

2 December 2024

FOI Ref 17487

Request - You asked us the following:

1. The parental leave policy currently in place at your police force. I would like to understand how much time, and at what rate of pay are mothers, fathers and birth partners allowed to take?
2. Please can you provide data on the uptake of that policy, broken down by year over the past three years?
3. If you have the information, I would like the uptake of that policy broken down by category - how much leave was taken by mothers, how much by fathers or birth partners per year.

We received your request on 20/11/2024 and have processed this under the Freedom of Information Act (FOIA).

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

Staffordshire Police holds some of the requested information.

- 1. The parental leave policy currently in place at your police force. I would like to understand how much time, and at what rate of pay are mothers, fathers and birth partners allowed to take? – **Disclosed, please see the accompanying file titled 'FOI 17487 Family Leave Policy Sept 24'. Please note that some personal information has been removed and is marked as '*****' in the policy.**
- 2. Please can you provide data on the uptake of that policy, broken down by year over the past three years? – **Disclosed**
2021/22 – 16
2022/23 – 23
2023/24 – 11
- 3. If you have the information, I would like the uptake of that policy broken down by category - how much leave was taken by mothers, how much by fathers or birth partners per year. – **No information held.**

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.

The following exemption has been applied:

In accordance with Section 17(1) of the Freedom of Information Act, this letter represents a refusal notice for this particular request.

- Section 40(2) Personal Information

Section 40(2) is an absolute exemption which means that there is no need to quantify the harm that may arise from the disclosure; neither is it subject to a public interest test.

To release personal or third-party information held by Staffordshire Police, would breach the data protection principles; namely –

- Data is lawfully and fairly processed.
- Processed in line with an individual's rights.
- Data is secure.

Personal and third-party information cannot be released under the Freedom of Information Act.

Disclosure under Freedom of Information is a release of information to the world in general and not an individual applicant.

Freedom of Information Request Appeals Procedure

1. Who Can Ask for a Review

Any person who has requested information from Staffordshire Police, which has been dealt with under the Freedom of Information Act, is entitled to complain and request an internal review, if they are dissatisfied with the response they received.

2. How to Request a Review

Requests for review of a Freedom of Information request must be made in writing within two months of the date of receipt of this email, and should be addressed to:

foi@staffordshire.police.uk

Or by Post to:

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

The reference number, date of the request and details of why the review is being requested must be included. Requests for review should be brought to the attention of the Central Disclosure Unit within two months of the Force's response to the original FOI request.

3. Review Procedure

Receipt of a request for review will be acknowledged in writing. The review will be conducted by another Decision Maker who is independent from the original Decision Maker. The Central Disclosure Unit will set a target date for a response. The response will be made as soon as is practicable with the intention to complete the review within 20 working days. In more complex cases the review may take up to 40 working days.

The independent Decision Maker will conduct a review of the handling of the request for information and of decisions taken, including decisions taken about where the public interest lies in respect of exempt



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information where applicable. The review enables a re-evaluation of the case, taking into account the matters raised by the complaint.

4. Conclusion of the Appeal

On completion of the review the Independent Decision maker will reply to the complainant with the result of the review. If the complainant is still dissatisfied following the review they should contact the Information Commissioner to make an appeal. The Information Commissioner can be contacted via the following details:

Information Commissioner's Office
Wycliffe House
Water Lane
Wilmslow
Cheshire
SK9 5AF

ICO Website for complaints link: <https://ico.org.uk/make-a-complaint/foi-and-eir-complaints/foi-and-eir-complaints/>

Freedom of Information
Central Disclosure Unit