted in the last three financial years – 2020-2021, 2021-2022, 2022-2023. The data should include any 'detective' promotions too, if they are held separately please.

2020 – 2021:

Sex at birth	Result	
Female	Successful	substantively promoted

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Female	Successful	substantively promoted
Female	Successful	substantively promoted
Female	Successful	substantively promoted
Female	Successful	substantively promoted
Female	Successful	substantively promoted
Female	Successful	substantively promoted
Female	Unsuccessful	substantively promoted
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Female	Unsuccessful	substantively promoted
Male	Successful	substantively promoted
Male	Successful	substantively promoted
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Male	Successful	substantively promoted
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Male	Unsuccessful	
Male	Unsuccessful	

2022 – 2023:

Sex at birth	Result	
Female	Successful	substantively promoted
Female	Successful	substantively promoted
Female	Successful	substantively promoted
Male	Successful	substantively promoted
Male	Successful	substantively promoted
Male	Successful	substantively promoted
Male	Successful	substantively promoted
Male	Successful	substantively promoted
Female	Successful	substantively promoted
Female	Unsuccessful	
Female	Unsuccessful	
Female	Unsuccessful	
Female	Unsuccessful	
Female	Unsuccessful	
Female	Unsuccessful	
Male	Unsuccessful	
Male	Unsuccessful	

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Male	Unsuccessful	
Male	Unsuccessful	
Male	Unsuccessful	
Male	Unsuccessful	
Female	Successful	substantively promoted
Female	Successful	substantively promoted
Female	Successful	substantively promoted
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Female	Successful	substantively promoted
Female	Successful	substantively promoted
Female	Successful	substantively promoted
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Male	Successful	substantively promoted
Male	Successful	substantively promoted
Female	Unsuccessful	
Female	Unsuccessful	
Female	Unsuccessful	
Male	Unsuccessful	
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Male	Unsuccessful	
Male	Unsuccessful	

3. Please can you supply the data to show how many police officers, broken down by gender, have applied for force promotion to Chief Inspector, how many have passed force selection processes, how many have then subsequently been temporarily promoted and how many have been substantively promoted in the last three financial years – 2020-2021, 2021-2022, 2022-2023. The data should include any 'detective' promotions too, if they are held separately please.

2021 – 2022:

Sex at birth	Result	
Female	Successful	substantively promoted
Male	Successful	substantively promoted
Female	Successful	substantively promoted
Male	Successful	substantively promoted
Male	Successful	substantively promoted
Female	Successful	substantively promoted
Male	Successful	substantively promoted
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Male	Successful	substantively promoted
Male	Successful	substantively promoted
Male	Successful	substantively promoted
Male	Successful	substantively promoted
Male	Unsuccessful	
Male	Unsuccessful	

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Male	Unsuccessful	
Male	Unsuccessful	
Male	Unsuccessful	
Male	Unsuccessful	
Male	Unsuccessful	
Male	Unsuccessful	
Female	Unsuccessful	
Female	Unsuccessful	

2022 – 2023:

Sex at birth	Result	
Male	Successful	substantively promoted
Female	Successful	substantively promoted
Female	Successful	substantively promoted
Male	Unsuccessful	
Female	Unsuccessful	
Male	Successful	substantively promoted
Male	Successful	substantively promoted
Female	Successful	substantively promoted
Female	Successful	substantively promoted
Male	Unsuccessful	
Male	Successful	substantively promoted
Female	Successful	substantively promoted
Male	Unsuccessful	
Male	Withdrawn	
Male	Unsuccessful	
Male	Successful	substantively promoted
Male	Successful	substantively promoted
Male	Successful	substantively promoted

4. Please can you supply the data to show how many police officers, broken down by gender, have applied for force promotion to Superintendent, how many have passed force selection processes, how many have then subsequently been temporarily promoted and how many have been substantively promoted in the last three financial years – 2020-2021, 2021-2022, 2022-2023. The data should include any 'detective' promotions too, if they are held separately please.

Financial year 2022-2023:

Applied – 16 (6 female, 10 male)

Passed – 7 (2 female, 5 male)

Temporarily promoted – 3 (all male)

Substantively promoted – 3 (2 female, 1 male)

Please note, in respect of this question, no further information is held.

