

11 February 2025

FOI Ref 17740

Request - You asked us the following:

Basic Data on Deaths

How many police officers were employed by your Constabulary each year between 2014 and 2025? Please show results on an annual basis (e.g., 2014 = 10,000, 2015 = 9,000).

How many police officers have died whilst in service in your Constabulary each year between 2014 and 2025? Please show results on an annual basis.

How many police officers in service in your Constabulary have died by suicide each year between 2014 and 2025? Please show results on an annual basis.

Demographics of Officers

For each case of death whilst in service between 2014 and 2025:

4. Please provide anonymised demographic details: age, gender, rank, and length of service at the time of death.

5. Specify whether the officer was in active service or on leave at the time of their death.

6. Was the officer under investigation for misconduct or criminal offences at the time of their death? If so, please specify the nature of the investigation (e.g., misconduct, criminal, internal review).

7. For cases where the officer was under investigation for misconduct or criminal offences:

Was the investigation carried out by another agency? If so, which organisation?

How long was the officer under investigation for?

Was the officer suspended from their duties? If so, for how long?

Was there any record of suicidal thoughts, ideations, or attempts held by your Constabulary? If so, when was this recorded?

Were there any records indicating the officer reported work-related stress, PTSD, or other mental health challenges prior to their death?

Preventative Measures

What policies, practices, or programs does your force have in place to monitor and support the mental health of officers?

Have there been any reviews or evaluations of these measures since 2014? If so, please provide details or summaries.

What policies, practices, or programs does your force have in place to respond to a death in service?

Have there been any reviews or evaluations of these measures since 2014? If so, please provide details or summaries.

What is your Constabulary's current policy regarding updating police officers under investigation for criminal offences (e.g., frequency of contact, bail updates, charging decisions)?

What safeguarding measures does your organisation put in place for officers being charged with a criminal offence?

Training and Awareness

Do officers receive training on recognising and responding to mental health challenges in themselves and among peers?

If so, what does the training entail?

Have there been any reviews or evaluations of these measures since 2014? If so, please provide details or summaries.

Impact of External Factors

Are there any records of external factors (e.g., financial stress, family issues) contributing to the suicide cases reported?

I understand that responding to this request may require significant effort, but I would be grateful if the requested data could be provided in a structured format (e.g., Excel spreadsheet or Word document) to facilitate analysis.

If any part of this request exceeds the cost limit under the FOI Act, I kindly ask that you provide as much information as possible within the constraints and advise how the request could be refined.

Clarification received 29/01/2025:

In relation to question 13, are you requesting the data for just before they died or at any point in the past? For any point if relevant please.

We received your request on 29/01/2025 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.

Basic Data on Deaths

- 1. How many police officers were employed by your Constabulary each year between 2014 and 2025? Please show results on an annual basis (e.g., 2014 = 10,000, 2015 = 9,000). – **Disclosed, please see the accompanying file entitled 'FOI 17740 Police Deaths in Service and Mental Health Data'.**

Please be advised we do not hold data in calendar years. Therefore, the data disclosed is for the end of each financial year.

- 2. How many police officers have died whilst in service in your Constabulary each year between 2014 and 2025? Please show results on an annual basis. – **Disclosed, please see the accompanying file entitled 'FOI 17740 Police Deaths in Service and Mental Health Data'.**
- 3. How many police officers in service in your Constabulary have died by suicide each year between 2014 and 2025? Please show results on an annual basis. – **No information held.**

Demographics of Officers

For each case of death whilst in service between 2014 and 2025:

- 4. Please provide anonymised demographic details: age, gender, rank, and length of service at the time of death. – **Disclosed, please see the accompanying file entitled 'FOI 17740 Police Deaths in Service and Mental Health Data'.**
- 5. Specify whether the officer was in active service or on leave at the time of their death. – **Disclosed, please see the accompanying file entitled 'FOI 17740 Police Deaths in Service and Mental Health Data'.**
- 6. Was the officer under investigation for misconduct or criminal offences at the time of their death? If so, please specify the nature of the investigation (e.g., misconduct, criminal, internal review). – **Disclosed nil.**

For cases where the officer was under investigation for misconduct or criminal offences:

