

**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 email

Date: 13th November 2025

Your ref: FOI

Our ref: FOI 2025 / 1028

Reply contact name is: Nick Penny

Dear Sir or Madam,

I write in connection with your request for information dated 29th October 2025 concerning Breaches of the Equality Act.

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 People Services, HR, Employee Relations, Culture & Inclusion and Policy Teams I am not obliged to supply the information you have requested.

You wrote:

I am writing to make a request for information under the Freedom of Information Act 2000.

I would like to request the following information relating to breaches of the Equality Act 2010 within Wiltshire Police for the period 1 January 2020 to 31st August 2025 (or the latest available date) :-

1. The number of recorded or reported breaches of the Equality Act 2010 within the force during this period, including (but not limited to) incidents relating to discrimination, harassment, or victimisation under the Act.
2. A breakdown of these breaches by protected characteristic (e.g. race, sex, disability, age, sexual orientation, religion or belief, gender reassignment, marriage/civil partnership, pregnancy/maternity).
3. Whether each breach was committed by:

- Police officers



INVESTOR IN PEOPLE

- Police staff
 - Senior officers (e.g. Inspector rank or above)
4. If the breach was committed internally against someone within the force or with the public.
 5. The outcome of any investigations into these breaches — e.g. disciplinary action taken, dismissal, or other resolutions.
 6. If available, any policies or internal guidance documents the force uses to address or record breaches of the Equality Act.

Our response:

The information that you are requesting for the majority of your request (questions 1-5 inclusive) is not stored in a way which permits easy retrieval.

The information you are requesting is held in a number of different systems around the Force and in a number of different formats. In addition, prior to January 2025, whilst Wiltshire Police have recorded alleged breaches of the Equality Act, they have not been classified separately by whether they relate to discrimination, harassment, or victimisation under the Act OR by the specific classification(s) you mention in Q2.

Whilst this information may be held by various Teams around the Force it is not summarised anywhere by the parameters you mention in Q1 and Q2 – that data is only held amongst electronic (and in some cases paper) files or records that are associated with any recorded Grievances, Employment Tribunals or other formal complaints we may have logged with various Teams.

The only way of ascertaining the information you require prior to January 2025 would be to locate and read each and every Grievance, Employment Tribunal and logged complaint to determine the following :-

- a) whether it met your criteria of being a breach of the Equality Act or not
- b) then making a note of any specific information held that answers questions 2-5

For the time period you require, it would appear that we have recorded within our system(s) c170 individual Grievances and 23 individual Employment Tribunals. I do not know how many other miscellaneous complaints there may be for this time period.

Given the sheer number of just these Grievance and ET cases and the potential requirement to review and read numerous pages contained within each to find the information you require, I estimate that even assuming a fairly conservative 10 minutes per record to do this – the amount of time required to undertake this task would easily exceed 30 man-hours.

Under the circumstances I am therefore 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.

It should also be noted that there is no obligation on an Authority to create information – where none currently exists today – simply to answer an FOI request.

Please also 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.

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 fees regulations for the remainder of your request. What I am able to provide you are the answers documented below :-

Question 6

I have provided you with copies of the following documents :-

- Equality, Diversity & Inclusion Incident Reporting and Management Procedure
- Grievance Policy

It is conceivable that a grievance could be raised because of a breach of the Equality Act so this policy has been provided as it could be used to address and record breaches of this nature.

Members of Wiltshire Police administering any policy are responsible for ensuring that in its application, those to whom the policy applies, shall not receive less favourable treatment because of their age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation.

Whilst all our policies are drafted with the Equality Act in mind - and we would amend any that are shown to breach the Act - there are no others that we can think of that specifically provide guidance on addressing or recording breaches of the Equality Act.

General – Complaints against officers from Members of the Public

In light of the fact that we are not able to provide you with information (in full) relevant to questions 1-5 and – again, under our Section 16 duty to be as helpful as possible to an applicant – I have liaised with our Professional Standards Department who log and respond to any complaints raised by members of the public about Officers, Staff and Procedures etc.

Our PSD have confirmed that during the time period you are interested in, there have been two complaints logged which have been flagged as being related to Diversity issues (neither of which were formal Misconduct Cases) :-

Complaint 1

Public complaint - Race and disability discrimination, 1 x police officer and 1 x police staff – service provided was acceptable - No further action

Complaint 2

Public complaint – Race – 2 x police officers and 2 x police staff – service provided was acceptable - No further action

General - Employment Tribunals

For the time period you require, there have been 23 separate Employment Tribunals logged with Wiltshire Police. The Claim Types recorded for these have been as follows :-

Constructive Dismissal	4
Disability Discrimination	7
Pregnancy or Maternity	2
Race Discrimination	3
Sex Discrimination	5
Working Conditions	1
Other	1

Four of these cases are currently still Live.

Ordinarily under our section 16 duty to provide advice and assistance, we would advise you how to refine your request in respect of questions 1-5 inclusive to a more manageable level. However, due to the difficulties outlined above, I cannot see how this can be achieved in this particular case.

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.

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