5. Please could you provide the numbers of applicants for ACC, DCC and CC posts, the number of temporary ACC, DCC and CC appointments and the number of substantive ACC, DCC and CC appointments in each of the last three financial years - 2020-2021, 2021-2022, 2022-2023, all broken down by gender.

CC:

2022 – 2023 – 2 applications, 1 male, 1 female. 1 female permanently appointed.

2021 – 2022 – No information held as no recruitment

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2020 – 2021 – No information held as no recruitment processes

DCC:

2022 – 2023 – No information held as no recruitment

2021 – 2022 – No information held as no recruitment

2020 – 2021 – No information held as no recruitment

ACC:

2022 – 2023 – 2 males, appointed temporarily.

2021 – 2022 – No information held as no recruitment

2020 – 2021 – 1 female, permanent

Please note, for ACC and DCC posts, we do not hold the number of applicants.

6. Please could you let me know the number of voluntary resignations in your force in each of the last three financial years - 2020-2021, 2021-2022, 2022-2023, all broken down by gender?

Please note with regards to questions 6-9, we do not have accurate establishment data prior to March 2022 so March 22 is included as 1 month's data and 2022 – 2023 fiscal year data.

With regards to questions 6, 7 and 8, the request did not specify whether this was officers only or whole force, therefore the data has been broken down by officers, staff and PCSOs.

Gender / Fiscal Year	Mar-22	2022 - 2023	Total
Officer			
Female		12	12
Male		31	31
Unknown	4	2	6
Staff			
Female		60	60
Male		45	45
Unknown	23	5	28
PCSO			
Female		14	14
Male		10	10
Unknown	10	1	11
Total	37	180	217

7. Please could you let me know the number of voluntary resignations in your force in each of the last three financial years - 2020-2021, 2021-2022, 2022-2023, all broken down by ethnicity?

Ethnicity / Fiscal Year	Mar-22	2022 - 2023	Total
Officer			
Asian/Asian British - Pakistani		1	1
Unknown		1	1
W1. White British		9	9
White - Any other White background	1	9	10
White - English/Welsh/Scottish/Northern Irish/British	3	25	28
Grand Total	4	45	49
Staff			

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Asian/Asian British - Indian		1	1
Mixed/Multiple ethnic - White and Asian		1	1
Mixed/Multiple ethnic - White and Black Caribbean		1	1
NS. Not stated	3	3	6
Unknown		5	5
W1. White British	14	67	81
W2. White Irish		1	1
W9. Any other white background	2	1	3
White - Any other White background		1	1
White - English/Welsh/Scottish/Northern Irish/British	4	29	33
Grand Total	23	110	133
PCSO			
Asian/Asian British - Any other Asian background		1	1
NS. Not stated		1	1
Unknown		1	1
W1. White British	8	12	20
White - English/Welsh/Scottish/Northern Irish/British	2	10	12
Grand Total	10	25	35

8. Please could you let me know the number of voluntary resignations in your force in each of the last three financial years - 2020-2021, 2021-2022, 2022-2023, all broken down by length of service?

Length of Service / Fiscal Year	Mar-22	2022 - 2023	Total
Officer			
Less than 1 year	2	20	22
1 - 5 years	2	20	22
10 - 15 years		2	2
15 - 20 years		3	3
Grand Total	4	45	49
Staff			
Less than 1 year	2	14	16
1 - 5 years	15	55	70
5 - 10 years	4	14	18
10 - 15 years	2	14	16
15 - 20 years		4	4
20 or more years		9	9
Grand Total	23	110	133
PCSO			
Less than 1 year		2	2
1 - 5 years	7	20	27
5 - 10 years		1	1
10 - 15 years	2		2
15 - 20 years	1	2	3
Grand Total	10	25	35

9. Please could you let me know the number of officers declaring a disability in your force in each of the last three financial years - 2020-2021, 2021-2022, 2022-2023, all broken down by gender?

As of March 2022 – 79 officers (this does not include Staff or PCSOs) – 33 Females and 46 Males

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As of March 2023 - 90 officers (this does not include Staff or PCSOs) – 40 Females and 50 Males

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