

**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: 6th November 2025

Your ref: FOI

Our ref: FOI 2025 / 807

Reply contact name is: Nick Penny

Dear XXXXXX,

I write in connection with your request for information dated 14th August 2025 concerning Misconduct Hearings.

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 Press and Professional Standards Teams - I am now able to respond as follows.

You wrote (and our Response)

1. What is your current policy regarding the publication of details for upcoming police misconduct hearings?

- Specifically, when are these details made available on your website?
- How long are they retained and publicly accessible prior to the hearing?

2. Following the conclusion of a misconduct hearing:

- When is the outcome published on your website?
- How long is the outcome retained in a publicly accessible format?
- What are the reasons and criteria for withdrawing this information from public view?
- At what point is the information removed from a format that is searchable by the public?



INVESTOR IN PEOPLE

With regards to Questions 1 and 2 of your request, our policy for misconduct outcomes is:

- 1. Advertise the Gross Misconduct hearing for at least 5 days before the Hearing**
- 2. The result of the GM Hearing - with names - is published on line for 3 months**
- 3. After three months, the information is then sanitised - removing names - but remains on our website for the following 9 months. The details of the hearing therefore remain on line for a period of 12 months in total.**

Note

Only Gross Misconduct details are posted on our website – other Misconduct issues are not.

- 3. For each of the following reporting years:**

2020–2021, 2021–2022, 2022–2023, 2023–2024, 2024–2025

- Please provide the number of misconduct outcomes in which the name of the police officer involved was published**

We do not hold information by reporting year, only by calendar year – our response therefore is – No information Held.

There is no obligation on an Authority to create data where none currently exists (as in this case).

The information by calendar year however, is as follows :-

2020 3

2021 5

2022 5

2023 8

2024 8

2025 5 (to date)

Note

Each case is considered in turn and if the Chair (and other participants) of the Gross Misconduct Hearing review the details and consider any concerns regarding anonymity etc. If they believe the name of the individual involved should be withheld, then it is.

- and the number of misconduct hearings where misconduct was found.

2020 4

2021 5

2022 5

2023 8

2024 10

2025 5

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