

WILTSHIRE POLICE



XXXXXXX
By email

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

Date 17th May 2024

Our Ref FOI 2024-436

Dear XXXXX,

I write in connection with your request for information dated 21st April 2023, concerning non-crime hate incidents (NCHIs), association with Stonewall and diversity and inclusion staff association.

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 the County Response Chief Inspector, Force Lead for Equality Diversity & Inclusion, Student Officer Training & Assessment Team and the Learning & Development, Crime Standards and Business Intelligence departments at Wiltshire Police.

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

You wrote and our response:

A statutory code of practice for the recording of 'non-crime hate incidents' became law in June 2023 under sections 60 and 61 of the Police, Crime, Sentencing and Courts Act 2022. Please give details of the training you provide to officers and staff to ensure that the recording and investigation of NCHIs only take place when the threshold set out in the code is met.

CCC (Call Centre) and PCSO staff receive the same input on their initial courses.

They are trained on definition of a NCHI;, are given an input on the Harry Miler v Humberside Police Court case, the threshold for recording incidences from June 2023 including what should and shouldn't be recorded and the terminology which should be used, with a flowchart to support this.

There is a specific session delivered on Hate Crime by a subject matter expert.

The content includes the following:

- **The definition of a non-crime hate incident**
- **Harry Miler v Humberside Police Court case**

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- **Threshold/process for recording Hate Incidents from June 2023 onwards (what should and shouldn't be recorded/what terminology should be used etc)**
- **A non-crime hate incident decision making flowchart**

The easy to follow flow chart was created with assistance from those in the CCC. Once satisfied the proves was in place to follow, the flow chart was launched.

- **The CCC managed floor walking sessions to ensure all staff in CCC understood the changes in the legislation.**
- **Hate Crime Advisor refresher training was carried out - in that training (for all HCAs) the new legislation was included and discussed.**
- **New intakes Hate Crime training - the new legislation is included in the training, which is currently delivered by a dedicated PCSO.**

The statutory code of practice for the recording of 'non-crime hate incidents' requires that NCHI records holding personal data must use the terms 'subject' and 'complainant' (not 'suspect' and 'victim'). Have your incident and crime recording systems been updated to use the required wording in the context of NCHIs, and is the correct terminology in current use in your force?

The terminology “Subject” is used, however “Complainant” is not currently available within our Force system. Individuals reporting such incidents are referred to as “Person Reporting”.

Please specify the number of 'non-crime hate incidents' recorded by your force for the year prior to the introduction of the statutory code as well as the numbers from June 2023 (since the introduction of the code) to the present date.

Reported Year	Occurrences
2018	163
2019	199
2020	226
2021	318
2022	247
2023 (to end of May)	96
June 23 to 25.04.2023	116

Are you associated with Stonewall? If yes, please specify your membership or advisory level, e.g. Workplace Champions Scheme, and all annual costs related to such membership or provision of advice.

Not engaged with Stonewall at present.

In the interests of viewpoint diversity and inclusion, what staff association or internal forum do you have in place which specifically supports and encourages officers and staff who hold legally protected 'gender-critical' views?

No, we do not have a space that supports and encourages individuals who hold legally protected 'gender-critical' views.

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.

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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



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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 Fol 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

Please note that the ICO's offices will be closed for the foreseeable future and are therefore unable to receive correspondence via post.

If you should wish to contact them, please visit <https://ico.org.uk/global/contact-us/>

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