



Via email:



Police Headquarters

London Road
DEVIZES
Wiltshire
SN10 2DN

disclosure@wiltshire.police.uk

Date: 13/01/2026

Our ref: FOI 2026-040

Reply contact name:

Dear ,

I write in connection with your request for information dated 09/01/2026 regarding psychological surveillance/monitoring.

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 Occupational Health at Wiltshire Police.

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

You wrote/our response:

1. Does your force currently implement any form of psychological surveillance or monitoring for officers in high-risk roles? *Yes we have a risk assessment based medical psychological surveillance programme and utilise the OK psychological surveillance programme to aid with coverage across force.*
2. How does the force identify which roles pose a high enough risk to trigger monitoring? *We have developed a Risk Matrix based upon research conducted by PCUK.*
3. Which roles have been identified as high risk, if any? *We have identified 13 teams considered high risk. This included Child abuse teams, Digital forensic teams, response, counter terrorism, murder investigation teams, Auxiliary roles such as FLO, DVI and rapid child death.*
4. If yes, what methods or tools are used (e.g., regular psychological assessments, digital monitoring, behavioural analytics)? *Regular Psychological assessment tools online. If face to face it also includes a 30-45min clinical consultation.*

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5. Are these measures mandatory for all officers in designated high-risk roles? *We do not mandate this service.*
6. What percentage of officers in high-risk roles complete psychological questionnaires, surveys, or assessments? *Each team average between 60-100% engagement.*
7. What steps are undertaken if an officer fails to comply with completing psychological surveys or assessments? *Line manager notified for watchful waiting. Decline is documented on personal records.*
8. How frequently are these questionnaires or assessments administered? *6monthly – 2yearly depending on risk assessment.*
9. Which internal department or external provider is responsible for administering these measures? *Internally managed by OHU.*
10. Should a psychological questionnaire suggest an officer is at risk of psychiatric injury, what measures/adjustments are available to the force take to mitigate that risk? *It is the personal responsibility of the officer once informed to take action regarding their own wellbeing, signposting is offered and OHU support is offered throughout process. We have our own safeguarding processes and referral routes for support. 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.

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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

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