



STAFFORDSHIRE  
**POLICE**

FOI ref no: 14445

21<sup>st</sup> June 2022

Freedom of Information request: reference 14445 first notified to us by email on 27<sup>th</sup> May 2022.

Thank you for your recent request under the Freedom of Information Act 2000, as detailed below:

1. Number of current Family Liaison Officers (FLO) working in your Force?
2. Number of FLO's who are sworn officers or police staff?
3. Number of male and female FLO's in your Force?
4. Number of years' experience in policing for each FLO? (i.e. 0-5 years, 6-10 years, 11-15 years, 16 years plus)
5. Years of experience as an FLO for each FLO? (i.e., 0-5 years, 6-10 years, 11-15 years, 16 years plus)
6. What number of FLO's are in each department or section of your Force? (e.g., MIT, HMET, DA).
7. Number of FLO's in your Force that were absent from work due to mental health problems from between April 2020 to March 2022?
8. Details of how FLO's are recruited in your Force.
9. Details of any training courses for FLO's provided by your Force.
10. Details of any support currently available to FLO's in your Force.

Staffordshire Police's response to your enquiry is as follows:

Staffordshire Police does hold the requested information.

1. Number of current Family Liaison Officers (FLO) working in your Force?

46

2. Number of FLO's who are sworn officers or police staff?

Officers – 46

3. Number of male and female FLO's in your Force?

Male – 19

**Female – 27**

4. *Number of years' experience in policing for each FLO? (i.e. 0-5 years, 6-10 years, 11-15 years, 16 years plus)*

**0-5 Years Police Service – 0**  
**6-10 Years Police Service – 2**  
**11-15 Years Police Service – 12**  
**16-20 Years Police Service – 15**  
**21-25 Years Police Service – 9**  
**26-30 Years Police Service – 7**  
**31-35 Years Police Service – 0**  
**36-40 Years Police Service – 0**  
**41-50 Years Police Service – 1**

5. *Years of experience as an FLO for each FLO? (i.e., 0-5 years, 6-10 years, 11-15 years, 16 years plus)*

**0-5 Years FLO Experience – 6**  
**6-10 Years FLO Experience – 8**  
**11-15 Years FLO Experience – 20**  
**Unknown – 12**

6. *What number of FLO's are in each department or section of your Force? (e.g., MIT, HMET, DA).*

**Contact and Response – 6**  
**DCC Directorate – 1**  
**Enabling Services – 0**  
**Executive – 0**  
**Investigations – 25**  
**Neighbourhood and Partnerships – 10**  
**Operational Support – 4**

7. *Number of FLO's in your Force that were absent form work due to mental health problems from between April 2020 to March 2022?*

**19**

8. *Details of how FLO's are recruited in your Force.*

**The role of the FLO is a supplementary and voluntary role. Currently FLO training is led by MOCD (Major and organised crime department). A core role of the MOCD involves FLO deployments so detectives would need to be PIP2 (professionalising investigation programme qualified detectives) and submit a training request form to be eligible for a course. When a new FLO course is required the department heads will be contacted and asked to identify officers who have both an investigative and a compassionate skill set who may be suitable for the FLO role.**

9. *Details of any training courses for FLO's provided by your Force.*

**There is a full five day course led by an experienced / retired FLC (Family liaison coordinator) when required. The course includes several guest speakers, experts and normally family of loved ones to provide their lived experience, CPD (Continuous development) days through the year. There is continued engagement with regional NPCC (National Police Chief Council) National Policing family liaison board where operation actives, partnership working and training courses are shared via local coordinators. Bespoke training courses for specialty areas such as child death are also provided.**

*10. Details of any support currently available to FLO's in your Force.*

**The welfare of the FLO is managed by the FLA (Family liaison advisor), line managers and individual FLOs. This will include relevant risk assessments based on new or historic deployments. FLOs in Staffordshire have recently been invited to engage in a psychological risk management welfare programme ran by the college of police (The National Police Wellbeing Service and Oscar Kilo) supported by Staffordshire occupation health. In addition Staffordshire run a TRIM (Trauma Risk Incident Management) process and other welfare mechanisms.**

If you are dissatisfied with the handling of your request, you have the right to ask for an internal review. Internal review requests should be submitted within two months of the date of receipt of this email and should be addressed to:

[foi@staffordshire.police.uk](mailto:foi@staffordshire.police.uk)

Or by Post to:

Central Disclosure Unit  
Staffordshire Police HQ  
PO Box 3167  
Stafford  
ST16 9JZ

Please remember to quote the reference number in any future communications.

Freedom of Information  
Central Disclosure Unit

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