

WILTSHIRE POLICE



XXXXXX – by E Mail



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

Date 23rd July 2024

Our ref FOI 2024/ 668

Reply contact name is: Nick Penny

Dear XXXXXX,

I write in connection with your request for information dated 17th July 2024 concerning roles specifically focused on promoting equality, diversity and inclusion.

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 Finance department at Wiltshire Police.

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

You wrote:

Please include the following information for the last three financial years, 2021/22, 2022/23, 2023/24:

- The number of officers currently in Diversity, Inclusion and Equality roles
- The job titles and pay bands of staff in the Diversity and Inclusion team

Our Response

The information you require regarding the officers in EDI roles (by year) within our organization over the last 3 financial years has been as follows :-

Proud to serve and protect our communities

FY 2021/22		
Title	Rank	Salary
INSP EDI	INSP	£55,671
SGT EDI	SGT	£46,227
SGT EDI	SGT	£46,227
POSITIVE ACTION OFFICER	CON	£41,130
POSITIVE ACTION OFFICER - OP UPLIFT	CON	£29,241
POSITIVE ACTION OFFICER - OP UPLIFT	CON	£29,241
POSITIVE ACTION OFFICER	W8	£29,178
POSITIVE ACTION OFFICER	W8	£29,178

FY 2022/23		
Title	Rank	Salary
INSP EDI	INSP	£57,996
SGT EDI	SGT	£46,901
POSITIVE ACTION OFFICER	CON	£41,730
POSITIVE ACTION OFFICER	W8	£30,369
POSITIVE ACTION OFFICER	W8	£28,855

FY 2023/24		
Title	Rank	Salary
INSP EDI	INSP	£55,556
SGT EDI	SGT	£48,971
POSITIVE ACTION OFFICER	CON	£43,785
POSITIVE ACTION OFFICER	W8	£32,274
POSITIVE ACTION OFFICER	W8	£30,772

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

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
Telephone 101 ext. 62005

Proud to serve and protect our communities

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

Proud to serve and protect our communities

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