

WILTSHIRE POLICE



Police Headquarters

London Road
DEVIZES
Wiltshire
SN10 2DN

Date: August 28, 2025

Our ref: FOI 2025/569

Reply contact name:

Dear,

I write in connection with your request for information dated 9th June 2025 concerning nationalities of staff.

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 able to respond as follows.

You Wrote:

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

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

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

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)

only certain nationalities qualify to work for the police so im sure you must have nationality data somewhere.

Response:

On reviewing your original request, the response provided to you and your request for an Internal Review, I can respond as follows.

Keeping Wiltshire Safe

The information that you are requesting for Questions Two to Four is not stored in a way which allows for easy retrieval and Wiltshire Police does not have the search facility to automatically gather this data. To clarify, our Team Performance and Establishment Departments have confirmed that to ascertain this information for the requested time periods would exceed the 18 hour work limit to locate, retrieve and extract the information and therefore Section 12 applies.

This is as there was a change to our HR IT system where the citizenships from the old system were not transferred to the new one. Due to this, the only way to ascertain this information would be to manually search and read each and every electronic and physical record individually, which would be between 4,000 and 4,500 records. Furthermore, after Brexit Wiltshire Police did not ask our workforce to reconfirm their citizenships.

However, under our Section 16 obligation to provide advice and assistance, I would advise that you could resubmit your request without these questions, however please note that other exemption(s) may be applicable.

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

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,

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.

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:

Keeping Wiltshire Safe

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

Please note that the ICO's offices will be closed for the foreseeable future and are therefore unable to receive correspondence via post.

If you should wish you contact them, please visit <https://ico.org.uk/global/contact-us/>