

**Force Disclosure Unit**

Wiltshire Police HQ

London Road

Devizes

Wiltshire

SN10 2DN

Tel 101 ext 62005

www.wiltshire.police.ukdisclosure@wiltshire.pnn.police.uk

XXXXXX – by email

Date: 30th January 2025

Your ref: FOI

Our ref: FOI 2025 / 076

Reply contact name is: Nick Penny

Dear XXXXXX,

I write in connection with your request for information dated 17th January 2025 concerning Misconduct.

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:

For the last 4 calendar years, 2021 – 2024 inclusive, please provide the following :-

- The total number of police officers accused of misconduct
- A breakdown of the number that proceeded to a misconduct hearing
- A breakdown of the outcomes in each case that proceeded to a misconduct hearing
- A breakdown of the type of misconduct alleged (e.g. Dishonesty, abuse of authority, discrimination)
- Please provide copies of summaries of the Modus Operandi (MO) sections for incident reports relating to misconduct cases that went to a hearing ensuring that all personal data is redacted to align with privacy regulation.
- The outcome of the above hearings
- How many officers resigned before the proceedings were completed



Our response:

The information that you are requesting for the 5th part of your request is not stored in a way which permits easy retrieval.

The majority of our Complaints and Disciplinary information is stored on a system called Centurion. Centurion is a legacy database which has limited functionality and is quite a cumbersome tool by which to search for information due to it having a limited number of specific fields in which it is possible to record specific information related to complaints and conduct matters.

In order to identify all of the information you require (in particular the 5th part of your request) would necessitate our Professional Standards Team going in to each complaint in turn, reviewing it and making a note of the specific information you require.

I have spoken to our PSD Department and they have assured me that to undertake this part of your request – given the number of records involved and the work already undertaken - 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.

Ordinarily, if one part of the request engages a Section 12 response, then the whole request should engage a Section 12 response – the reason being that 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 – and under our Section 16 obligation to be as helpful as possible to an applicant - 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 by year :-

Please Note

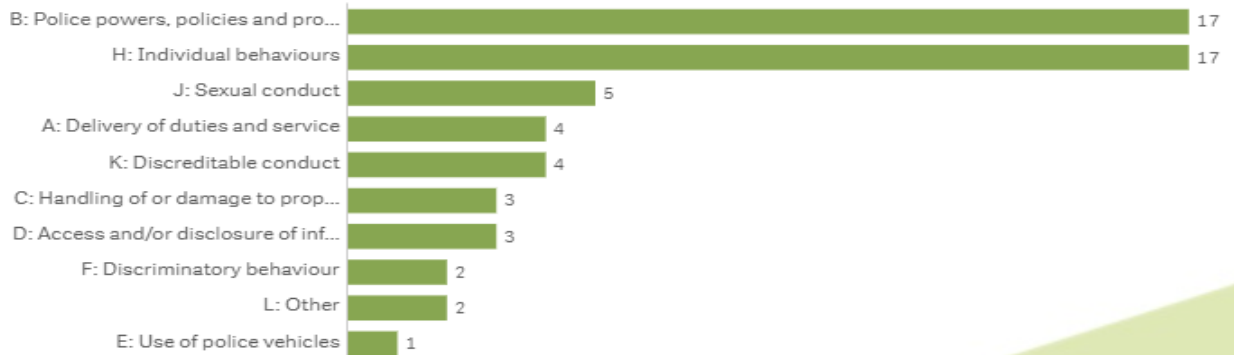
- Once a report is submitted by an individual into Centurion it is scoped to establish any breach of the standards of behaviour according to the Police Code of Ethics. If it has been established there is a case to answer, the Officer may be subject to disciplinary procedures, ie Misconduct, Gross Misconduct or RPRP (Reflective practice).
- With regard to the type of misconduct alleged, there may be several different allegation types attached to each individual conduct matter or case.

2021

- Police Officers in Total 37 with 31 Conduct matters recorded, of which 37 matters have been finalised,
- 7 required No Action, 1 amounted to neither Misconduct or Gross Misconduct, 5 Misconduct Meetings, 3 Gross Misconduct Hearings 15 referred to RPRP,
- Of those Hearing and Meetings 1 dismissed, 7 received Written Warnings

