



**HEDDLU
GOGLEDD CYMRU
NORTH WALES
POLICE**

Response Date:02/10/2025

2025/945 -Forensic Collision Investigation Network

In response to your recent request for information regarding;

REQUEST 1:

What would you like to know?: Since the Forensic Collision Investigation Network's inception in 2020, how many of it's members of staff, have been issued with a fixed penalty notice for speeding whilst using police or hire vehicles hired through North Wales Police? Assuming these have been declared in line with force policy.

Please state pay grade of offender, number of offences at that grade, dates of offences and whether they were given to the same individual or separate individuals.

One –April 2024.

The information you have requested regarding 'pay grade' constitutes personal data of which you are not the subject and disclosure of the information to a member of the public otherwise than under the Data protection Act 2018 would contravene the data protection principles.

Section 40 is a class based exemption, therefore it is not necessary to evidence harm caused by disclosure.

The data protection rights of a third party would be breached by disclosure, therefore section 40(2) is an absolute exemption and a Public Interest Test is not necessary. This is so because personal data is governed by another law (The Data Protection Act 2018) and there are two elements to this exemption.

All requests made under FOIA are applicant blind. A request must be treated as such and a public authority will always view any disclosure as into the public domain. Thus North Wales Police must be satisfied that any release of information will be potentially available to the general public. It is therefore on this basis that the following is relevant.

The first element of this exemption is engaged if the information requested constitutes personal data and is made by the data subject. The information will be covered by section 40(1) and the request will be dealt with under the Data Protection Act, rights of access.

The second element of this exemption is engaged if the personal data is about someone other than the applicant. Where someone makes an application for information other than the data subject, disclosure of that information will often constitute a breach of the Data Protection Act covered by section 40(2). Personal data is regulated under the principles of the Data Protection Act and when information contains personal data about a third party it can only be refused if disclosure would breach any of the data protection principles.

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Glan-y-Don, Bae Colwyn LL29 8AW
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As previously highlighted, any disclosure under the FOIA is a public disclosure and release of the identity of an individual would breach principles 1 & 2 of the Data protection Act 2018.

These principles require that: 1) the processing of personal data for any of the law enforcement purposes must be lawful and fair and 2) the law enforcement purpose for which personal data is collected on any occasion must be specified, explicit and legitimate.

'Data subjects' are provided with certain legal enforceable rights under the Data Protection Act 2018. The fact that the information is held for lawful policing purposes, disclosing it onwards would breach the principles, and would be incompatible with the data subject's right that their data is held securely. By disclosing this information, the force could be subject to enforcement proceedings under the act if it breaches any of those principles.

Therefore, in accordance with the Freedom of Information Act 2000, this letter acts as a Refusal Notice under section 17 (1) of the legislation.

REQUEST 2:

What would you like to know?: Since the Forensic Collison Investigation Networks inception in 2020, how many of it's members of staff have left the organisation?

FCIN Leavers since 2020 = 17

REQUEST 3:

What would you like to know?: Since the Forensic Collison Investigation Networks inception in 2020, how many of it's members of staff have gone off on sick leave due to work related stress? Whether this was recorded as such within their sick records or noted elsewhere?

Please see the answer to question one in relation to the Section 40 (2) exemption.

REQUEST 4:

What would you like to know?: Since the Forensic Collison Investigation Networks inception in 2020, how many of it's members of staff have received counselling, paid for by North Wales Police, as a result of work related stress and / or work environment related trauma?

Please state number of occurrences and number of individuals.

Please see the answer to question one in relation to the Section 40 (2) exemption.

REQUEST 5:

What would you like to know?: How many claims of work related stress has North Wales Police as a whole had filled against them since 2020, regardless of outcome?

7

REQUEST 6:

What would you like to know?: Since the Forensic Collision Investigation Networks inception in 2020, how many grievances have been made against FCIN SLT and management, past and present regardless of the outcome?

2.

REQUEST 7:

What would you like to know?: Focusing on the Forensic Collision Investigation Networks current management, how many of these have undergone North Wales Police structured interview training to allow them to conduct interviews during the recruitment and selection process?

Please state total number of current management and total number who have conducted this training.

None showing as having attended structured interview training

Please note: a number of employees have transferred from other forces where they were previously trained and competent in structured interview training. There is currently no training available at this time.

REQUEST 8:

What would you like to know?: Focusing on the Forensic Collision Investigation Networks current management, how many of these have undergone North Wales Police management training as per any force policy or requirement?

Please state what training they have undertaken and how many managers this has applied too.

2 have attended the First Line Leadership Initial training (FLLP).

Please note: a number of employees have transferred from other forces where they were previously management trained. Staff management training is currently under development in North Wales Police.

REQUEST 9:

What would you like to know?: Since the Forensic Collision Investigation Networks inception in 2020, for each financial year, please state the amount of over or underspend from the FCIN's financial budget.

Category	20/21	21/22	22/23	23/24	24/25
Variance	- £ 822,223 .82	- £ 534,908.4 1	- £ 441,132.2 8	£ 10,689.4 7	- £ 763,512.6 4

REQUEST 10:

What would you like to know?: In relation to FOI 2025-630, point 7, please can you state exactly what the FCIN have failed to meet from their requirements / responsibilities under the terms of the S.22 Agreement?

Since 2020 the FCIN has operated under 2 different Section 22a agreements

The first Section 22(S22) was agreed with all forces in October 2020. This S22 set out a series of responsibilities based on a national operating model, where the host force was responsible for all of the work delivered under the accreditation by UKAS, albeit that participating and full member forces would share liabilities. This operating model was reviewed by National Police Chief's Council (NPCC) and did not continue to full maturity. In September 2022 NPCC Chief Constable's Council agreed to a new operating model and hence a new S22 needed to be produced and agreed.

On that basis the first S22 was replaced and so those original responsibilities were not delivered. These included:

- The host force must achieve UKAS accreditation before any of the participating forces (1.2)
- Transitioning participating forces in readiness to make an application for UKAS accreditation (2.2)
- Obligations to assist full member forces in maintaining accreditation (2.4)
- Providing and managing the critical findings and peer review process across full member forces (2.11)
- Checking and auditing that full member forces are complying with the Quality Management System (2.12)

The S22 didn't set out any specific timescales for delivering those responsibilities.

The second S22 was agreed in April 2023. The FCIN is working to deliver all aspects of the agreement. The following have not been complied with:

- Ensuring Member force collision investigators are informed of the training available (2.1.6). The scope of the FCIN does not now include training or the undertaking market surveys to provide that information to member forces.
- Provision of annual audits to all member forces (2.1.8). Forces have all been offered annual audits, however at this time, they have not taken up all of those offers. We anticipate this will increase as the operating model matures.

The S22 doesn't set out any specific timescales for delivering these responsibilities.

THIS INFORMATION HAS BEEN PROVIDED IN RESPONSE TO A REQUEST
UNDER THE FREEDOM OF INFORMATION ACT 2000, AND IS CORRECT AS AT 29/09/2025