

**Force Disclosure Unit**

Wiltshire Police HQ

London Road

Devizes

Wiltshire

SN10 2DN

Tel 101 ext 62005

www.wiltshire.police.ukdisclosure@wiltshire.pnn.police.uk

XXXXXX – by email

Date: 27th February 2026

Your ref: FOI

Our ref: FOI 2026 / 147

Reply contact name is: Nick Penny

Dear XXXXXX,

I write in connection with your request for information dated 5th February 2026 concerning Senior Leadership Roles within Wiltshire Police.

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:

I am writing to request information regarding individuals who have served in the following senior leadership roles within your police force:-

- Chief Constable
- Deputy Chief Constable
- Assistant Chief Constable

I would be grateful if you could provide the names of those who currently hold these positions, as well as those who have previously held these roles. Where possible, please include the dates during which each individual served in their respective position.

If available, I would also like to request any official photographs or publicly released images associated with these individuals (for example, official portraits used for media or organisational purposes). If photographs are held but are exempt from disclosure, I would appreciate clarification on whether this exemption applies.



INVESTOR IN PEOPLE

Our response:

I wrote to you on 6th February to advise that Wiltshire Police (previously Wiltshire Constabulary) have been in existence since the 1830's and that to try and provide information for a time period of nearly 200 years was impractical.

Despite asking you to review your request and provide a more realistic time period for this request you failed to provide me with a definitive and practical alternative.

The information that you are requesting is not stored in a way which permits easy retrieval – if it is held at all.

Wiltshire Police do not currently have a central archive OR documented history anywhere that can provide all of the information you are requesting.

There has been an archive under development for some time but this is far from complete and it will take a number of years before all the relevant information has been located / volunteered and made into a concise and defined record. This work is currently being undertaken by our Records Retention Team alongside their existing day-to-day duties.

What information that is held, is either :-

- in the possession of the Records Retention Team
- held in various other Teams within Wiltshire Police (such as our Facilities Team)
- held by numerous individuals around the Force
- in storage facilities at various Wiltshire Police premises
- boxed at a number of different archive / storage facilities we hold around the County.

To locate and access all of this information and provide you with as complete a picture as possible for the information you require for the lifespan of Wiltshire Police (Constabulary as was) would take an extortionate amount of time to achieve – certainly more than the time permitted to us to spend on an FOI request.

Indeed, in many cases we would simply no longer have a record of images or names or officers that held Deputy and/or Assistant Chief Constable roles or the time they spent in service in those roles – this would lead to us providing a **No Information Held** response to much of this request.

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.

Please also note that 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.

Although excess cost removes the forces' obligations under the Freedom of Information Act, as a gesture of goodwill – and under our Section 16 duty to be as helpful as possible to an applicant - 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 am able to provide you are the answers documented below :-

Current Chief Officer Group

Details of our current Chief Officer Group can be found on the Wiltshire Police website. Please refer to the link below :-

www.wiltshire.police.uk/police-forces/wiltshire-police/areas/about-us/about-us/leadership/

List of Previous Chief Constables

Details of the previous Chief Constables that Wiltshire Police (and previously Wiltshire Constabulary) have had – with dates – are available on a number of online resources such as the following :-

www.wikipedia.org/wiki/Wiltshire_Police

Previous Postholders of DCC and ACC positions

Our Establishment Team have reviewed our current GRS system and our previous database (Origin) to locate the information shown below.

It is not possible to identify which if these positions was temporary and which were substantive as we do not hold that information.

To locate information prior to that shown in the table below would necessitate a manual search of our archives and other paper records to locate the information you require – which as previously described would exceed the time/cost limits applicable to this request.

The likelihood of us holding details of DCC's and ACC's dating back to the advent of Wiltshire Police / Wiltshire Constabulary is virtually non-existent. For years prior to 1990 our response in most cases will be – **No Information Held**.

