

23 August 2024

FOI Ref 16834

Request - You asked us the following:

1. In the past four years – 1 Jan 2020-31 Dec 2020; 1 Jan 2021-31 Dec 2021; 1 Jan 2022-31 Dec 2022; 1 Jan 2023-31 Dec 2023 – how many officers did your force investigate for a disciplinary matter?
2. Please break these down in terms of ethnic group in their respective years. If you believe the numbers are such that the officers could be identified, please break these into white and non-white officers – again in their respective years.
3. In the past four years – 1 Jan 2020-31 Dec 2020; 1 Jan 2021-31 Dec 2021; 1 Jan 2022-31 Dec 2022; 1 Jan 2023-31 Dec 2023 – how many officers went on sick leave citing stress and/or mental health issues?
4. Please break these down in terms of ethnic group in their respective years. If you believe the numbers are such that the officers could be identified, please break these into white and non-white officers – again in their respective years.
5. In each year what was the average time for officers' absence from work as a result of stress and/or mental health issues?
6. During this period how many officers who went on sick leave, citing stress and/or mental health issues as the reason, attempted to take their life? Please break these down into the relevant years and their ethnicity. If you believe the numbers are such that the officers could be identified, please break these into white and non-white officers – again in their respective years.
7. Does your force have any internal memos or emails or discussion documents among your senior leadership team which suggest there is a correlation between officers who are being investigated for disciplinary matters and those taking sick leave for stress and/or mental health issues? If so, please supply them. Search terms could include 'stress', 'mental health', 'disciplinary issues' etc.
8. Does your force have any internal memos or emails or discussion documents among your senior leadership team which suggest or have data which demonstrate that non-white officers are being disproportionately disciplined in your force? If so, please supply them.
9. In the past four years – 1 Jan 2020-31 Dec 2020; 1 Jan 2021-31 Dec 2021; 1 Jan 2022-31 Dec 2022; 1 Jan 2023-31 Dec 2023 – has any officer filed a grievance complaining about racism by their colleagues?
10. If so, please provide data on a year-by-year basis and the outcome of the complaints i.e., upheld or dismissed or how ever you frame the decision?

We received your request on 01/05/2024 and have processed this under the Freedom of Information Act (FOIA).

Please find below our response.



Staffordshire Police holds the following requested information.

1. In the past four years – 1 Jan 2020-31 Dec 2020; 1 Jan 2021-31 Dec 2021; 1 Jan 2022-31 Dec 2022; 1 Jan 2023-31 Dec 2023 – how many officers did your force investigate for a disciplinary matter? – **Information held.**
2. Please break these down in terms of ethnic group in their respective years. If you believe the numbers are such that the officers could be identified, please break these into white and non-white officers – again in their respective years. – **Information held.**
3. In the past four years – 1 Jan 2020-31 Dec 2020; 1 Jan 2021-31 Dec 2021; 1 Jan 2022-31 Dec 2022; 1 Jan 2023-31 Dec 2023 – how many officers went on sick leave citing stress and/or mental health issues? – **Information held.**
4. Please break these down in terms of ethnic group in their respective years. If you believe the numbers are such that the officers could be identified, please break these into white and non-white officers – again in their respective years. – **Information held.**
5. In each year what was the average time for officers' absence from work as a result of stress and/or mental health issues? – **Information held.**
6. During this period how many officers who went on sick leave, citing stress and/or mental health issues as the reason, attempted to take their life? Please break these down into the relevant years and their ethnicity. If you believe the numbers are such that the officers could be identified, please break these into white and non-white officers – again in their respective years. – **No information held.**
7. Does your force have any internal memos or emails or discussion documents among your senior leadership team which suggest there is a correlation between officers who are being investigated for disciplinary matters and those taking sick leave for stress and/or mental health issues? If so, please supply them. Search terms could include 'stress', 'mental health', 'disciplinary issues' etc. – **No information held.**
8. Does your force have any internal memos or emails or discussion documents among your senior leadership team which suggest or have data which demonstrate that non-white officers are being disproportionately disciplined in your force? If so, please supply them. – **No information held.**
9. In the past four years – 1 Jan 2020-31 Dec 2020; 1 Jan 2021-31 Dec 2021; 1 Jan 2022-31 Dec 2022; 1 Jan 2023-31 Dec 2023 – has any officer filed a grievance complaining about racism by their colleagues? – **Information held.**
10. If so, please provide data on a year-by-year basis and the outcome of the complaints i.e., upheld or dismissed or how ever you frame the decision? – **No information held.**



Staffordshire Police discloses the following information.

1. In the past four years – 1 Jan 2020-31 Dec 2020; 1 Jan 2021-31 Dec 2021; 1 Jan 2022-31 Dec 2022; 1 Jan 2023-31 Dec 2023 – how many officers did your force investigate for a disciplinary matter? – **Disclosed, please see accompanying file titled 'FOI 16834 Officer Disciplinary and Sickness Data.CSV'.**
2. Please break these down in terms of ethnic group in their respective years. If you believe the numbers are such that the officers could be identified, please break these into white and non-white officers – again in their respective years. – **Disclosed, please see accompanying file titled 'FOI 16834 Officer Disciplinary and Sickness Data.CSV'.**
3. In the past four years – 1 Jan 2020-31 Dec 2020; 1 Jan 2021-31 Dec 2021; 1 Jan 2022-31 Dec 2022; 1 Jan 2023-31 Dec 2023 – how many officers went on sick leave citing stress and/or mental health issues? – **Disclosed, please see accompanying file titled 'FOI 16834 Officer Disciplinary and Sickness Data.CSV'.**
4. Please break these down in terms of ethnic group in their respective years. If you believe the numbers are such that the officers could be identified, please break these into white and non-white officers – again in their respective years. – **Disclosed, please see accompanying file titled 'FOI 16834 Officer Disciplinary and Sickness Data.CSV'.**
5. In each year what was the average time for officers' absence from work as a result of stress and/or mental health issues? – **Disclosed, please see accompanying file titled 'FOI 16834 Officer Disciplinary and Sickness Data.CSV'.**
9. In the past four years – 1 Jan 2020-31 Dec 2020; 1 Jan 2021-31 Dec 2021; 1 Jan 2022-31 Dec 2022; 1 Jan 2023-31 Dec 2023 – has any officer filed a grievance complaining about racism by their colleagues? – **Disclosed, there have been no grievances received for racism during the time period specified.**

Please note that Staffordshire Police do not hold data in calendar years, only financial years. The date period covered is therefore 01/04/2020 – 31/03/2024. The data presented for questions 3, 4 and 5 has been retrieved from our systems from the Dorset 12 category of Psychological Disorder as this includes stress and other mental health issues.

Please also note that duplicate sickness records have been excluded that overlap financial years, they have only been counted within the financial year the period of sickness began.

Please note that this data has been provided to the best of our ability, subject to the limitation of current recording protocols and systems/software.

Every effort is made to ensure that the data presented is accurate and complete. However, it is important to note that this has been extracted from multiple sources, developed for specific policing purposes, for which data extraction methods have not been specifically designed to directly correlate with the terminology of this request. Therefore, the data presented is subject to the inaccuracies and idiosyncrasies inherent in any large-scale recording system.



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As a consequence, care should be taken in the interpretation and presentation of this data, so as to not misrepresent the whole or any part of the data disclosed.

Next steps

You can ask us to review our response.

If you would like us to carry out a review of our response, please let us know within two months of the date of receipt of this email, review requests should be addressed to:

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