

WILTSHIRE POLICE



XXXX – Via email



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

Date: 19th August 2026

Our ref: FOI 2026-741

Dear XXX,

I write in connection with your request for information dated 7th August regarding officer sickness.

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 Business Intelligence Unit at Wiltshire Police.

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

You wrote:

Please provide the following information relating to police officers only for the calendar year 1 January 2025 to 31 December 2025.

I am seeking data for each of the following age groups:

- 25 years and under
- 26–40 years
- 41–55 years
- Over 55 years

1. Police officer headcount by age group

Please provide a separate police officer headcount for each of the four age groups listed above.

If readily available, please provide the average officer headcount during calendar year 2025 for each age group.

If average headcount is not readily available, please instead provide the officer headcount as at 31 December 2025, or the nearest standard workforce snapshot date available, stating the date used.

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2. Working days lost to sickness absence by age group

Please provide the total number of working days lost to sickness absence during calendar year 2025, broken down separately by each of the four age groups listed above.

For the avoidance of doubt, I am requesting a separate total of working days or shifts lost to sickness for each age group, rather than a single force-wide total.

I am seeking working days or shifts actually lost due to sickness absence, rather than the number of sickness absence episodes or calendar days spanning periods of absence.

Alternative age bands

If the specified age bands cannot readily be provided from existing systems, please provide both the officer headcount and sickness absence information using the closest age bands routinely held or reportable by the force, ensuring that the same age bands are used for both datasets.

I would prefer the information in existing reportable age bands rather than requiring bespoke calculations or data manipulation solely to match the requested age groups.

If any part of the requested information is already publicly available, please provide a link or reference to the relevant published dataset or disclosure.

Where possible, I would be grateful if the information could be provided in a simple table or spreadsheet format.

Our response:

The data provided is from a report run on 01/01/2026

1.

Age group	Officers
<26	195
26-40	589
41-55	430
>55	22

2.

Age group	WDs Lost
<26	1,172
26-40	4,637
41-55	4,940
>55	332

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,

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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.

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

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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/>