

11 August 2025

FOI Ref 21555

**Request - You asked us the following:**

**1) Voluntary Resignations**

Please provide annual data from 1 January 2015 to the date of this request on the number of sworn police officers who have voluntarily resigned from service. The data should be disaggregated by:

- \* Rank at time of resignation
- \* Age group (e.g., under 25, 25-34, 35-44, 45-54, 55+)
- \* Role (e.g., response, neighbourhood, detective, specialist units)
- \* Sex (male, female, other/prefer not to say)
- \* Entry route into policing (e.g., Police Constable Degree Apprenticeship, Degree Holder Entry Programme, PCEP/IPLDP, other)
- \* Number of officers who were part of the Uplift Programme
- \* Specific reason for resignation (if recorded)

**2) Retirement and Psychological Health**

Please provide data from 1 January 2015 to the date of this request on the number of sworn police officers who voluntarily retired from service and who also took a period of absence due to psychological health or stress in the 12 months prior to retirement. The data should be disaggregated by:

- \* Rank at time of retirement
- \* Age group (e.g., under 25, 25-34, 35-44, 45-54, 55+)
- \* Role (e.g., response, neighbourhood, detective, specialist units)
- \* Sex (male, female, other/prefer not to say)
- \* Entry route into policing (e.g., Police Constable Degree Apprenticeship, Degree Holder Entry Programme, PCEP/IPLDP, other)
- \* Number of officers who were part of the Uplift Programme
- \* Specific reason for retirement (if recorded)

**3) Workforce Headcount**

Please provide the annual headcount of sworn officers only from 1 January 2015 to the date of this request, disaggregated by:

- \* Rank
- \* Age group (e.g., under 25, 25-34, 35-44, 45-54, 55+)
- \* Role (e.g., response, neighbourhood, detective, specialist units)
- \* Sex (male, female, other/prefer not to say)
- \* Entry route into policing (e.g., Police Constable Degree Apprenticeship, Degree Holder Entry Programme, PCEP/IPLDP, other)
- \* Number of officers who were part of the Uplift Programme

If the information is held but cannot be provided in its entirety, I would appreciate any relevant extracts, summaries, or guidance documents you are able to release.

We received your request on 09/07/2025 and have processed this under the Freedom of Information Act (FOIA).

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

**Staffordshire Police holds/does not hold the requested information.**

**1) Voluntary Resignations**

Please provide annual data from 1 January 2015 to the date of this request on the number of sworn police officers who have voluntarily resigned from service. The data should be disaggregated by:

- Rank at time of resignation – **Partially disclosed, please see the accompanying file titled 'FOI 21555 Resignations and Retirement Data.xlsx'.**
- Age group (e.g., under 25, 25-34, 35-44, 45-54, 55+) – **Partially disclosed, please see the accompanying file titled 'FOI 21555 Resignations and Retirement Data.xlsx'.**
- Role (e.g., response, neighbourhood, detective, specialist units) – **Partially disclosed, please see the accompanying file titled 'FOI 21555 Resignations and Retirement Data.xlsx'.**
- Sex (male, female, other/prefer not to say) – **Partially disclosed, please see the accompanying file titled 'FOI 21555 Resignations and Retirement Data.xlsx'.**
- Entry route into policing (e.g., Police Constable Degree Apprenticeship, Degree Holder Entry Programme, PCEP/IPLDP, other) – **Partially disclosed, please see the accompanying file titled 'FOI 21555 Resignations and Retirement Data.xlsx'.**
- Number of officers who were part of the Uplift Programme – **No information held.**
- Specific reason for resignation (if recorded) – **No information held.**

**2) Retirement and Psychological Health**

- Please provide data from 1 January 2015 to the date of this request on the number of sworn police officers who voluntarily retired from service and who also took a period of absence due to psychological health or stress in the 12 months prior to retirement. – **Disclosed, please see the accompanying file titled 'FOI 21555 Resignations and Retirement Data.xlsx'.**

