

WILTSHIRE POLICE



XXXXXXX
By email

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

Date 12th February 2026

Our Ref FOI 2026-009

Dear XXXXX,

I write in connection with your request for information dated 4th January 2026, concerning vetting outcomes and continued employment. 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 Vetting and People Services departments and Force Policy Officer at Wiltshire Police. Your request for information has now been considered and I am **not** obliged to supply the information you have requested.

You wrote:

I am seeking information about vetting outcomes, continued employment, and related correspondence within your police force.

Please provide the following information for the most recent ten full calendar years:

1. The number of individuals who applied for a role within the force (including police officer, police staff, PCSOs, or specials) and failed to meet the required vetting standards for that role, but who:
 - remained employed by the force in a different role, or
 - were subsequently appointed to a different role within the force that required a different level of vetting.
2. Where available, a breakdown of the figures in question 1 by:
 - the role originally applied for,
 - the role in which the individual remained or was later employed,
 - whether the vetting failure related to recruitment vetting, management vetting, or another vetting category.

Keeping Wiltshire Safe

3. Whether your force has any policy, guidance, or procedure that permits individuals who fail vetting for one role to remain employed in another role within the force.
 - If so, please provide the title of the policy and the date it came into effect.
4. Details of any formal correspondence between your force and any relevant labour force unions or staff associations (including, but not limited to, the Police Federation, UNISON, Unite, GMB, or other recognised bodies) that relates to:
 - vetting failures and continued employment within the force, or
 - policies or practices allowing redeployment or retention following a vetting failure.

For this question, I am seeking:

- the existence of such correspondence,
- the dates, parties involved, and general subject matter of the correspondence.

Copies or extracts of the correspondence may be provided where disclosure is possible, with any personal data appropriately redacted.

I am not seeking any personal data. Aggregate figures and policy-level information only are sufficient.

Our response:

Section 1(1)(a) of the Freedom of Information Act 2000 (FOIA) requires Wiltshire Police to confirm or deny whether the requested information is held. To establish whether the information is held - namely question 4 (correspondence sent) - would in itself exceed the time obligations placed upon the authority to comply (18 hours) and therefore engages section 12(2).

Under the circumstances I am 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. Therefore the whole of the request should fall under the exemption of section 12 of the Freedom of Information Act 2000.

Please note:

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.

Forces may use different recording systems, therefore it may be possible some Forces can provide this information where others cannot.

Ordinarily under our Section 16 obligation to provide advice and assistance we would advise you of a way to refine your request to a more manageable level. Due to the difficulties in obtaining the requested information, as outlined above, I cannot think of a way in which this could be achieved.

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 can provide you with is documented below:

Keeping Wiltshire Safe

Please note: Wiltshire Police are unable to provide ten calendar years' worth of data. A new system and new ways of working were implemented June 2024, therefore we cannot provide any data prior to that time.

1. The number of individuals who applied for a role within the force (including police officer, police staff, PCSOs, or specials) and failed to meet the required vetting standards for that role, but who:
 - o remained employed by the force in a different role, or
 - o were subsequently appointed to a different role within the force that required a different level of vetting.

No information held.

Using the parameters for those who selected 'yes' as being an internal applicant and the vetting outcome recorded as 'fail' - there were zero internal applicants who had vetting refused.

2. Where available, a breakdown of the figures in question 1 by:
 - o the role originally applied for,
 - o the role in which the individual remained or was later employed,
 - o whether the vetting failure related to recruitment vetting, management vetting, or another vetting category.

N/A

3. Whether your force has any policy, guidance, or procedure that permits individuals who fail vetting for one role to remain employed in another role within the force.
 - o If so, please provide the title of the policy and the date it came into effect.

Wiltshire Police do not currently have a Force specific vetting policy. The Force currently follows the [College of Policing Vetting Authorised Professional Practice](#) and [Vetting Code of Practice](#). These do allow for a person who has failed vetting for one role to remain employed in another role within the force. This is, of course, dependant on the reason that the individual failed the vetting process.

The Force replaced our Vetting Policy and Procedure with the College of Policing Vetting Authorised Professional Practice in July 2018.

Section 17 of the Freedom of Information Act 2000 requires 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

In accordance with section 17 of the Act, this letter represents a Refusal Notice for this particular request.

Please contact me if you would like to discuss the withheld information.

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

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

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