

WILTSHIRE POLICE



XXXXXXX
By email

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

Date 6th February 2026

Our Ref FOI 2026-051

Dear XXXXX,

I write in connection with your request for information dated 12th January 2026, concerning forensic-related departments workforce & pay gap.

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 Finance and Establishments department at Wiltshire Police.

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

You wrote and our response:

Please provide the information set out below in relation to staff whose primary role is within forensic-related departments, including but not limited to crime scene investigation, forensic science laboratories, quality/R&D, and associated support functions.

I am aware that some EDI data for the whole force has been published, including a breakdown by broad staff categories. However, this published data does not provide sufficient detail for forensic services, and I am therefore requesting the latest available workforce and EDI data specific to forensic staff, including the additional detail outlined below.

Snapshot date

Please provide data based on the latest available headcount snapshot for the most recently completed year-end prior to the date this request is received. If a year-end snapshot is not held, please use the nearest available date and state the date used.

Definitions

Forensic services/CSI unit refers to staff whose substantive post (or cost centre/department code) sits within the force function responsible for crime scene investigation, fingerprints, forensic submissions/management, and forensic quality management (often titled Forensic Services, CSI, Scenes of Crime, or similar).

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Please note:

The Forensics department at Wiltshire Police is part of a regional team. As such, we are only able to report on the proportion of the unit that are directly employed by Wiltshire Police.

Data is based on a snapshot taken on 31st December 2025.

Roles have been allocated to the closest appropriate category.

1. Workforce size (counts only)

a) Overall workforce

For the forensic services/CSI unit, please provide:

- Total headcount
- Total FTE (if held)

Overall Headcount: 44 Overall FTE: 42.37FTE

b) Headcount (and FTE if held) by role group

Using the closest equivalent groupings you already use, please provide headcount (and FTE if held) mapped where possible to the following categories:

- CSI/SOCO/Crime Scene Investigator
- Crime Scene Manager/Supervisor
- Reporting Scientist/ Laboratory Officer/ Forensic Apprentice
- Police officers with forensic responsibilities
- Forensic submissions/case submission/evidence management / office-based forensic support
- Quality/technical support
- Management/leadership within forensic services
- Administrative/business support within forensic services
- Other

Where any specific job title or subgroup contains fewer than 5 individuals, please combine it into a broader category to protect anonymity.

Please see final page for breakdown.

2. Workforce demographics (aggregated, low-risk)

For the same unit and snapshot date, please provide aggregated headcount totals only (no individual-level data) by role group where possible, or at unit level if role-level breakdown would risk disclosure:

- a) Sex (as recorded in your HR system)
- b) Age band (using your standard age bands)
- c) Ethnicity (using your standard ethnicity reporting categories)

Please also provide aggregated counts for any other Equality, Diversity and Inclusion characteristics that you routinely publish in workforce statistics (for example disability status or gender identity), where disclosure is possible.

To minimise any risk of identification, I am not seeking any breakdown by named teams, locations, or individuals; please apply your standard statistical disclosure control measures and indicate where they have been used, including suppressing or aggregating any cell containing fewer than five individuals (for example by reporting "<5" or combining categories into "Other").

Please see final page for breakdown.

3. Pay gap metrics (metrics only, not raw pay)

Provide the latest gender and ethnicity pay gap metrics for staff in forensic services/CSI unit, using your standard methodology (mean/median pay gaps, bonus gaps). If not held at unit level, please confirm.

This request does not seek individual-level data, individual salary information, bonus payments, or any personally identifiable information.

Gender pay gap information is not held at unit or department level.

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



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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
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/>

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Role type			Sex at Birth		Ethnicity		Age band				Disability				Sexual Orientation				
	Headcount	FTE	Male	Female	White - English/ Welsh/ Scottish/ Northern Irish/ British	Any Other background or prefer not to say	Under 26	26-40	41-55	Over 55	No	Yes	Prefer not say	Unknown	Straight/ Heterosexual	Gay or Lesbian	Other sexual orientation	Prefer not to say	Unknown
CSI/SOCO/Crime Scene Investigator	14	12.78	4	10	13	>5	>5	7	6	0	9	3	>5	>5	10	>5	>5	>5	>5
Crime Scene Manager/Supervisor	>5	>5	>5	>5	>5	0	0	>5	>5	0	>5	0	0	0	>5	0	0	0	0
Reporting Scientist/ Laboratory Officer/ Forensic Apprentice	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Police officers with forensic responsibilities	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Forensic submissions/case submission/evidence management / office- based forensic support	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Quality/technical support	>5	>5	>5	>5	>5	0	0	>5	>5	0	>5	0	0	>5	>5	0	0	0	0
Management/leadership within forensic services - includes Crime Scene Manager/Supervisor	7	7	4	3	7	0	>5	>5	5	0	5	>5	0	>5	7	0	0	0	0
Administrative/business support within forensic services	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Other - includes digital forensics roles and Quality/Technical Support roles	19	18.59	11	8	17	>5	>5	8	6	>5	16	>5	0	>5	18	0	0	0	>5