

30 April 2025

FOI Ref 21268

Request - You asked us the following:

I am writing to request information under the Freedom of Information Act 2000 regarding police officer misconduct. Please could you provide the following information:

- The total number of police officers accused of misconduct
- A breakdown in the gender and ethnicity of the accused officers
- A breakdown of the rank of the officer, including their salary bands at the time of the alleged misconduct
- A breakdown of the number that proceeded to a misconduct hearing
- The outcomes of cases that proceeded to a misconduct hearing
- A breakdown of the type of misconduct alleged, including but not limited to dishonesty, abuse of authority, discrimination, sexual abuse
- The outcomes of hearings for each type of misconduct.
- The number of officers who resigned before the proceedings were completed
- The number of officers placed on paid vetting leave while awaiting a misconduct hearing or retrial, and the average duration of this leave

I would like this data for the last four years, including 2025. However, if this time frame is too broad, I am happy to refine the scope to three years.

Please provide the data in an excel document.

By paid vetting leave, I mean police officers who were removed from duty and placed on leave, while still receiving full pay, during the time they were:

- awaiting the outcome of a misconduct hearing or
- undergoing a re-vetting or vetting-related process linked to the alleged misconduct.

We received your request on 24/04/2025 and have processed this under the Freedom of Information Act (FOIA).

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

Staffordshire Police holds the requested information.

- The total number of police officers accused of misconduct – **Disclosed, please see accompanying file titled 'FOI 21268 Officer Misconduct Data.xlsx'.**
- A breakdown in the gender and ethnicity of the accused officers – **Partially disclosed, please see accompanying file titled 'FOI 21268 Officer Misconduct Data.xlsx'.**



- A breakdown of the rank of the officer, including their salary bands at the time of the alleged misconduct – **Withheld.**
- A breakdown of the number that proceeded to a misconduct hearing – **Disclosed, please see accompanying file titled 'FOI 21268 Officer Misconduct Data.xlsx'.**
- The outcomes of cases that proceeded to a misconduct hearing – **Disclosed, please see accompanying file titled 'FOI 21268 Officer Misconduct Data.xlsx'.**
- A breakdown of the type of misconduct alleged, including but not limited to dishonesty, abuse of authority, discrimination, sexual abuse – **Disclosed, please see accompanying file titled 'FOI 21268 Officer Misconduct Data.xlsx'.**
- The outcomes of hearings for each type of misconduct. – **Disclosed, please see accompanying file titled 'FOI 21268 Officer Misconduct Data.xlsx'.**
- The number of officers who resigned before the proceedings were completed – **Disclosed, please see accompanying file titled 'FOI 21268 Officer Misconduct Data.xlsx'.**
- The number of officers placed on paid vetting leave while awaiting a misconduct hearing or retrial, and the average duration of this leave – **Disclosed, please see accompanying file titled 'FOI 21268 Officer Misconduct Data.xlsx'.**

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 parts of 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.

Please be advised that all Freedom of Information request responses are published on the Staffordshire Police website although personal details are not included.



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 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



STAFFORDSHIRE
POLICE

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