

WILTSHIRE POLICE



Via email



Police Headquarters
London Road
DEVIZES
Wiltshire
SN10 2DN
disclosure@wiltshire.police.uk

Date: 16/02/2026

Our ref: FOI 2026/026

Reply contact name:

Dear,

I write in connection with your request for information dated 7th January 2026 regarding ethnic minority hiring breakdown.

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 our Talen at Wiltshire Police.

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

You wrote:

Please may you provide me with:

The number of applicants from each ethnic group who applied for the role of new constables. Can this data be broken down per year, going back 5 years.

The number of interviews given to each ethnic group for the role of new constables. Can this data be broken down per year, going back 5 years.

The number of hires you have made from each ethnic group for new constables. Can this data be broken down per year, going back 5 years.

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Our response:

Caveat: We are unable to provide data for the period prior to June 2024. This is due to a system change which is now obsolete. Ethnicity was not a mandatory field at that time; there was a preference not to say included in the options.

The number of applicants from each ethnic group who applied for the role of new constables. Can this data be broken down per year, going back 5 years.

Ethnicity	2024	2025	2026	Grand Total
Asian/Asian British - Any other Asian background	1	9		10
Asian/Asian British - Bangladeshi	1	1		2
Asian/Asian British - Indian	12	17		29
Asian/Asian British - Pakistani		2		2
Black/African/Caribbean/Black British - African	3	6		9
Black/African/Caribbean/Black British - Any other Black / African / Caribbean background		1		1
Black/African/Caribbean/Black British - Caribbean		3		3
Black/African/Caribbean/Black British - English/Welsh/Scottish/Northern Irish/British	3	3		6
Mixed/Multiple ethnic groups - Any other Mixed / multiple ethnic background	2	2		4
Mixed/Multiple ethnic groups - White and Asian		6		6
Mixed/Multiple ethnic groups - White and Black African	1	1		2
Mixed/Multiple ethnic groups - White and Black Caribbean	1	5		6
Other ethnic group - Any other ethnic group	4	2		6
Prefer not to say - Prefer not to say	3	3		6
White - Any other White background	18	26		44
White - English / Welsh / Scottish / Northern Irish / British	285	396	10	691
White - Roma	1	1		2
Grand Total	335	484	10	829

The number of interviews given to each ethnic group for the role of new constables. Can this data be broken down per year, going back 5 years.

Ethnicity	2024	2025	2026	Grand Total
Asian/Asian British - Any other Asian background		5		5
Asian/Asian British - Indian		7	1	8
Asian/Asian British - Pakistani		2		2
Black/African/Caribbean/Black British - African	1	1	1	3
Black/African/Caribbean/Black British - English/Welsh/Scottish/Northern Irish/British		2		2
Mixed/Multiple ethnic groups - Any other Mixed / multiple ethnic background		1		1
Mixed/Multiple ethnic groups - White and Asian		5		5
Mixed/Multiple ethnic groups - White and Black African		1		1
Mixed/Multiple ethnic groups - White and Black Caribbean	1	4	1	6
Other ethnic group - Any other ethnic group		1		1
Prefer not to say - Prefer not to say	5	2		1
White - Any other White background	1	9	2	12
White - English / Welsh / Scottish / Northern Irish / British	94	186	36	316
(blank)				
Grand Total	102	226	41	369

The number of hires you have made from each ethnic group for new constables. Can this data be broken down per year, going back 5 years.

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Ethnicity	2024	2025	2026	Grand Total
Asian/Asian British - Indian	1		1	
Asian/Asian British - Pakistani			1	
Black/African/Caribbean/Black British - English/Welsh/Scottish/Northern Irish/British		1		
Black/African/Caribbean/Black British - African	1			
Mixed/Multiple ethnic groups - White and Asian			2	
Mixed/Multiple ethnic groups - White and Black Caribbean	1			
Other ethnic group - Any other ethnic group		1		
White - Any other White background	2	1		
White - English / Welsh / Scottish / Northern Irish / British	25	75	14	
Prefer not to say	3			
Grand Total	33	78	18	129

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.

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.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.

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