The data should be disaggregated by:

- Rank at time of retirement – **Withheld.**
- Age group (e.g., under 25, 25-34, 35-44, 45-54, 55+) – **Withheld.**
- Role (e.g., response, neighbourhood, detective, specialist units) – **Withheld.**
- Sex (male, female, other/prefer not to say) – **Withheld.**
- Entry route into policing (e.g., Police Constable Degree Apprenticeship, Degree Holder Entry Programme, PCEP/IPLDP, other) – **Withheld.**
- Number of officers who were part of the Uplift Programme – **No information held.**



- Specific reason for retirement (if recorded) – **No information held.**

### 3) Workforce Headcount

Please provide the annual headcount of sworn officers only from 1 January 2015 to the date of this request, disaggregated by:

- Rank – **Withheld, please see below.**
- Age group (e.g., under 25, 25-34, 35-44, 45-54, 55) – **Disclosed, please see the accompanying file titled 'FOI 21555 Resignations and Retirement Data.xlsx'.**
- Role (e.g., response, neighbourhood, detective, specialist units) – **Withheld.**
- Sex (male, female, other/prefer not to say) – **Withheld, please see below**
- Entry route into policing (e.g., Police Constable Degree Apprenticeship, Degree Holder Entry Programme, PCEP/IPLDP, other) – **Disclosed, please see the accompanying file titled 'FOI 21555 Resignations and Retirement Data.xlsx'.**
- Number of officers who were part of the Uplift Programme – **Disclosed, please see the accompanying file titled 'FOI 21555 Resignations and Retirement Data.xlsx'.**

### The following exemptions have 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 21(1) - Information reasonably accessible by other means.

Section 21 is an absolute, class-based exemption and as such there is no requirement to quantify the harm that may arise from the disclosure, nor is there a requirement to perform a Public Interest Test.

- Section 31 (1) (a) (b) - Law Enforcement.

Information is exempt from disclosure under S31 (1) (a) (b) where the release of Information would, or would likely to, prejudice the prevention and detection of crime and/ or the apprehension or prosecution of offenders. This exemption is qualified and prejudice-based and, as such, we are required to evidence the harm in disclosure and apply the public interest test.

- 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.

### **Harm:**

To provide the numbers of officers working in different roles within the force could undermine existing or future investigations, operations and reveal police capability. It would allow those with ill intent to cause disruption to operational policing and prejudice the prevention and detection of crime. This information, combined with information already accessible within the public domain, would reveal sensitive police information.

### **Public Interest Test**

#### **Factors favouring disclosure under Section 31(1)(a)(b)**

To disclose this information would adhere to the basic principle of being open and transparent, it would also lead to a better public awareness of the workings of the police force and the communications used with operations and during routine policing.

#### **Factors favouring non-disclosure under Section 31(1)(a)(b)**

Releasing such data would give those individuals with the intent to do so, the intelligence required to disrupt police activity. This knowledge would allow those with ill intent to target their offending more effectively which would inevitably lead to an increased likelihood of criminal activity and an increased danger to the public. Any disclosure of information which is likely to undermine the ability to serve the public in preventing and detecting crime can only be considered as being harmful to the public.

### **Balance test**

When considering whether disclosure is appropriate, we must weigh the strongest reason for disclosure against the strongest reasons for non-disclosure. In this case, whilst the factors favouring disclosure are important in that it would adhere to the basic principle of being open and transparent, we believe when weighed against the risk of disclosure highlighting current force capability, undermining our ability to prevent and detect crime and hindering our ability to protect the public, then non-disclosure takes precedence.

### **Advice and assistance**

Section 16 of the Act places an obligation upon the Authority to provide advice and assistance, in order to comply with this obligation please see below.

In order to comply with our obligations under Section 16 of the Act, the obligation to provide advice and assistance, please find below links to the information requested.



- <https://www.gov.uk/government/collections/police-workforce-england-and-wales>

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](mailto: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:



STAFFORDSHIRE  
**POLICE**

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