Deputy Chief Constables

Name (DCCs)	Posting start date	Posting end date
Rodney Lind	01/01/1995	23/01/2000
Alastair McWhirter	31/01/2000	16/02/2003
Patrick Geenty	31/03/2001	29/02/2012
Stephen Long	06/01/2003	31/07/2008
David Ainsworth	21/07/2008	31/03/2011
Michael Veale	01/03/2012	31/05/2015
Paul Mills	05/03/2018	CURRENT
Craig Dibdin	11/12/2023	31/01/2025
Mark Cooper	11/12/2024	CURRENT

Assistant Chief Constables

Name (ACCs)	Posting start date	Posting end date
Stephen Males	01/06/1988	06/11/1995
Gordon Roger	01/08/1994	31/05/1996
Alastair McWhirter	01/06/1996	30/01/2000
Stephen Long	24/01/2000	05/01/2003
Andrew Tatam	06/01/2003	29/11/2003
Peter Vaughan	01/12/2003	31/12/2006
Gary Chatfield	01/03/2005	01/04/2006
Andrew Marsh	10/04/2007	31/07/2009
Julie Clayton	28/04/2008	31/07/2009
Patrick Geenty	13/07/2009	30/03/2011
Michael Veale	08/11/2009	01/08/2010
James Vaughan	11/04/2011	13/05/2012
Michael Veale	15/06/2011	29/02/2012
Stephen Hedley	04/05/2012	01/04/2013
Andrew Tatam	02/04/2013	31/03/2014
Kier Pritchard	01/04/2014	03/01/2016
Paul Mills	29/09/2014	03/01/2016
Julian Moss	01/01/2016	30/04/2016
Mark Cooper	01/01/2016	30/04/2016
Kier Pritchard	04/04/2016	29/11/2018
Paul Mills	22/04/2016	05/03/2018
Craig Holden	05/03/2018	27/05/2019
Gavin Williams	08/05/2018	30/06/2019
Deborah Smith	02/01/2019	CURRENT
Mark Cooper	20/05/2019	01/07/2022
Margaret Blyth	04/06/2019	31/05/2020
David Minty	02/05/2022	02/07/2023
Craig Dibdin	19/09/2022	19/04/2023
Mark Cooper	10/07/2023	10/12/2024
Philip Staynings	12/02/2024	16/06/2024
Ian Saunders	01/06/2024	30/11/2025
Philip Staynings	26/08/2024	08/09/2024
Philip Staynings	30/09/2024	25/10/2024
Elizabeth Coles	06/01/2025	CURRENT

Images of previous Senior Officers at Wiltshire Police

Open (image) searches of the internet using a search engine such as google will yield Photographs of a number of previous Senior Officers at Wiltshire Police dating back to the advent of the internet in the early to mid 1990's (and in some cases, images from even earlier).

Even though we hold formal "portrait" type photographs of previous Chief Constables, these are held in physical format and not as digital jpegs for instance which could be provided to you in this response. It is also not known if these were formally issued to the public domain as a portrait picture or whether they were recorded solely for internal use.

Whilst we could take a digital picture of these images (and then potentially download them into our systems) the use of USB interfaces on everyday laptops has been disabled to ensure our systems are fully protected and secure from malware and so on.

It should also be noted that under the FOIA, there is no obligation on an Authority to create information where none currently exists (eg digital versions of images) simply to answer an FOI response.

History of Wiltshire Police

A simple open search on the internet for – say – “History of Wiltshire Police” returns a number of resources where historic information can be found, such as the following :-

- The History of Wiltshire Police by Paul Sample
- British Police History website (and on-line museum)
- Police Archives on the Wiltshire & Swindon History Centre website
- 180 years of Wiltshire Police (Chippenham Town Council)
- Wiltshire Constabulary (Wiltshire Family History Society)

I can also advise that we also have various artefacts stored within Chippenham Museum and paper records with the Wiltshire and Swindon History Centre – both of which could be visited as a member of the public.

There may be other resources available at other libraries or museums in the County.

There are also various specific books such as POLICEWOMAN, WILTSHIRE CONSTABULARY (1970's) available via proprietary online sources that could provide additional information on the history of the Force.

Under our section 16 duty to provide advice and assistance, I did advise you that you would need to review and refine your request to a more manageable level, but you failed to do that.

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 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