

# WILTSHIRE POLICE



XXX

Sent via email: XXX



## Police Headquarters

London Road  
DEVIZES  
Wiltshire  
SN10 2DN

Date: 30/09/25

Our ref: FOI 2025/811

Reply contact name: XXX

Dear XXX

I write in connection with your request for information dated 18/08/25 concerning vetting and ethnicity.

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.

The information that you are requesting from the Wiltshire Police Vetting department is not stored in a way which permits easy retrieval. The department was restructured in June 2024 and has now implemented a new system to collate the relevant information requested.

Whilst our updated vetting systems are sophisticated, and we have several fields in which information pertaining to an application can be sourced, we previously did not have a specific system that collected all the information requested.

Ascertaining this information would only be possible by physically reviewing and/or reading the vetting records on the previous database and sourcing individual emails for the period of time you require.

Under the circumstances I am 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.

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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 because locating, retrieving and extracting any further information would only add to the already exceeded time obligations.

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.

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 fee's regulations for the remainder of your request.

What I can provide you with are the answers documented below:

**You wrote:**

Please provide the following information for each calendar year:

- **2025 year-to-date** (from 1 January 2025 to the date of this request)
- **2024**
- **2023**
- **2022**
- **2021**
- **2020**
- **2019**

**For each year listed, and for each of the following role types:**

- **Police officer roles** – ideally split into:
  - a) **Initial entry recruits** (new probationary/trainee constables, including PCDA, DHEP, and similar entry schemes)
  - b) **Other officer recruitment** (including transfers from other forces and internal promotions to higher ranks)

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If this split is not readily available, please provide the combined total for all police officer recruitment.

- **Police staff roles** (all other roles, including PCSOs, call handlers, administrative staff, analysts, etc.)

For each role type (and sub-type if available), please tell me:

1. The number of applicants by **self-declared religion** category (as collected in your equality and diversity monitoring process).
2. The number of applicants in each religion category who were offered a position and accepted (i.e., became employees).
3. The number of applicants by **self-declared ethnicity** category (as collected in your equality and diversity monitoring process).
4. The number of applicants in each ethnic category who were offered a position and accepted.

#### Response:

Please note- 2024 Data is from June 2024-Present.

**Wiltshire Police is unable to provide data for the periods of time prior to June 2024- this is due to a department restructure and reset in ways of working.**

#### 2025 Officer Religion:

| PC New Entry                                                                                               | Applications        | Unconditional Offer Accepted        |
|------------------------------------------------------------------------------------------------------------|---------------------|-------------------------------------|
| <b>Religion:</b>                                                                                           |                     |                                     |
| <b>Buddhist</b>                                                                                            | 2                   |                                     |
| <b>Christian (including Church of England, Catholic, Protestant and all other Christian denominations)</b> | 89                  | 6                                   |
| <b>Hindu</b>                                                                                               | 5                   |                                     |
| <b>Muslim</b>                                                                                              | 4                   |                                     |
| <b>Pagan</b>                                                                                               | 1                   |                                     |
| <b>Sikh</b>                                                                                                | 2                   |                                     |
| <b>DCEP Entry (DC New Entry)</b>                                                                           | <b>Applications</b> | <b>Unconditional Offer Accepted</b> |
| <b>Religion:</b>                                                                                           |                     |                                     |
| <b>Christian (including Church of England,</b>                                                             | 55                  |                                     |

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|                                                             |   |  |
|-------------------------------------------------------------|---|--|
| Catholic, Protestant and all other Christian denominations) |   |  |
| Muslim                                                      | 3 |  |
| Sikh                                                        | 2 |  |

| PC Internal                                                                                         | Applications | Unconditional Offer Accepted |
|-----------------------------------------------------------------------------------------------------|--------------|------------------------------|
| Religion:                                                                                           |              |                              |
| Christian (including Church of England, Catholic, Protestant and all other Christian denominations) | 110          | 24                           |
| Sikh                                                                                                | 1            | 1                            |

