

WILTSHIRE POLICE



XXXXXXX
By email

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

Date 18th September 2026

Our Ref FOI 2026-663

Dear XXXXX,

I write in connection with your request for information dated 16th July 2026, concerning Regulation 13. Please accept my apologies for the delay in responding to your request.

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 Peoples Services department at Wiltshire Police. Your request for information has now been considered and I am **not** obliged to supply the information you have requested.

You wrote:

Please provide the following recorded information for the period 1 January 2019 to 31 December 2023, for police officers, student officers, probationary constables or trainee officers who were subject to consideration under Regulation 13 of the Police Regulations 2003, please provide aggregate numbers showing:

1. the total number of Regulation 13 cases opened or formally considered;
2. the number resulting in services being dispensed with;
3. the number where the officer resigned before a final Regulation 13 decision;
4. the number where the Regulation 13 process was withdrawn, discontinued or did not proceed to dispensation;
5. the number where probation/training/development was extended instead of dispensation (e.g. Regulation 12 of the same act);
6. the number where the officer was moved to another team, department, posting or working environment as part of support, development or an alternative to dispensation;
7. the number where the officer was ultimately confirmed as competent, signed off, or allowed to continue in service;

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8. the number where the officer disclosed neurodiversity, e.g. ADHD, autism, dyslexia and what reasonable adjustments were provided for them

I am seeking aggregate statistical information only.

Our response:

Section 1 of the Freedom of Information Act 2000 (FOIA) places two duties on public authorities. Unless exemptions apply, the first duty at s1(1)(a) is to confirm or deny whether the information specified in a request is held. The second duty at s1(1)(b) is to disclose information that has been confirmed as being held.

Whilst I can confirm Wiltshire Police do hold the requested information, section 12(1) of the FOIA states:-

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.

The information you are requesting - namely in relation to questions 4 to 8 - is not stored in a way which permits for easy retrieval. This information is recorded in a business-as-usual format and would also require the knowledge of the HR representative managing the case, which is not information held by the Force. There is not a way to automatically retrieve the information requested for these questions, therefore, a manual review would be required of each record for every new officer in training during the relevant period. Please be aware that information prior to 2023 was held on a different system that is no longer in use, therefore we are unable to provide this information. For the period 1st January to 31st December 2023, there were 473 new officers who joined Wiltshire Police. If 5 minutes were allocated to review each record, which is likely an underestimation, it would take over 39 hours to complete this task.

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. Therefore the whole of the request should fall under the exemption of section 12 of the Freedom of Information Act 2000.

Please note:

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.

Forces may use different recording systems, therefore it may be possible some Forces can provide this information where others cannot.

Ordinarily under our Section 16 obligation to provide advice and assistance we would advise you of a way to refine your request to a more manageable level. Due to the difficulties in obtaining the requested information, as outlined above, I cannot think of a way in which this could be achieved.

Although excess cost removes the Forces' obligations under the Freedom of Information Act, as a gesture of goodwill 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 can provide you with is documented below:

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Please note, the below relates to the period 1st January to 31st December 2023 only.

1. the total number of Regulation 13 cases opened or formally considered;

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2. the number resulting in services being dispensed with;

2

3. the number where the officer resigned before a final Regulation 13 decision;

2

Section 17 of the Freedom of Information Act 2000 requires 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

In accordance with section 17 of the Act, this letter represents a Refusal Notice for this particular request.

Please contact me if you would like to discuss the withheld information.

Yours sincerely,

FDU Decision Maker