- 7. Was the investigation carried out by another agency? If so, which organisation? – **Disclosed nil.**
- 8. How long was the officer under investigation for? – **Not applicable.**
- 9. Was the officer suspended from their duties? If so, for how long? – **Not applicable.**
- 10. Was there any record of suicidal thoughts, ideations, or attempts held by your Constabulary? If so, when was this recorded? – **No information held.**



- 11. Were there any records indicating the officer reported work-related stress, PTSD, or other mental health challenges prior to their death? – **No information held.**

Preventative Measures

12. What policies, practices, or programs does your force have in place to monitor and support the mental health of officers? – **Disclosed, early interventions phone calls are made to the individual when they are flagged as being off sick with mental health. A phone call is provided by either counsellor/welfare officer and signposts and support is provided.**

Following a traumatic incident, an individual is reviewed and programme of check ins and watch and wait are put in place. After 28 days if the individual is experiencing symptoms of trauma they are referred to occupational health where further assessment is made and counselling provided if appropriate.

Mandatory support for higher risk of psychological distress roles and annual checks with a counsellor/welfare officer monitoring for symptoms of vicarious trauma/compassion fatigue and burnout.

- 13. Have there been any reviews or evaluations of these measures since 2014? If so, please provide details or summaries. – **Disclosed, We review the teams that are provided with Mandatory Support in line with guidance that is produced by the College of Policing and also with any requests that come into the team. We will also benchmark with other Forces which will enable us to make a decision as to who we deliver Mandatory Support to and how often.**
- 14. What policies, practices, or programs does your force have in place to respond to a death in service? – **Disclosed, suicide postvention policy and death in service policy.**
- 15. Have there been any reviews or evaluations of these measures since 2014? If so, please provide details or summaries. – **Disclosed, suicide postvention policy and death in service policy which was reviewed in 2022.**
- 16. What is your Constabulary's current policy regarding updating police officers under investigation for criminal offences (e.g., frequency of contact, bail updates, charging decisions)? – **Disclosed, updates are provided to the officer every 28 days. This is to comply with Police Conduct Regulations. We are not aware of a specific policy around updates when it comes to officers under investigation by other departments. Regular updates would be provided at key points, such as bail extensions or outcomes.**
- 17. What safeguarding measures does your organisation put in place for officers being charged with a criminal offence? – **Disclosed, Officers are routinely appointed a welfare officer when under investigation. They are responsible for ensuring they have frequent contact with the officer and address any concerns raised. We also have a policy and protocol which ensures that there is a constant exchange of information between line managers and key partners to ensure officers are safeguarded and supported.**

Training and Awareness

- 18. Do officers receive training on recognising and responding to mental health challenges in themselves and among peers? – **Disclosed, yes.**
- 19. If so, what does the training entail? – **Disclosed, all employees have to complete the mandatory online learning for Mental Health and the Police, which is a programme of elearning which contains 2 modules. Module 1 - Mental Health Explained, and Module 2 - Mental Health Initial Response. The programme covers recognising and responding to Mental Health for others, and also covers recognition of your own mental health as well, with signposts for help.**
- 20. Have there been any reviews or evaluations of these measures since 2014? If so, please provide details or summaries. – **Disclosed, yes, this was reviewed and re-launched by the College of Policing in 2016 (Version 1), with regular content review/update since. The current version is Version 4.**

Impact of External Factors

- 21. Are there any records of external factors (e.g., financial stress, family issues) contributing to the suicide cases reported? – **No information held.**
- 22. I understand that responding to this request may require significant effort, but I would be grateful if the requested data could be provided in a structured format (e.g., Excel spreadsheet or Word document) to facilitate analysis. – **Disclosed, please see the accompanying file entitled 'FOI 17740 Police Deaths in Service and Mental Health data', pertaining to questions 1,2,4 and 5.**

Please note that this data has been provided to the best of our ability, subject to the limitation of current recording protocols and systems/software. Additional offences/incidents may have been recorded during these timescales but are awaiting finalisation and input onto these systems and would not be present within this dataset.

Every effort is made to ensure that the data presented is accurate and complete. However, it is important to note that this has been extracted from multiple sources, developed for specific policing purposes, for which data extraction methods have not been specifically designed to directly correlate with the terminology of this request. Therefore, the data presented is subject to the inaccuracies and idiosyncrasies inherent in any large-scale recording system.

As a consequence, care should be taken in the interpretation and presentation of this data, so as to not misrepresent the whole or any part of the data disclosed.

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:



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