

WILTSHIRE POLICE



XXXXXXX
By email

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

Date 22nd May 2024

Our Ref FOI 2024-515

Dear XXXXX,

I write in connection with your request for information dated 15th May 2024 concerning Probationary Officers who left the Force and Regulation 13 notices.

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 HR department 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. In the 2023 calendar year how many probationary police officers with your force left your force for whatever reason, be it dismissal, resignation etc?

25

2. Of those probationary officers who left your force how many were dismissed under the powers of Regulation 13 of the Police Regulations Act.

3

3. In relation to all Regulation 13 dismissal hearings held by your force in 2023 can you please provide me with a copy of any summary of the full disclosure of information provided to the probationary officer that was intended for use in the hearing? Please note I accept that this document may have to be redacted in parts to comply with S.40 but elements of it should still be available for release such as how the probationer was deficient in their duties

Due to the level of information requested in this question, your request is exempt by virtue of Section 40(2) - Personal data.

Information which constitutes personal data is exempt under Section 40(2) of the FOIA if it relates to a third party, and the disclosure to the public would contravene the data protection principles set out in Section 34 of the Data Protection Act 2018 and Article 5 of the GDPR.

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Providing these details would provide you with information which in itself may identify individuals or would do so when put together with other information that may be obtained elsewhere.

Section 40 is an absolute exemption and therefore there is no requirement to articulate the harm or conduct a Public Interest test.

To assist you as best I can, but by maintaining the rights and entitlements of those individuals, I am able to provide the following information in relation to the reasons cited in the dismissals:

- Accessing materials that were not permitted during a closed book examination.
- Behaviour in relation to confidentiality and respect for authority.
- Open Challenge to Posting.
- Repeated escalation of own interests to inappropriate level.
- Reportable associations.
- Unclear declaration regarding external work.
- Breach of Police Bail.
- Withdrawal from engagement in court proceedings.
- Inability to demonstrate consistent personal responsibility in the completion of tasks and processes pertinent to the role of constable.
- Attitude and behaviour relevant to a series of personal development meetings, support plans, and probationary extensions which despite being set out have not led to substantial improvements.
- Over-reliance on finding reasons to blame when asked to account for your behaviours.
- Lack of personal responsibility.
- Management of periods of sickness.
- Periods of unauthorised leave.
- Concerning circumstances surrounding the securing of a fit note.

Section 17 of the Freedom of Information Act 2000 requires the Constabulary, when refusing to provide information (because the information is exempt) to provide you the applicant with a notice which: (a) states that fact, (b) specifies the exemption in question and (c) states (if that would not otherwise be apparent) why the exemption applies.

Exemptions applied:

Section 40(2) - Personal Information

In accordance with Section 17 of the Act, this letter acts as a Refusal Notice for this particular request.

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 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

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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