



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

Date: 2nd December 2024

Ref: FOI 2024/972

Dear,

I write in connection with your request for information dated 2nd November 2024 concerning recruitment and retention statistics.

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.

Your request for information has now been considered and I am not obliged to supply the information you have requested.

You wrote:

I would like to know the recruitment and retention statistics between October 2020-October 2024 for the following groups:

All Women: Police Officers and Police Staff

All Men: Police Officers and Police Staff

Black women (British; Caribbean; African) Police Officers and Police Staff

Black men (British; Caribbean; African) Police Officers and Police Staff

Average length of service for all of the above groups.

Reasons for leaving the organisation for all of the above groups.

Our response:

The information that you are requesting for part of your request not stored in a way which permits easy retrieval. This is because whilst the information requested initially appears to be quite straightforward to answer, there are complexities in obtaining the specific information you require and whilst our Business Intelligence team have furnished you with a partial response (please see below), they have already exceeded the 18 hours we have to complete your request within whilst obtaining this data, so the remainder of the data sought is exempt from disclosure due to time/cost limitations.

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Under the circumstances I am absolutely confident that to locate, retrieve and extract the information you seek would by far exceed the time obligations upon this authority to comply, and in so doing would exceed the fees limits. This is set at £450 calculated at a flat rate of £25 per hour for those work activities comprising of confirming the information is held, locating it, retrieving it and extracting it.

Please note, that if one part of the request engages a Section 12 response, the whole request will engage a Section 12 response. The reason being is due to the fact that locating, retrieving and extracting any further information would only add to the already exceeded time obligations.

Although excess cost removes the forces' obligations under the Freedom of Information Act, as a gesture of goodwill I have supplied information, relative to your request, retrieved or available before it was realised that the fees limit would be exceeded. I trust this is helpful, but it does not affect our legal right to rely on the fees regulations for the remainder of your request. What I am able to provide you are the answers documented below –

Leavers									
	Officers			Staff			PCSO		
FY	Male	Female	Total	Male	Female	Total	Male	Female	Total
22/23	82	35	117	64	83	147	14	17	31
Average Yrs service	12	14		7.2	9		3.4	5	
Individuals from a Black ethnic background	1	0	0	0	1	1	0	0	0
Average Yrs service	5 mths	0		0	12		0	0	
Leavers									
	Officers			Staff			PCSO		
FY	Male	Female	Total	Male	Female	Total	Male	Female	Total
23/24	66	29	95	50	105	155	8	5	13
Average Yrs service	13.5	9.5		6.6	7.05		7	9.3	
Individuals from a Black ethnic background	0	0	0	0	3	3	0	0	0
Average Yrs service	0	0		0	2		0	0	
Leavers									
	Officers			Staff			PCSO		
FY	Male	Female	Total	Male	Female	Total	Male	Female	Total
April - 24 - October 24	27	15	42	27	37	64	1	1	2
Average Yrs service	14.9	9.4		5.6	5.08		20	1.6	
Individuals from a Black ethnic background	1	0	1	0	1	1	0	0	0
Average Yrs service	10	0		0	11.9		0	0	

Starters									
	Officers			Staff			PCSO		
FY	Male	Female	Total	Male	Female	Total	Male	Female	Total
22/23	89	73	162	49	87	136	5	7	12
Individuals from a Black ethnic background	1	0	1	0	0	0	0	0	0
Starters									
	Officers			Staff			PCSO		
FY	Male	Female	Total	Male	Female	Total	Male	Female	Total
23/24	87	67	154	83	168	251	6	3	9
Individuals from a Black ethnic background	0	0	0	0	2	2	0	0	0
Starters									
	Officers			Staff			PCSO		
FY	Male	Female	Total	Male	Female	Total	Male	Female	Total
April - 24 - October 24	31	16	47	55	102	157	0	1	1
Individuals from a Black ethnic background	0	1	1	1	1	2	0	0	0

In relation to the data provided above, please note the following caveats:

- Please note, that any previously published data may be slightly different to the data provided above due to slight amendments.
- There are data quality issues as not every individual has disclosed their ethnicity – therefore, the figures may be higher than what is reported.
- Please note, that individuals from other ethnic minority backgrounds have started and left within the organisation.
- Length of service has been taken as an average.
- Data only goes back until April 2022 and no further as we have already exceeded the 18-hour limit to carry out the request within.

Ordinarily under our Section 16 duty to provide advice and assistance, we would advise you how to refine your request to a more manageable level. However, due to the difficulties outlined above, I cannot see how this can be achieved in this particular case.

Section 17 of the Freedom of Information Act 2000 requires the Wiltshire Police, when refusing to provide such 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.

The exemption applicable to the information requested is:

Section 12 – Exemption where cost of compliance exceeds appropriate limit

- (1) Section 1(1) does not oblige a public authority to comply with a request for information if the authority estimates that the cost of complying with the request would exceed the appropriate limit.

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

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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

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.

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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