

WILTSHIRE POLICE



XXXXXXX
By email

**Force Disclosure Unit
Police Headquarters**
London Road
DEVIZES
Wiltshire
SN10 2DN

Date 18th November 2025

Our Ref FOI 2025-896

Dear XXXXX,

I write in connection with your request for information dated 16th September 2025, concerning misconduct hearings. Please accept my apologies for the delay in responding to your request.

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, research was conducted by the Professional Standards Department at Wiltshire Police.

Your request for information has now been considered and I am able to respond as follows.

You wrote:

1. How many misconduct hearings have there been for Wiltshire Police officers over the last 5 years?
2. How many misconduct hearings have there been for other Wiltshire Police members of staff over the last 5 years?
3. What are the outcomes for these misconduct hearings over the last five years for police officers and other members of staff?
4. How many of these officers have been sacked or dismissed after misconduct hearings?
5. How many of these officers have quit before their misconduct hearing?

Our response:

Please note:

- ❖ PCSO, LCI and Detention Officer roles have been included within the Police staff figures.
- ❖ Special PC roles have been included within the Officer figures.

Keeping Wiltshire Safe

www.wiltshire.police.uk | [Facebook/wiltshirepolice](https://www.facebook.com/wiltshirepolice) | [X/X/wiltshirepolice](https://twitter.com/X/wiltshirepolice) | [LinkedIn/company/wiltshirepolice](https://www.linkedin.com/company/wiltshirepolice)

- ❖ The figures have been provided using each individual Officer or staff member involved in a matter. One matter may involve multiple Officers and/or staff members, additionally a single Officer or staff member may have been involved in multiple different matters.

Officer / Staff misconduct over the last 5 years (Q1 / Q2)

Role	Total
Officer	80
Staff	41
Cannot confirm role	3
Total	124

Officer / Staff outcomes over the last 5 years (Q3)

These figures also included the roles that cannot be confirmed.

Outcome	Total
No Further Action	3
No Case to Answer	1
Case dismissed No Further Action	1
Informal meeting	1
Performance management	3
RPRP	11
Written warning	2
Final written warning	5
6 month written warning	2
6 month final written warning	1
12 month written warning	8
18 month written warning	17
18 month final written warning	2
24 month final written warning	11
5 year written warning	1
5 Year final written warning and placed on a support plan for this duration	1
Resigned	1
Dismissed	28
Dismissed without notice	8
Dismissed and prosecuted	2
Dismissed but resigned prior to hearing	2
Dismissed but retired prior to hearing	1
Dismissed - appeal submitted to PAT	1
Assessed as M but no sanction as already retired	1
Would have been dismissed if not resigned	3
Would have been dismissed without notice but resigned	5
Not noted	2
Grand Total	124

Officers sacked / dismissed after misconduct hearings (Q4)

This figure includes individuals who were dismissed, dismissed without notice, who would have been dismissed had they not resigned or retired etc.

32

Officers quit before misconduct hearing (Q5)

12

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,

FDU 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



Keeping Wiltshire Safe

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 Fol 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

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 to contact them, please visit <https://ico.org.uk/global/contact-us/>

Keeping Wiltshire Safe