



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

Date: 3rd February 2025

Ref: FOI 2025/042

Dear,

I write in connection with your request for information dated 10th January 2025 concerning recruitment, retention and training.

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:

Recruitment and retention (For each of the years 2019 2020 2021 2022 2023)

Total number of police officers recruited as student officers each year

Total number of resignations/dismissals from those recruited in the first 24 months of service

Training (For each of the years 2019 2020 2021 2022 2023)

Total number hours allocated to National Decision Model (NDM) Training for student officers in their first 24 months service.

Is there an assessment process that assesses student officers decision making in the first 24 months service.

If yes please provide details of the assessment process used.

Does your force have NDM assessors specifically tasked with reviewing decision making of student officers making in the first 24 months service?

If no, is this part of the Police Action Checklist (or equivalent) for student officers with their tutor constable?

Does your force routinely review student officers' decision making to ensure it is accurate, consistent and effective.

If yes, please provide the details of the review process and explain the methodology by which decisions are considered accurate, consistent and effective.

How many training sessions, by breakdown of mandatory training and additional training have been delivered to student officers on mental ill health, suicide, and suicide prevention in the first 24 months service.

How many training sessions, by breakdown of mandatory training and additional training have been delivered to student officers on the college of policing suicide and bereavement response in the first 24 months service?

Does your force train preventable harm to student officers in the first 24 months of service? If yes, please provide details of the training delivered and the learning outcomes.

Procedure (For each of the years 2019 2020 2021 2022 2023)

Does your force have a standalone suicide prevention policy? If yes, please provide details of that policy or a copy of it.

Was your force engaged in the Department of Health and Social Care National Partnership Agreement: Right Care, Right Person RCRP?

Has your force engaged with the Crisis Care Concordat' CCC that existed since 2014 to ensure partner agencies worked together to deliver a high quality response in cases of mental illness?

Does your force operate a mental health triage care (or equivalent)

If yes, please provide details of the date the unit became effective, the shift pattern hours and the total number of officers allocated to this unit

Prevention of future death reports (For each of the years 2019 2020 2021 2022 2023)

Total number of prevention of future death reports issued by the Coroner to the Chief Constable

Of those reports, the total number that related to a suicide incident.

Of those reports, the total number that related to a death following police contact

Our response:

The information that you are requesting for the majority of your request is not stored in a way which permits easy retrieval. This is because due to the vastness of your request and the topics of which you require information about having a wide span; the depth of this request cannot be reasonably researched and formulated accurately within the allocated time we have to furnish your request within.

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.

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 submitting the first 3 questions pertaining to recruitment and retention to us separately, as we may be able to furnish this element of your request within the time/cost limitations.

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