| Transferees                                                                                         | Applications | Unconditional Offer Accepted |
|-----------------------------------------------------------------------------------------------------|--------------|------------------------------|
| Religion:                                                                                           |              |                              |
| Christian (including Church of England, Catholic, Protestant and all other Christian denominations) | 12           |                              |
| Re-Joiners                                                                                          | Applications | Unconditional Offer Accepted |
| Religion:                                                                                           |              |                              |
| Christian (including Church of England, Catholic, Protestant and all other Christian denominations) | 1            |                              |
| Special Constables                                                                                  | Applications | Unconditional Offer Accepted |
| Religion:                                                                                           |              |                              |
| Christian (including Church of England, Catholic, Protestant and all other Christian denominations) | 18           |                              |
| Hindu                                                                                               | 1            |                              |
| Pagan                                                                                               | 2            |                              |

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### 2025 Staff Religion:

| PCSO                                                                                                | Applications | Unconditional Offer Accepted |
|-----------------------------------------------------------------------------------------------------|--------------|------------------------------|
| Religion:                                                                                           |              |                              |
| Christian (including Church of England, Catholic, Protestant and all other Christian denominations) | 14           |                              |
| Any other religion                                                                                  | 1            |                              |

| ADHOC Staff                                                                                         | Applications | Unconditional Offer Accepted |
|-----------------------------------------------------------------------------------------------------|--------------|------------------------------|
| Religion:                                                                                           |              |                              |
| Any other religion                                                                                  | 5            | 1                            |
| Buddhist                                                                                            | 7            |                              |
| Christian (including Church of England, Catholic, Protestant and all other Christian denominations) | 327          | 14                           |
| Hindu                                                                                               | 7            |                              |
| Muslim                                                                                              | 18           |                              |
| Pagan                                                                                               | 6            |                              |
| Sikh                                                                                                | 6            |                              |

### 2025 Officer Ethnicity:

| PC New Entry                                     | Applications | Unconditional Offer Accepted |
|--------------------------------------------------|--------------|------------------------------|
| Ethnicity                                        |              |                              |
| Asian/Asian British - Any other Asian background | 7            |                              |
| Asian/Asian British - Bangladeshi                | 1            |                              |
| Asian/Asian British - Indian                     | 13           |                              |

|                                                                                          |              |                              |
|------------------------------------------------------------------------------------------|--------------|------------------------------|
| Asian/Asian British - Pakistani                                                          | 1            |                              |
| Black/African/Caribbean/Black British - African                                          | 3            |                              |
| Black/African/Caribbean/Black British - Any other Black / African / Caribbean background | 1            |                              |
| Black/African/Caribbean/Black British - Caribbean                                        | 2            |                              |
| Black/African/Caribbean/Black British - English/Welsh/Scottish/Northern Irish/British    | 3            |                              |
| Mixed/Multiple ethnic groups - Any other Mixed / multiple ethnic background              | 1            |                              |
| Mixed/Multiple ethnic groups - White and Asian                                           | 3            |                              |
| Mixed/Multiple ethnic groups - White and Black African                                   | 1            |                              |
| Mixed/Multiple ethnic groups - White and Black Caribbean                                 | 4            |                              |
| Other ethnic group - Any other ethnic group                                              | 1            |                              |
| White - Any other White background                                                       | 10           |                              |
| White - English / Welsh / Scottish / Northern Irish / British                            | 242          | 20                           |
|                                                                                          |              |                              |
| DCEP Entry (DC New Entry)                                                                | Applications | Unconditional Offer Accepted |
| Ethnicity                                                                                |              |                              |
| Asian/Asian British - Any other Asian background                                         | 2            |                              |
| Asian/Asian British - Indian                                                             | 4            |                              |
| Asian/Asian British - Pakistani                                                          | 1            |                              |
| Black/African/Caribbean/Black British - African                                          | 3            |                              |
| Black/African/Caribbean/Black British - Caribbean                                        | 1            |                              |
| Mixed/Multiple ethnic groups - Any other Mixed / multiple ethnic background              | 1            |                              |
| Mixed/Multiple ethnic groups - White and Asian                                           | 3            |                              |
| Mixed/Multiple ethnic groups - White and Black Caribbean                                 | 1            |                              |
| Other ethnic group - Any other ethnic group                                              | 1            |                              |

