

18 August 2025

FOI Ref 21673

Request - You asked us the following:

I am writing to you under the Freedom of Information Act 2000 to request information regarding your forces occupational health and wellbeing provision specifically in relation to the Enhanced Occupational Health Standards developed by the National Police Wellbeing Service Oscar Kilo

As you may be aware the Enhanced Standards are part of a national progression framework that builds upon the Foundation Occupational Health Standards with an expected implementation milestone set for 2025 These standards relate to strategic leadership proactive mental health support governance and role specific risk management in high risk occupational groups such as digital forensics firearms and safeguarding units

I would therefore be grateful if you could provide responses to the following

1. Has your force formally adopted the Enhanced Occupational Health Standards developed by Oscar Kilo Please answer Yes or No and provide the date of adoption if applicable
2. If your force has not yet adopted the Enhanced Standards is there a planned timeline for doing so Please specify anticipated dates or current stage of implementation
3. Has your force conducted any internal audit assessment or benchmarking against the Enhanced Standards If yes please provide the date or dates and any summary findings or publicly releasable outcomes
4. Does your occupational health provision include tailored psychological support or screening for officers and staff in high risk roles such as digital forensics investigators CSAM units and child protection teams Please provide a description of any specialist services if applicable
5. Has your force submitted any entries to the Oscar Kilo Awards or similar external evaluations of your occupational health standards in the last 3 years If so please confirm and provide a summary or link if available

Please provide the information in an accessible electronic format If parts of this request exceed the cost threshold or require clarification I would appreciate your advice on how best to refine it

Thank you for your time and assistance I look forward to your response within the 20 working days as required under the Act

We received your request on 04/08/2025 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.

- 1 Has your force formally adopted the Enhanced Occupational Health Standards developed by Oscar Kilo Please answer Yes or No and provide the date of adoption if applicable – **Disclosed, no. Currently working towards this.**
- 2 If your force has not yet adopted the Enhanced Standards is there a planned timeline for doing so Please specify anticipated dates or current stage of implementation – **Disclosed, we plan to fully implement by the end of the year.**
- 3 Has your force conducted any internal audit assessment or benchmarking against the Enhanced Standards If yes please provide the date or dates and any summary findings or publicly releasable outcomes – **Disclosed, no.**
- 4 Does your occupational health provision include tailored psychological support or screening for officers and staff in high risk roles such as digital forensics investigators CSAM units and child protection teams Please provide a description of any specialist services if applicable – **Disclosed, no.**
- 5 Has your force submitted any entries to the Oscar Kilo Awards or similar external evaluations of your occupational health standards in the last 3 years If so please confirm and provide a summary or link if available – **Disclosed, no.**

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
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