



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

Date: 19th February 2025

Ref: FOI 2024/1110

Dear,

I write in connection with your request for information dated 16th December 2024 concerning Black, Asian and ethnic minority (BAME) members of your workforce (clarification was received from yourself on the 18th February 2025).

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:

- 1) Does your force have an active Black Police Association or similar for Black, Asian and ethnic minority (BAME) members of your workforce?
- 2) What is it called?
- 3) How many officers, support staff and PCSOs do you have?
- 4) How many of those are BAME workforce (officers, support staff and PCSOs)?
- 5) How many current Attendance Management cases do you have? (Force compared to BAME)?
- 6) How many current Complaints do you have? (Force compared to BAME)?
- 7) How many current Disciplinary cases do you have where regulation 21 notices have been served to attend a misconduct meeting/hearing? (Force compared to BAME)?
- 8) How many current Employment Tribunals do you have, regardless of type of complaint? (Force compared to BAME)?
- 9) How many current Grievances do you have, regardless of type of complaint? (Force compared to BAME)?
- 10) How many current Incapability/capability cases do you have? (Force compared to BAME)?
- 11) How many current Regulation procedures (Misconduct and Gross Misconduct) do you have? (Force compared to BAME)?

- 12) How many current Unsatisfactory Performance Procedures Tribunals do you have, or equivalent? (Force compared to BAME)?
- 13) What plans does your force have to improve and support the voice, position and confidence of women of colour in policing?
- 14) What grade, pay scale or band is your most senior BAME police staff? What is their gender?

Our response:

The information that you are requesting for question 10 in particular is not stored in a way which permits easy retrieval. This is because although we do hold this data, there is no centralized database in which provides an overall figure as all incapability/capability cases are stored separately from one another. As a result, we would be unable to provide an accurate figure without a manual search having to take place which would be excessively time consuming.

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 –

- 1) Does your force have an active Black Police Association or similar for Black, Asian and ethnic minority (BAME) members of your workforce?

Yes.

- 2) What is it called?

WEPA (Wiltshire Ethnic Police Association).

- 3) How many officers, support staff and PCSOs do you have?

As of December 2024, the headcounts are as follows:

Officer = 1,236

PCSO = 84

Staff = 1,209

- 4) How many of those are BAME workforce (officers, support staff and PCSOs)?

Headcounts (excluding all white ethnicities and doesn't include Prefer Not to Says, Unknowns and Blanks):

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Officer = 41
PCSO = 7
Staff = 45

- 6) How many current Complaints do you have? (Force compared to BAME)?
It is not possible to extract ethnicity data directly from complaint cases, as this information is linked to either the subject or the complainant. To address this, the data has been linked to the subjects, allowing the output for Question 6 to reflect the ethnicity of the subjects. This enables a broader comparison with the force data.

This figure below relates to the total allegation count:

	Total
Complaint Cases	727

Total Subject Count (BAME – excluding White / White Other / Not Stated / Unknown / Other / Not Recorded / Mixed-any other mix): 11

- 7) How many current Disciplinary cases do you have where regulation 21 notices have been served to attend a misconduct meeting/hearing? (Force compared to BAME)?

Regulation 21 served = 5 Individuals 0 from BAME Community.

It is important to note that regulation 21 refers to Police and Senior Officers only, for this reason, data returned for Question 7 will be only return values where an identified subject is a Police or Senior Officer.

- 8) How many current Employment Tribunals do you have, regardless of type of complaint? (Force compared to BAME)?

As of 23/12/2024, we have no employment tribunals.

- 9) How many current Grievances do you have, regardless of type of complaint? (Force compared to BAME)?

There are currently 19 grievances as of 30/12/2024, none of these are from a BAME individual.

- 13) What plans does your force have to improve and support the voice, position and confidence of women of colour in policing?

There are a host of plans/groups to support the voice, position and confidence of women of colour in policing; they are listed below.

Staff Support Network / Women Connect –

WEPA – established in 1999, and the group support ethnic minority staff by addressing race and diversity issues, provide a safe space for open dialogue, fosters inclusion and belonging, and influence organisational policies.

Learning and development e.g. We Rise programme / Future leaders –

The programme aims to offer growth opportunities to individuals from marginalised areas within the organisation. It is a training initiative that exposes selected members of the protected characteristic community to a platform where they can thrive and develop. The programme provides an opportunity to invest in the courage, confidence, and competence (3C's). The 1st group with 18 participants graduated in September 2024; by fostering inclusion and recognising the interconnectedness of diversity, the programme also aims to create a supportive community that accelerates progress and values diverse perspectives. Future leaders' course was scheduled for the 3rd of Jan in Tidworth.

Violence Against Women and Girls Conference – Wiltshire Police has participated in a conference focusing on seldom-heard voices, including women in colour. The event facilitated discussion on challenges and shared idea to enhance collaboration among services, aiming to restore trust and confidence in policing among underrepresented demographics.

14) What grade, pay scale or band is your most senior BAME police staff? What is their gender?

The highest grade BAME member of staff is at W09 pay band. There is currently 11 BAME individuals at that grade, (by gender) 8 Women and 3 Men (this excludes all white ethnicities and doesn't include Prefer Not to Say, Unknowns and Blanks).

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, you may be able to re-submit questions 5, 11 & 12 to us separately, however, please do keep in mind 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.

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

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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