Conduct Matters by Allegation Type

Click to Drill Down

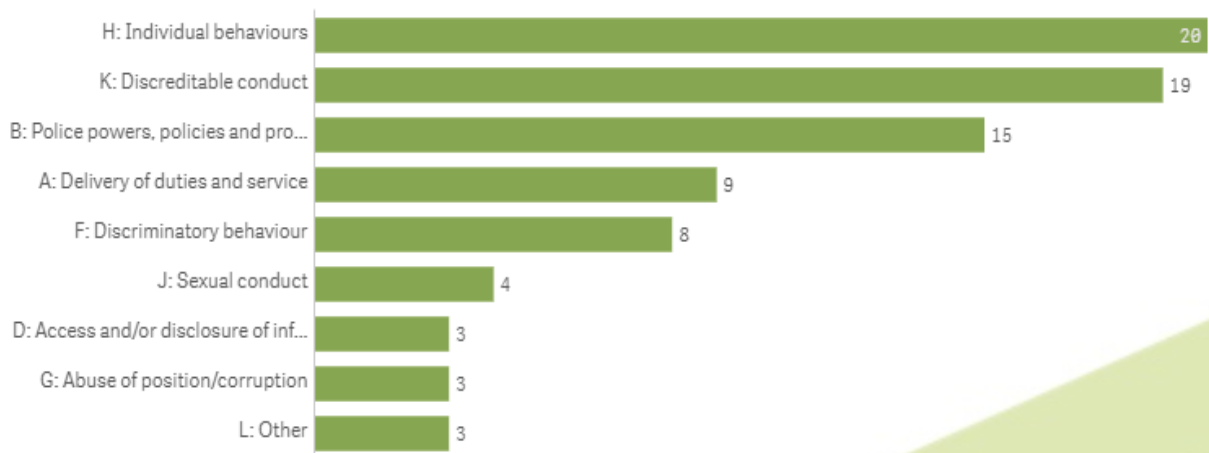


2022

- Police Officers in Total 52 with 45 Conduct matters recorded, of which 44 matters have been finalised, 1 remain live (going to Hearing Jan 2025)
- 23 required No Action, 1 amounted to neither Misconduct or Gross Misconduct, 4 Misconduct Meetings, 3 Gross Misconduct Hearings 12 referred to RPRP, 1 Accelerated Hearing and 1 discontinuance
- Of those Hearing and Meetings 4 were dismissed, 4 received Written Warnings.

Conduct Matters by Allegation Type

Click to Drill Down



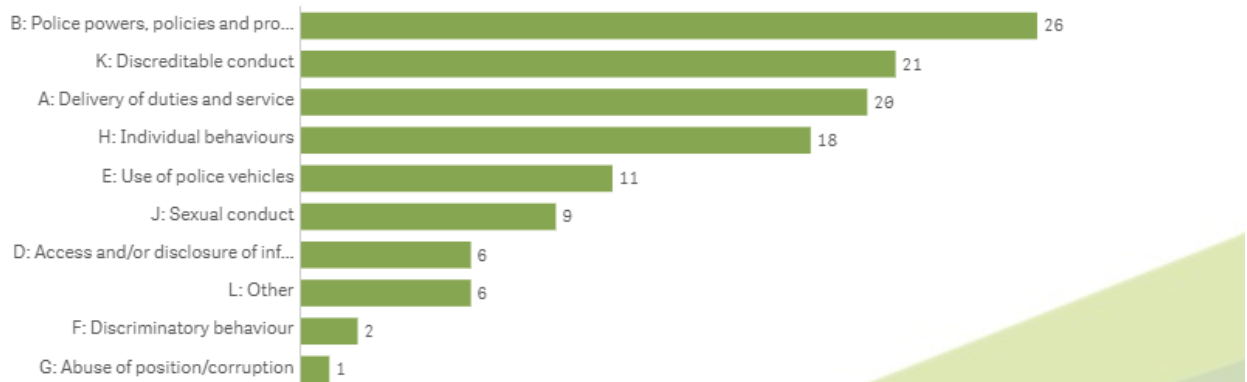
2023

- Police Officers in Total 100 with 78 Conduct matters recorded, of which 66 matters have been finalised, 12 remain live.
- 16 required No Action, 24 amounted to neither Misconduct or Gross Misconduct, 3 Misconduct Meetings, 6 Gross Misconduct Hearings 15 referred to RPRP and 1 to UPP.

- Of those Hearing and Meetings 4 were dismissed, 4 received Written Warnings and 1 No Action

Conduct Matters by Allegation Type

Click to Drill Down

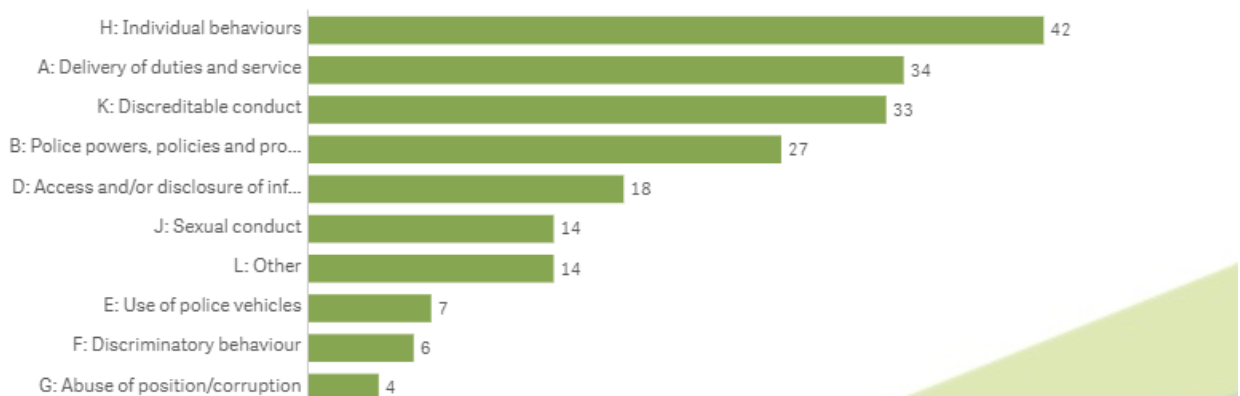


2024

- Police Officers in Total 125 with 102 Conduct matters recorded, of which 69 matters have been finalised, 33 remain live.
- 45 required No Action, 13 amounted to neither Misconduct or Gross Misconduct, 5 Misconduct Meetings, 2 Gross Misconduct Hearings, 3 referred to RPRP and 1 to UPP.
- Of those Hearing and Meetings 2 were dismissed, 4 received Written Warnings and 1 discontinuance

Conduct Matters by Allegation Type

Click to Drill Down



Ordinarily under our section 16 duty to provide advice and assistance, we would advise you how to refine your request in respect 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.

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
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

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.pnn.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