

12 August 2025

FOI Ref 21629

Request - You asked us the following:

Please can you tell me, calendar year by calendar year and by rank, how many officers have been placed on unsatisfactory performance & attendance procedures (UPP) over the past 10 years?

Please can you tell me the outcomes (by number) of these UPP proceedings? I.e warning, final warning, dismissal or No Further Action?

How many are on UPP now?

Please can you tell me, calendar year by year and by rank, how many officers have been placed on misconduct proceedings over the past 10 years?

Please can you tell me the outcomes by number of these misconduct proceedings? I.e warning, final warning, dismissal or No Further Action?

How many are on misconduct proceedings now?

Please can you tell me, calendar year by year and by rank, how many officers have been placed on gross misconduct proceedings over the past 10 years?

Please can you tell me the outcomes by number of these gross misconduct proceedings by calendar year? I.e warning, final warning, dismissal or No Further Action?

How many are on gross misconduct proceedings now?

Please can you tell me, calendar year by year and by rank, how many officers have committed suicide over the past 10 years?

Please can you tell me, calendar year by year and by rank, how many officers have attempted suicide over the past 10 years?

Of those officers who committed suicide, please can you tell me, calendar year by year and by rank, how many were on unsatisfactory performance procedures, how many on misconduct and how many on gross misconduct proceedings?

We received your request on 23/07/2025 and have processed this under the Freedom of Information Act (FOIA).

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

Staffordshire Police holds some of the requested information.

- Please can you tell me, calendar year by calendar year and by rank, how many officers have been placed on unsatisfactory performance & attendance procedures (UPP) over the past 10 years? – **Partially disclosed, please see the accompanying file titled 'FOI 21629 Officer Performance Proceedings Data.xlsx'.**
- Please can you tell me the outcomes (by number) of these UPP proceedings? I.e warning, final warning, dismissal or No Further Action? – **Partially disclosed, please see the accompanying file titled 'FOI 21629 Officer Performance Proceedings Data.xlsx'.**
- How many are on UPP now? – **Disclosed, please see the accompanying file titled 'FOI 21629 Officer Performance Proceedings Data.xlsx'.**
- Please can you tell me, calendar year by year and by rank, how many officers have been placed on misconduct proceedings over the past 10 years? – **Partially disclosed, please see the accompanying file titled 'FOI 21629 Officer Performance Proceedings Data.xlsx'.**
- Please can you tell me the outcomes by number of these misconduct proceedings? I.e warning, final warning, dismissal or No Further Action? – **Partially disclosed, please see the accompanying file titled 'FOI 21629 Officer Performance Proceedings Data.xlsx'.**
- How many are on misconduct proceedings now? – **Disclosed, please see the accompanying file titled 'FOI 21629 Officer Performance Proceedings Data.xlsx'.**
- Please can you tell me, calendar year by year and by rank, how many officers have been placed on gross misconduct proceedings over the past 10 years? – **Partially disclosed, please see the accompanying file titled 'FOI 21629 Officer Performance Proceedings Data.xlsx'.**
- Please can you tell me the outcomes by number of these gross misconduct proceedings by calendar year? I.e warning, final warning, dismissal or No Further Action? – **Partially disclosed, please see the accompanying file titled 'FOI 21629 Officer Performance Proceedings Data.xlsx'.**
- How many are on gross misconduct proceedings now? – **Disclosed, please see the accompanying file titled 'FOI 21629 Officer Performance Proceedings Data.xlsx'.**
- Please can you tell me, calendar year by year and by rank, how many officers have committed suicide over the past 10 years? – **Withheld.**
- Please can you tell me, calendar year by year and by rank, how many officers have attempted suicide over the past 10 years? – **No information held.**

- Of those officers who committed suicide, please can you tell me, calendar year by year and by rank, how many were on unsatisfactory performance procedures, how many on misconduct and how many on gross misconduct proceedings? – **Withheld.**

Please be advised we do not hold any data relating to officer suicides prior to the financial year 2023/2024. Furthermore, we only hold this data in financial years when the National Police Chiefs' Council introduced new codes for death in service in June 2023.

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 38 (1) (a) (b) – Health and Safety

Information is exempt information if its disclosure under this Act would, or would be likely to (a) endanger the physical or mental health of any individual, or (b) endanger the safety of any individual. 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:

Disclosure of information relating to officers that have died due to suicide, whilst potentially undergoing or having undergone misconduct investigations would obviously place both sensitive and potentially distressing information into the public domain. The impact upon the mental health and wellbeing of not only close family and friends but also colleagues cannot be understated or ignored. The disclosure of such sensitive and highly emotive information may resurface the anguish and pain experienced by any individuals with a close link to any such officers identified and therefore have unknown ramifications to the mental health and wellbeing of colleagues, close friends and loved ones.

Public Interest Test

Factors favouring disclosure under Section 38(1)(a)(b)

In addition to the basic premise of being open and transparent, disclosure of the information would allow for greater public awareness around how Staffordshire Police handle sensitive matters.

Factors favouring non-disclosure under Section 38(1)(a)(b)

When disclosing information into the public domain we must be mindful of the potential impact this may have. Clearly information relating to the death of any individual, combined with information highlighting whether they were involved within misconduct matters, would invite speculation upon the cause and mental state of any individuals so identified. The impact such speculation may have upon close friends and family members cannot be ignored. Placing such information into an open public forum would therefore have unforeseen ramifications upon the mental health and wellbeing of those close to the deceased and therefore place them at an increased risk of harm.

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 risks disclosure poses, in this instance non-disclosure takes precedence.

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



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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
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