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|                                                               |              |                              |
|---------------------------------------------------------------|--------------|------------------------------|
| White - Any other White background                            | 15           |                              |
| White - English / Welsh / Scottish / Northern Irish / British | 146          |                              |
| White - Roma                                                  | 1            |                              |
| Transferees                                                   | Applications | Unconditional Offer Accepted |
| Ethnicity                                                     |              |                              |
| Black/African/Caribbean/Black British - African               | 1            |                              |
| Mixed/Multiple ethnic groups - White and Asian                | 1            |                              |
| Mixed/Multiple ethnic groups - White and Black Caribbean      | 1            |                              |
| White - Any other White background                            | 1            |                              |
| White - English / Welsh / Scottish / Northern Irish / British | 24           |                              |
| White - Irish                                                 | 1            |                              |
|                                                               |              |                              |
| Re-Joiners                                                    | Applications | Unconditional Offer Accepted |
| Ethnicity                                                     |              |                              |
| White - English / Welsh / Scottish / Northern Irish / British | 2            |                              |
|                                                               |              |                              |
| Special Constables                                            | Applications | Unconditional Offer Accepted |
| Ethnicity                                                     |              |                              |
| Asian/Asian British - Any other Asian background              | 1            |                              |
| Asian/Asian British - Chinese                                 | 1            |                              |
| Asian/Asian British - Indian                                  | 3            |                              |
| White - Any other White background                            | 3            |                              |
| White - English / Welsh / Scottish / Northern Irish / British | 41           |                              |

#### 2025 Staff Ethnicity:

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| PCSO                                                                                  | Applications        | Unconditional Offer Accepted        |
|---------------------------------------------------------------------------------------|---------------------|-------------------------------------|
| <b>Ethnicity</b>                                                                      |                     |                                     |
| Mixed/Multiple ethnic groups - White and Black African                                | 1                   |                                     |
| Other ethnic group - Any other ethnic group                                           | 2                   |                                     |
| White - Any other White background                                                    | 5                   |                                     |
| White - English / Welsh / Scottish / Northern Irish / British                         | 41                  |                                     |
| White - Roma                                                                          | 1                   |                                     |
|                                                                                       |                     |                                     |
| <b>ADHOC Staff</b>                                                                    | <b>Applications</b> | <b>Unconditional Offer Accepted</b> |
| <b>Ethnicity</b>                                                                      |                     |                                     |
| Asian/Asian British - Any other Asian background                                      | 8                   |                                     |
| Asian/Asian British - Bangladeshi                                                     | 11                  |                                     |
| Asian/Asian British - Chinese                                                         | 6                   |                                     |
| Asian/Asian British - Indian                                                          | 30                  |                                     |
| Asian/Asian British - Pakistani                                                       | 11                  |                                     |
| Black/African/Caribbean/Black British - African                                       | 12                  |                                     |
| Black/African/Caribbean/Black British - Caribbean                                     | 4                   |                                     |
| Black/African/Caribbean/Black British - English/Welsh/Scottish/Northern Irish/British | 5                   |                                     |
| Mixed/Multiple ethnic groups - Any other Mixed / multiple ethnic background           | 8                   |                                     |
| Mixed/Multiple ethnic groups - White and Asian                                        | 9                   | 2                                   |
| Mixed/Multiple ethnic groups - White and Black African                                | 1                   |                                     |
| Mixed/Multiple ethnic groups - White and Black Caribbean                              | 5                   |                                     |

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|                                                               |     |    |
|---------------------------------------------------------------|-----|----|
| Other ethnic group - Any other ethnic group                   | 2   |    |
| Other ethnic group - Arab                                     | 2   |    |
| White - Any other White background                            | 59  | 1  |
| White - English / Welsh / Scottish / Northern Irish / British | 966 | 51 |
| White - Irish                                                 | 1   |    |

