



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: 23rd December 2025

Your ref: FOI

Our ref: FOI 2025 / 1163

Reply contact name is: Nick Penny

Dear XXXXXX,

I write in connection with your request for information dated 10th December 2025 concerning Training related to PRAP.

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 not obliged to supply the information you have requested.

You wrote:

Under the Freedom of Information Act 2000, I request the following information:

1. Copies of all training materials, curricula, guidance documents, and evaluation reports developed or used by your force (or nationally via NPCC / College of Policing) in fulfilment of the responsibilities outlined in the Police Race Action Plan
 - The content of the training (slides, handouts, e-learning, written guidance, policies, protocols, etc.).
 - The date each version was first introduced and, if updated, the date of each update.
2. Similarly, training relating to recognising, understanding, and responding to **mental distress among Black people/Black communities** and/or Section 136

In response to PRAP



INVESTOR IN PEOPLE

3. Data showing the **rate of completion** of this training by officers and staff: e.g., number and percentage of officers/staff trained to date; how many remain to be trained. If completion data is held by cohort (e.g. by rank, by division, new recruits vs existing officers) please include that breakdown.
4. Any internal or external evaluations, audits or monitoring reports on the effectiveness or impact of this mental-health training for policing Black communities - especially any findings, outcome measures, or plans for further roll-out / improvement

I am seeking this information for the period from the year of PRAP launch or 2022 to present

Our response:

The information that you are requesting for the majority of your request is not stored in a way which permits easy retrieval.

I have considered the request under the Freedom of Information Act 2000 and whilst I understand the intention of the request I believe that we are unable to provide the information in the format requested because doing so would exceed the cost limit set by the Act.

The Police Race Action Plan is delivered through four detailed workstreams each of which covers a broad and substantial programme of activity. Training and development linked to the Police Race Action Plan is therefore not held as a single centrally retrievable set of training records. Instead training activity and delivery may be recorded across multiple areas, departments and systems eg:

- Central delivered training (College of Policing) and local sessions
- Mandatory and non-mandatory
- Internal / external facilitated training delivered regionally
- A mixture of learning formats (e learning, face to face, CPD inputs, workshops, events)
- The records are held within a variety of different locations such as HR systems, attendance lists, local training records, Learning & Development database, etc

To effectively obtain all training records associated with PRAP it would require officers / staff to

- Define the scope across all 4 workstreams
- Identify all the relevant learning products, sessions, briefings and events
- Search multiple data base, business areas and records
- Extract data
- Check for duplication
- Quality assure

This would involve a significant manual exercise across a wide area of our organisation and multiple record systems.

Without looking into your request further, it may also be the case that we simply do not hold some of the information you are asking for.

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

If this request could be more specific and refined we may be able to consider a response - for example a more detailed workstream request with a defined timeframe, central delivered training only or completion data from the learning and development record system only would be typical examples.

Ordinarily under our section 16 duty to provide advice and assistance, we would advise you how to refine your request to a more manageable level. However, due to the difficulties outlined above, I cannot see how this can be achieved in this particular case without you reconsidering the scope of your request.

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