



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

Date: 28th January 2025

Ref: FOI 2024/1132

Dear,

I write in connection with your request for information dated 28th December 2024 concerning mediation services and officer resignations.

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:

REQUEST 1:

Please provide details of the total expenditure incurred by Wiltshire Police on mediation between members of the senior officer group over the past five years. Specifically, I would like to know:

1. The total cost of mediation services, including any external providers or consultants used.
2. The dates or periods during which the mediation sessions took place.
3. The purpose or objectives of the mediation sessions, if recorded (e.g., team cohesion, conflict resolution).
4. Any additional costs incurred in relation to these sessions (e.g., travel, accommodations, or facility hire).

REQUEST 2:

Please provide the following information:

1. The total number of police officers who have resigned from Wiltshire Police since Catherine Roper assumed the role of Chief Constable.

2. If available, a breakdown of the rank of officers who resigned during this period (e.g., Constable, Sergeant, Inspector).
3. Any recorded reasons for resignation provided by those officers, if such information is held.

REQUEST 3:

Please provide the following information:

1. The total number of police officers who resigned from Wiltshire Police during Kier Pritchard's tenure as Chief Constable.
2. If available, a breakdown of the rank of officers who resigned during this period (e.g., Constable, Sergeant, Inspector).
3. Any recorded reasons for resignation provided by those officers, if such information is held.

Our response:

The information that you are requesting (namely question 3 of the third request) is not stored in a way which permits easy retrieval. This is because whilst we are able to easily obtain leavers data dating back to FY 21/22, the only way in which we would accurately be able to obtain the reasons for an officer's resignation prior to this time whilst previous Chief Constable Kier Pritchard was in post, would be to manually go into each leaver's files to check, which as you can imagine, would be an onerous and time consuming task.

Therefore, 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 –

REQUEST 2:

Please provide the following information:

1. The total number of police officers who have resigned from Wiltshire Police since Catherine Roper assumed the role of Chief Constable.
2. If available, a breakdown of the rank of officers who resigned during this period (e.g., Constable, Sergeant, Inspector).

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- Any recorded reasons for resignation provided by those officers, if such information is held.

Reason for Leaving	Constable	Sergeant	Inspector	Chief Inspector	Superintendent	Chief Superintendent	A C C	C C	Totals
Resignation	83	0	2	2	0	0	0	0	87

Leaving Category	Leaving Reason	Leaving Section	Section Total	Reason Total	Category Total
-	-	-	33	33	33
Resignation	From Leave of Absence	Career break	1	1	52
	Join as PCSO	Join as PCSO	1	1	
	Join as staff	Join as staff	1	1	
	Known (no suitable options) (Resignation)	Known (no suitable options)	12	12	
	Morale, Engagement & Satisfaction (Resignation)	Disillusionment	2	7	
		Dissatisfaction with service	3		
		Feeling that I don't belong	2		
	Pay & Renumeration (Resignation)	Better paid job outside Police service	1	1	
	Personal Circumstances (Resignation)	Family commitment	3	12	
		Health related	1		
		Relocation	4		
		Unknown	2		
		(blank)	2		
	Personal Professional Development & Training (Resignation)	Alternative employment/career change	3	3	
	Resourcing & Work Conditions (Resignation)	Unknown	1	2	
		Workload/demand	1		
	Unknown (Resignation)	Unknown	1	1	
	Work Life Balance & Wellbeing (Resignation)	Dislike of shifts/working patterns	2	11	
		Impact of job on personal life	6		
		Negative impact of high workloads/demands	1		
Work stress and burn out		2			
Retirement	Normal Superannuation Retirement	Normal Superannuation Retirement	1	1	1
Transfer	Personal Circumstances (Transfer)	Health related	1	1	1
Total			87		

REQUEST 3:

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- The total number of police officers who resigned from Wiltshire Police during Kier Pritchard's tenure as Chief Constable.
- If available, a breakdown of the rank of officers who resigned during this period (e.g., Constable, Sergeant, Inspector).
- Any recorded reasons for resignation provided by those officers, if such information is held.

Reason for Leaving	Constable	Sergeant	Inspector	Chief Inspector	Superintendent	Chief Superintendent	A C C	Totals
Resignation	101	2	1	0	0	0	0	104

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, and in order to do so, I would suggest omitting question 3 of the third request and submitting request 1 to us separately to see if we hold this data and can retrieve it within the allocated time frame. However, please note, that further exemptions may still apply.

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.

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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.

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