



Force Disclosure Unit

Wiltshire Police HQ

London Road

Devizes

Wiltshire

SN10 2DN

Tel 101 ext 62005

www.wiltshire.police.uk

disclosure@wiltshire.pnn.police.uk

XXXXXX – by E Mail

Date: 30th June 2025

Your ref: FOI

Our ref: FOI 2025 / 569

Reply contact name is: Nick Penny

Dear XXXXXX,

I write in connection with your request for information dated 14th June 2025 concerning Employee Demographics.

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 – having consulted our Business Performance Team - I am now able to respond as follows.

You wrote (and Our Response)

1. The total number of people working for your force in 2019, 2020, 2021, 2022, 2023, 2024, 2025.

2019 No Information Held

2020 No Information Held

2021 No Information Held

2022 2,320 as at March 2022

2023 2,331 as at March 2023

2024 2,481 as at March 2024

2025 2,483 as at March 2025



INVESTOR IN PEOPLE

2. The number of British nationals working for your force 2019, 2020, 2021, 2022, 2023, 2024, 2025.

No Information Held

3. The number of European Union nationals working for your force 2019, 2020, 2021, 2022, 2023, 2024, 2025.

No Information Held

4. The number of non-European Union nationals working for your force 2019, 2020, 2021, 2022, 2023, 2024, 2025 (people from outside the EU and the UK).

No Information Held

Please Note

There is no obligation on an Authority to provide any rationale or reason when supplying a No information Held response however, in this instance – and under our Section 16 duty to be as helpful as possible to an applicant – I am happy to provide some additional context.

Firstly, we do not hold the Nationality of Employees in our current system(s) used to record Employment Records. There is currently no obligation for individuals to provide this (or for us to record it) and indeed - in some cases – individuals actually decline to provide certain personal information such as this anyway.

Prior to 2022, information on employment records was held on a number of different systems and there were some historic difficulties with regards the integrity of the information that was held (eg records not maintained correctly etc) and we would not publish any data in the public domain if we were not happy with the integrity of the information.

In theory it might be feasible to recreate the data prior to 2022 however this would entail a number of different systems being investigated and data cross-referenced and this would almost inevitably take in excess of the permitted time/cost limits applicable and would therefore invoke a Section 12 exemption from disclosure.

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 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.

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