



Police Headquarters
London Road
DEVIZES
Wiltshire
SN10 2DN

Date 26/08/2025

Our ref **FOI 2025/652**

Reply contact name is: XXXXX

Dear XXXXX

I write in connection with your request for information, dated 10/07/2025 concerning Police Officers voluntary recognition, retirement and psychological health and Police headcount.

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.

Following receipt of your request, searches were conducted within Wiltshire Police.

Your request for information has now been considered and it is not possible to meet your requirements in full.

You wrote:

I would be grateful if you could provide the following information:

1) Voluntary Resignations

Please provide annual data from 1 January 2015 to the date of this request on the number of sworn police officers who have voluntarily resigned from service. The data should be disaggregated by:

- * Rank at time of resignation
- * Age group (e.g., under 25, 25-34, 35-44, 45-54, 55+)
- * Role (e.g., response, neighbourhood, detective, specialist units)

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- * Sex (male, female, other/prefer not to say)
- * Entry route into policing (e.g., Police Constable Degree Apprenticeship, Degree Holder Entry Programme, PCEP/IPLDP, other)
- * Number of officers who were part of the Uplift Programme
- * Specific reason for resignation (if recorded)

2) Retirement and Psychological Health

Please provide data from 1 January 2015 to the date of this request on the number of sworn police officers who voluntarily retired from service and who also took a period of absence due to psychological health or stress in the 12 months prior to retirement. The data should be disaggregated by:

- * Rank at time of retirement
- * Age group (e.g., under 25, 25-34, 35-44, 45-54, 55+)
- * Role (e.g., response, neighbourhood, detective, specialist units)
- * Sex (male, female, other/prefer not to say)
- * Entry route into policing (e.g., Police Constable Degree Apprenticeship, Degree Holder Entry Programme, PCEP/IPLDP, other)
- * Number of officers who were part of the Uplift Programme
- * Specific reason for retirement (if recorded)

3) Workforce Headcount

Please provide the annual headcount of sworn officers only from 1 January 2015 to the date of this request, disaggregated by:

- * Rank
- * Age group (e.g., under 25, 25-34, 35-44, 45-54, 55+)
- * Role (e.g., response, neighbourhood, detective, specialist units)
- * Sex (male, female, other/prefer not to say)
- * Entry route into policing (e.g., Police Constable Degree Apprenticeship, Degree Holder Entry Programme, PCEP/IPLDP, other)
- * Number of officers who were part of the Uplift Programme

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Our response:

Section 17 of the Freedom of Information Act 2000 requires Wiltshire Police, when refusing to provide 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. In accordance with the Freedom of Information Act 2000 this letter acts as a Refusal Notice for those aspects of your request.

We do not know if we hold the information requested, but we know that we cannot retrieve all the information you are requesting therefor this request meets section 12 (2).

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.

Forces may use different recording systems; therefore it may be possible some Forces can provide this information where others cannot.

On researching your request we know that we cannot locate the following data:

- Rank at time of resignation
- Role
- Sex
- Numbers of officers from the uplift programme

Ordinarily under our Section 16 obligation to provide advice and assistance we would advise you of a way to refine your request to a more manageable level. Due to the difficulties in obtaining the requested information, as outlined above, I cannot think of a way in which this could be achieved. In respect of other questions within your request, I cannot think of a way in which you would be able to refine these questions, as they may incite further exemptions dependent on what information we may or may not hold.

Further to Section 16 we can supply some information, the information we do hold is from the year of 2018, please see the below table with this information.