#### 2024 Officer Ethnicity:

| PC New Entry                                                                          | Applications | Unconditional Offer Accepted |
|---------------------------------------------------------------------------------------|--------------|------------------------------|
| Ethnicity                                                                             |              |                              |
| Asian/Asian British - Bangladeshi                                                     | 1            |                              |
| Asian/Asian British - Indian                                                          | 3            |                              |
| Black/African/Caribbean/Black British - English/Welsh/Scottish/Northern Irish/British | 2            |                              |
| Mixed/Multiple ethnic groups - Any other Mixed / multiple ethnic background           | 1            |                              |
| Mixed/Multiple ethnic groups - White and Black African                                | 1            |                              |
| Mixed/Multiple ethnic groups - White and Black Caribbean                              | 1            |                              |
| White - Any other White background                                                    | 5            |                              |
| White - English / Welsh / Scottish / Northern Irish / British                         | 63           |                              |
|                                                                                       |              |                              |
| PC Internal                                                                           | Applications | Unconditional Offer Accepted |
| Ethnicity                                                                             |              |                              |
| Asian/Asian British - Indian                                                          | 1            |                              |
| Asian/Asian British - Any other Asian background                                      | 1            | 1                            |
| Black/African/Caribbean/Black British - African                                       | 1            |                              |
| Black/African/Caribbean/Black British - Caribbean                                     | 1            |                              |
| Mixed/Multiple ethnic groups - White and Asian                                        | 2            |                              |
| Mixed/Multiple ethnic groups - White and Black Caribbean                              | 2            | 1                            |
| Other ethnic group - Arab                                                             | 3            | 1                            |
| White - Any other White background                                                    | 5            | 2                            |
| White - Irish                                                                         | 2            | 1                            |
| White - Gypsy or Irish Traveller                                                      | 1            | 1                            |

|                                                                             |              |                              |
|-----------------------------------------------------------------------------|--------------|------------------------------|
| White - English / Welsh / Scottish / Northern Irish / British               | 211          | 105                          |
|                                                                             |              |                              |
| Transferees                                                                 |              |                              |
| Ethnicity                                                                   | Applications | Unconditional Offer Accepted |
| White - English / Welsh / Scottish / Northern Irish / British               | 16           | 1                            |
|                                                                             |              |                              |
| Special Constables                                                          |              |                              |
| Ethnicity                                                                   | Applications | Unconditional Offer Accepted |
| Asian/Asian British - Any other Asian background                            | 1            |                              |
| Asian/Asian British - Indian                                                | 1            |                              |
| Asian/Asian British - Pakistani                                             | 2            | 1                            |
| Black/African/Caribbean/Black British - Caribbean                           | 1            |                              |
| Mixed/Multiple ethnic groups - Any other Mixed / multiple ethnic background | 2            |                              |
| Mixed/Multiple ethnic groups - White and Asian                              | 1            |                              |
| Mixed/Multiple ethnic groups - White and Black Caribbean                    | 1            |                              |
| Other ethnic group - Any other ethnic group                                 | 1            |                              |
| White - Any other White background                                          | 1            |                              |
| White - English / Welsh / Scottish / Northern Irish / British               | 48           | 16                           |

#### 2024 Staff Ethnicity:

|                                                                                          |              |                              |
|------------------------------------------------------------------------------------------|--------------|------------------------------|
| CCC                                                                                      | Applications | Unconditional Offer Accepted |
| Ethnicity                                                                                |              |                              |
| Asian/Asian British - Any other Asian background                                         | 4            |                              |
| Asian/Asian British - Bangladeshi                                                        | 1            |                              |
| Asian/Asian British - Indian                                                             | 5            |                              |
| Black/African/Caribbean/Black British - African                                          | 2            |                              |
| Black/African/Caribbean/Black British - Any other Black / African / Caribbean background | 1            |                              |
| Black/African/Caribbean/Black British - Caribbean                                        | 2            |                              |

