



**HEDDLU
GOGLEDD CYMRU
NORTH WALES
POLICE**

Response Date: 21/08/2025

2025/891 - Annual reviews of Officer Integrity

In response to your recent request for information excess cost is relevant which 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.

Since 30th April 2023, what is your policy to ensure that there is a robust process for completing annual integrity reviews for all officers and staff?

The AVIR has not been in since April 2023, we follow the Vetting APP regarding its completion.

2. From April 30th 2023 to April 30th 2024 how many officers were subject to integrity review? From April 30th 2024 to April 30th 2025 how many officers were subject to their first review and how many were subject to their second review? From April 30th 2025 to 15th August 2025 how many officers were subject to their first reviews and how many officers who had previously been reviewed were reviewed again?

The AIVR was introduced in the Vetting APP released December 2024 so no employees were subject to it April 2023 to April 2024, meaning for all employees 2025 will be the first time the review is completed.

3. Of those reviewed:

• How many officers have failed the integrity review process?

None

• How many officers have subsequently lost their jobs as a result of this process?

None

4. How many officers who have undergone integrity reviews during this period have had allegations of domestic abuse made against them?

Our information is set up and searchable for our policing purposes. We wouldn't be able to search our vetting system for this type of offence, although we would have a record of the offences on their file which we had gained from our other systems. As we don't separate it out by type of offence it would involve going in to every record to locate the relevant information.

The cost of providing you with the information is above the amount to which we are legally required to respond i.e. the cost of retrieving the information exceeds the 'appropriate level' as stated in the Freedom of Information (FOI) Fees and Appropriate Limit regulations 2004.

Therefore, in accordance with the FOI Act 2000 the information you have requested is exempt under Section 12 (1), and this letter acts as a Refusal Notice under section 17 (5) of the legislation.

You may find the attached previous response of interest.

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Glan-y-Don, Bae Colwyn LL29 8AW
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THIS INFORMATION HAS BEEN PROVIDED IN RESPONSE TO A REQUEST
UNDER THE FREEDOM OF INFORMATION ACT 2000, AND IS CORRECT AS AT 19/08/2025



HEDDLU
GOGLEDD CYMRU
NORTH WALES
POLICE

Response Date:27/05/2025

2025/526 - Police perpetrated domestic abuse

In response to your recent request for information regarding;

I am writing under the Freedom of Information act to request data you have recorded on conduct investigations into police perpetrated domestic abuse (PPDA) led by your police force, from 1 January 2021 to 31 April 2025. Specifically, I request the following information. Please send the response in an Excel spreadsheet.

1) PPDA CONDUCT CASES. The number of conduct cases instigated against police officers, and the number of individual officers they relate to, involving domestic abuse from 1 January 2021 to 31 April 2025

If your force does not have a specific flag used on Centurion to identify domestic abuse cases, please apply the methodology that you would usually use to identify and report on such cases, for example by searching for key words within the allegation summary field.

Please describe the methodology used. If your methodology is manual and time consuming to the extent that responding to the question would exceed time constraints, please limit your response to a reasonable time frame by starting with a later year, and describe the dates covered.

Please break down the number of cases by year and specify the number of individuals involved as well as the total number of cases:

YEAR	COUNT OF POLICE OFFICERS	TOTAL NUMBER OF CONDUCT CASES
2021	NA	NA
2022	3	3
2023	5	5
2024	3	3
2025 (to end of April)	1	1
TOTAL	12	12

2) PPDA CONDUCT OFFICER RANK. For the individuals identified above, please specify the rank of the police officer

INDIVIDUAL'S RANK	TOTAL
Constable	10

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Sergeant & above	2
TOTAL	12

3) PPDA CONDUCT INITIAL OUTCOMES. For the cases identified above, please break down the initial outcomes of all conduct cases over the entire period (not broken down by year or rank etc).

INITIAL CONDUCT CASE RESULT	TOTAL
Discontinuance	0
No case to answer	9
Case to answer	2
Ongoing/live	1
TOTAL	12

4) PPDA CONDUCT CASE TO ANSWER OUTCOMES. For the cases identified above where there was a case to answer, please break down the action taken for all such cases over the entire period (not broken down by year or rank etc).

ACTION IF CASE TO ANSWER	TOTAL
Formal action	NA
No action	NA
Reflective practice	NA
Ongoing/live	NA
TOTAL	NA

5) PPDA CONDUCT FORMAL ACTION TAKEN. For the cases identified above where there was formal action taken, please break down the sanction enforced, for all such cases over the entire period (not broken down by year or rank etc).

SANCTION IF FORMAL ACTION	TOTAL
Dismissal	1
Would Have Been Dismissed	1
Final Written Warning	NA
Written Warning	NA
No Action	NA
Proceedings Discontinued	NA
Other	NA
Ongoing/live	NA
TOTAL	2

6) SIZE OF WORKFORCE. Please provide a snapshot of the number of police officers working for your force as of 31st December each year, and on 31st April 2025, by group of rank.
If that is not possible, please provide a snapshot at another specified date each year.

YEAR	POLICE CONSTABLES	SERGEANTS AND ABOVE	TOTAL POLICE OFFICERS	
31-Dec-21	1287	343	1630	
31-Dec-22	1299	348	1647	
31-Dec-23	1332	350	1682	
31-Dec-24	1381	352	1733	
31 Apr 2025	1374	355	1729	*30th April 25

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