

10 December 2025

FOI Ref 22126

Request - You asked us the following:

As a freedom of information request, please provide, for the period from 2019 to the day this request is handled, all police officer misconduct outcomes for your department, including:

- the date when the misconduct was committed
- the date of the misconduct meeting or hearing
- the date when the misconduct outcome was issued
- the rank of the officer
- the allegation
- the sanction
- the proceeding type
- whether the misconduct was proven or not proven
- the outcome
- whether the misconduct happened on duty or off duty
- whether the officer accused of misconduct retired or resigned during investigation
- whether the officer accused of misconduct was suspended during investigation
- for criminal cases:
 - whether the officer accused of misconduct was summonsed or charged
 - the nature of the criminal allegation
 - the court result

If data for the whole period requested is not available, please instead provide it from the earliest year available up until the most recent at the point of production. Please do not include any personal information that would identify any of the officers.

Staffordshire Police (SP) received your request on 17/11/2025 and have processed this under the Freedom of Information Act (FOIA).

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

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

The following exemption has been applied:

- Section 12(1) where the cost of compliance exceeds the appropriate limit.
Section 12(1) does not oblige a public authority to comply with a request for information if the authority estimates that the cost of complying with the request would exceed the prescribed limit'.



The above information has been withheld for the following reasons:

There is no method by which SP can readily retrieve information from systems to answer parts of this request. For the time period requested, there have been 262 misconduct allegations (please note that there may be more than one allegation per Officer), in order to provide the allegation summary and also to establish whether the Officer was on or off duty at the time of the misconduct, each one would require a manual trawl to review the information contained within them. Additionally, further manual work would need to be carried out to remove any specific information that would identify anyone involved in the case. To arrange this data would therefore require a very labour-intensive manual trawl through each record.

From dip sampling, it has been estimated that it would take approximately 5 minutes to review each record to answer this request, this would equate to over 21 hours. To achieve this task would therefore exceed the 18-hour time and cost threshold of the FOI Act by some considerable margin.

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 refine your request, data can be provided for all of the requested information excluding whether the Officer was on or off duty at the time and the allegation summary, SP are able to provide the allegation type description instead where this is recorded. Please be advised that further exemptions may be applied.

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:

IAT@staffordshire.police.uk

Or by Post to:

Information Access Team
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 Information Access Team 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 a Supervisor who is independent from the original Decision Maker. The Information Access Team 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 Supervisor 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 Supervisor will reply to the appellant with the result of the review. If the appellant 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 link: <https://ico.org.uk/make-a-complaint/foi-and-eir-complaints/foi-and-eir-complaints/>

Freedom of Information
Information Access Team