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|                                                                                       |              |                              |
|---------------------------------------------------------------------------------------|--------------|------------------------------|
| Black/African/Caribbean/Black British - English/Welsh/Scottish/Northern Irish/British | 1            |                              |
| Mixed/Multiple ethnic groups - White and Asian                                        | 2            | 1                            |
| Mixed/Multiple ethnic groups - White and Black Caribbean                              | 1            |                              |
| White - Any other White background                                                    | 6            |                              |
| White - English / Welsh / Scottish / Northern Irish / British                         | 147          | 12                           |
|                                                                                       |              |                              |
| PCSO                                                                                  | Applications | Unconditional Offer Accepted |
| Ethnicity                                                                             |              |                              |
| Asian/Asian British - Any other Asian background                                      | 1            |                              |
| Asian/Asian British - Bangladeshi                                                     | 1            |                              |
| Asian/Asian British - English/Welsh/Scottish/Northern Irish/British                   | 1            |                              |
| Asian/Asian British - Indian                                                          | 5            |                              |
| Asian/Asian British - Pakistani                                                       | 1            |                              |
| Black/African/Caribbean/Black British - Caribbean                                     | 1            |                              |
| Black/African/Caribbean/Black British - English/Welsh/Scottish/Northern Irish/British | 1            |                              |
| Other ethnic group - Arab                                                             | 1            |                              |
| White - Any other White background                                                    | 2            |                              |
| White - English / Welsh / Scottish / Northern Irish / British                         | 32           |                              |
| Detention Officer                                                                     | Applications | Unconditional Offer Accepted |
| Ethnicity                                                                             |              |                              |
| Asian/Asian British - Any other Asian background                                      | 2            |                              |
| Asian/Asian British - English/Welsh/Scottish/Northern Irish/British                   | 1            |                              |
| Asian/Asian British - Indian                                                          | 7            | 1                            |

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|                                                                                       |              |                              |
|---------------------------------------------------------------------------------------|--------------|------------------------------|
| Asian/Asian British - Pakistani                                                       | 2            |                              |
| Black/African/Caribbean/Black British - African                                       | 2            |                              |
| Black/African/Caribbean/Black British - English/Welsh/Scottish/Northern Irish/British | 1            |                              |
| Mixed/Multiple ethnic groups - White and Asian                                        | 1            |                              |
| Other ethnic group - Any other ethnic group                                           | 1            |                              |
| White - Any other White background                                                    | 8            | 1                            |
| White - English / Welsh / Scottish / Northern Irish / British                         | 55           | 8                            |
|                                                                                       |              |                              |
| ADHOC Staff                                                                           | Applications | Unconditional Offer Accepted |
| Ethnicity                                                                             |              |                              |
| Asian/Asian British - Any other Asian background                                      | 4            |                              |
| Asian/Asian British - Bangladeshi                                                     | 2            |                              |
| Asian/Asian British - Indian                                                          | 17           |                              |
| Asian/Asian British - Pakistani                                                       | 3            |                              |
| Black/African/Caribbean/Black British - African                                       | 4            |                              |
| Black/African/Caribbean/Black British - Caribbean                                     | 3            |                              |
| Black/African/Caribbean/Black British - English/Welsh/Scottish/Northern Irish/British | 1            |                              |
| Mixed/Multiple ethnic groups - Any other Mixed / multiple ethnic background           | 4            | 2                            |
| Mixed/Multiple ethnic groups - White and Asian                                        | 4            |                              |
| Mixed/Multiple ethnic groups - White and Black African                                | 2            |                              |
| Mixed/Multiple ethnic groups - White and Black Caribbean                              | 5            | 1                            |
| Other ethnic group - Any other ethnic group                                           | 2            |                              |
| White - Any other White background                                                    | 42           | 3                            |

|                                                               |     |    |
|---------------------------------------------------------------|-----|----|
| White - English / Welsh / Scottish / Northern Irish / British | 507 | 56 |
| White - Irish                                                 | 5   | 2  |

I am satisfied that all the relevant information has been passed to me and 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](mailto: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**

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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](mailto: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/>**