Total Officer Leavers					
864					
Number With Leaving Reasons					
106					
Number Without Leaving Reasons					
758					
Q1 - Voluntary Resignations					
Year	Sex	Entry Route	Leaving Reason	n.	
2018	Male	Other (Joined Prior to June 2020 or Transferee)	Not Populated on System	1	
	Female	DHEP	Morale, Engagement, & Satisfaction	1	
		PCDA	Known (no suitable options)	1	
		Other (Joined Prior to June 2020 or Transferee)	Known (no suitable options)	1	
			Personal Circumstances	2	
			Personal & Professional Development	1	
			Work Life Balance & Wellbeing	1	
	2023	Male	DHEP	Join as PCSO	1
			PCDA	Join as Staff	1
				Morale, Engagement, & Satisfaction	1
				Personal Circumstances	1
				Work Life Balance & Wellbeing	1
	Female	Other (Joined Prior to June 2020 or Transferee)	Known (no suitable options)	2	
			Morale, Engagement, & Satisfaction	2	
			Pay & Remuneration	1	
			Personal Circumstances	1	
			Work Life Balance & Wellbeing	1	
		IPLOD*	Known (no suitable options)	1	
	2024	Female	PCDA	Morale, Engagement, & Satisfaction	1
				Personal Circumstances	1
				Work Life Balance & Wellbeing	2
				Known (no suitable options)	1
			Other (Joined Prior to June 2020 or Transferee)	From Leave of Absence	1
Morale, Engagement, & Satisfaction		1			
Personal Circumstances		3			
Work Life Balance & Wellbeing		1			
2025		Female		DHEP	Known (no suitable options)
			Personal Circumstances		1
	Work Life Balance & Wellbeing		2		
	IPLOD*		Personal & Professional Development		1
	Male		PCDA	Work Life Balance & Wellbeing	1
		Known (no suitable options)		3	
		Personal & Professional Development		1	
		Reassourcing & Work Conditions		1	
		2026	Female	Other (Joined Prior to June 2020 or Transferee)	Work Life Balance & Wellbeing
	Known (no suitable options)				2
Personal Circumstances	4				
Reassourcing & Work Conditions	1				
Male	DHEP			Not Populated on System	1
			Work Life Balance & Wellbeing	1	
			PCDA	Personal & Professional Development	1
				Personal Circumstances	1
	2027			Female	DHEP
Personal Circumstances			1		
PCDA		Known (no suitable options)	1		
Male		Other (Joined Prior to June 2020 or Transferee)	Personal Circumstances		3
			Known (no suitable options)	1	
	Pay & Remuneration		1		
	Personal Circumstances		2		
	Work Life Balance & Wellbeing	1			

Q2 - Retirement & Psychological Health				
Year	Sex	Entry Route	Leaving Reason	n.
2023	Female	Other (Joined Prior to June 2020 or Transferee)	Medical Retirement	1
	Male	Other (Joined Prior to June 2020 or Transferee)	Normal Superannuation	2
	Female	Other (Joined Prior to June 2020 or Transferee)	Normal Superannuation	4
2024	Male	Other (Joined Prior to June 2020 or Transferee)	Medical Retirement	2
	Female	Other (Joined Prior to June 2020 or Transferee)	Normal Superannuation	2
	Female	Other (Joined Prior to June 2020 or Transferee)	Normal Superannuation	1

Q3 - Workforce Headcount (Officers)				
Month Year	Sex	Entry Route	n.	
Jun-20	Female	DHEP	7	
		PCDA	8	
		Other (Joined Prior to June 2020 or Transferee)	367	
	Male	DHEP	7	
		PCDA	15	
		Other (Joined Prior to June 2020 or Transferee)	646	
Jun-21	Unknown	DHEP	1	
		PCDA	2	
		DHEP	13	
	Female	PCDA	25	
		Other (Joined Prior to June 2020 or Transferee)	351	
		DHEP	23	
Jun-22	Male	PCDA	57	
		Other (Joined Prior to June 2020 or Transferee)	593	
		DHEP	31	
	Female	PCDA	46	
		Other (Joined Prior to June 2020 or Transferee)	339	
		DHEP	45	
Jun-23	Male	PCDA	105	
		Other (Joined Prior to June 2020 or Transferee)	558	
		DHEP	46	
	Female	PCDA	82	
		Other (Joined Prior to June 2020 or Transferee)	325	
		DHEP	55	
Jun-24	Male	PCDA	154	
		Other (Joined Prior to June 2020 or Transferee)	515	
		DHEP	96	
	Female	IPLOD*	11	
		PCDA	112	
		Other (Joined Prior to June 2020 or Transferee)	326	
Jun-25	Male	DHEP	64	
		IPLOD*	18	
		PCDA	185	
	Female	Other (Joined Prior to June 2020 or Transferee)	495	
		DHEP	41	
		IPLOD*	10	
Jun-26	Male	PCDA	90	
		PCEP	2	
		Police Now	6	
	Female	Other (Joined Prior to June 2020 or Transferee)	323	
		DHEP	41	
		IPLOD*	16	
Jun-27	Male	PCDA	126	
		PCEP	10	
		Police Now	5	
	Female	Other (Joined Prior to June 2020 or Transferee)	489	
		DHEP	2	
		PCDA	3	
Jun-28	Unknown	Other (Joined Prior to June 2020 or Transferee)	60	
		PNS	Other (Joined Prior to June 2020 or Transferee)	1

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

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/>