

WILTSHIRE POLICE



XXXXXXX
By email

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

Date 23rd October 2024

Our Ref FOI 2024-869

Dear XXXXX,

I write in connection with your request for information dated 30th September 2024, concerning national and local staff networks.

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 Equality, Diversity & Inclusion (ED&I) 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:

According to the HMICFRS (An inspection into activism and impartiality in policing), there are more than 200 local staff networks across police forces in England and Wales (p 13). On the same page it states:

"Staff network activity, such as offering advice on, or communicating about, government policy, could lead to a perception that they aren't impartial."

And;

"Forces need to prioritise their support for networks in line with their recruitment and retention requirements."

[Greater clarity on the definition of operational independence is needed to maintain police impartiality - His Majesty's Inspectorate of Constabulary and Fire & Rescue Services \(justiceinspectorates.gov.uk\)](https://www.justiceinspectorates.gov.uk/hmicfrs/reports-and-publications/greater-clarity-on-the-definition-of-operational-independence-is-needed-to-maintain-police-impartiality-his-majestys-inspectorate-of-constabulary-and-fire-rescue-services/)

1. Please provide a full list of the national and local staff networks associated with your force and specify the amount of money you contributed to each in the financial year 2023/24.

Wiltshire Police have the below internal Staff Support Networks (SSNs):

- **Christian Police Association (Wiltshire Branch of the National association)**

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- Connect (the Women's Support Network)
- LGBTQ+ Staff Support Network
- Wiltshire Disability Police Association
- Wiltshire Ethnic Police Association
- Bobby Tots – the Parenting Support Group
- Bereavement Support
- Cancer Matters
- Fitness Test Support Group
- Menopause Support Group
- Neurodiversity Support Group

We also provide signposting to external staff support associations including, but not limited to, the British Association of Women in Policing, Gypsy, Roma Traveller Police Association, National Black Police Association and Police National Dyslexia Association.

Staff Support Networks currently have a £25,000 annual budget that they share between them.

2. Please provide a blank copy of the application form that must be completed by individuals seeking to establish a staff network.

Wiltshire Police do not have an application form to establish a new SSN - they have been born organically through the requirements of our staff.

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

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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