

WILTSHIRE POLICE



XXX

Sent via email: XXX



Police Headquarters

London Road
DEVIZES
Wiltshire
SN10 2DN

Date: 07/05/26

Our ref: FOI 2026/361

Reply contact name: XXX

Dear XXX,

I write in connection with your request for information dated 14/04/26 concerning misconduct meetings being held and outcomes.

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 able to respond as follows.

You wrote (and our response):

1. For each of the financial years 2023/24 and 2024/25, please provide the number of officer/special constable misconduct meetings you held.

Answer:

Financial year 2023/24 – Officers and SPCs – **9**

Financial year 2024/25 – Officers and SPCs - **20**

1.1 Break down the number by outcome:

- i. Misconduct proven; and,

Answer:

Financial Year 2023/24 –

Of the 9 cases, data can be broken down as follows:

Keeping Wiltshire Safe

1 was assessed as misconduct, after investigation completed no sanction given, 8 were proven.

Financial Year 2024/25:

All proven

- ii. Misconduct not proven.

Answer:

Financial Year 2023/24 –

Of 9 cases, all were proven apart from one case.

Financial Year 2024/25 –

none

1.2 Break down the number for 1.1.i. Misconduct proven by:

Financial Year 2023/24 –

Of 9 cases, data can be broken down as follows:

1 was assessed as misconduct, after investigation completed no sanction given.

2 received 18 month Written Warning, 1 received 24 Month Final written warning and 1 received 12 months written warning.

4 officers were dismissed.

Financial Year 2024/25:

2 Officers received RPRP

2 Officers received Final Written Warnings

1 Officer received a 3-year Final Written Warning

7 Officers received a Written Warning

6 Officers were dismissed

2 Officers would have been dismissed if they hadn't resigned

- i. Final written warning;

Financial Year 2023/24 –

Of 9 cases, 1 officer received a 24-month Final written warning

Keeping Wiltshire Safe

Financial Year 2024/25-

2 Officers received Final Written Warnings, and 1 Officer received a 3 year Final Written

- ii. Written warning; and

Financial Year 2023/24 –

Of 9 cases, 2 received 18 month Written Warning and 1 received 12 months written warning.

Financial Year 2024/25 –

7 Officers received a Written Warning

- iii. No further action.

Answer:

Financial Year 2023/24 –

Of 9 cases, all were proven apart from one case, after investigation completed no sanction given.

Financial Year 2024/25 –

None

1.3 Break down the number for 1.1.ii. Misconduct not proven by:

None for both years

- i. Referral to the reflective practice review process; and, ii. No further action taken.

Answer:

Financial Year 2023/24 –

No officers going through the Misconduct proceedings received Reflective Practice.

Financial Year 2024/25 –

2 officers received RPRP

I am satisfied that all the relevant information has been passed on 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

Keeping Wiltshire Safe

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



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.

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

Keeping Wiltshire Safe

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/>