

14 February 2025

FOI Ref 17774

Request - You asked us the following:

I hope this finds you well. I'm writing today with a Freedom of Information Request that I hope you will be able to fulfil.

I would like to know:

- 1) Your parental leave policies, including paternity and maternity leave. If you have different policies for police officers and staff, please include both separately
- 2) For the most recent three years you have data, a) How many officers were eligible for paternity leave? And b) How many officers took paternity leave, and for how many weeks on average?
- 3) If you have this data, what % of officers who have resigned voluntarily over the last three years cited the impact of their job on their family as a reason?

If you are unable to answer all of these questions, please prioritise answering them in order.

We received your request on 04/02/2025 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.

- Your parental leave policies, including paternity and maternity leave. If you have different policies for police officers and staff, please include both separately – **Withheld, please see below.**
- For the most recent three years you have data, a) How many officers were eligible for paternity leave? And b) How many officers took paternity leave, and for how many weeks on average? – **Partially disclosed, there have been 151 instances of officers taking paternity leave, taking on average 9.57 days. Information is not held for part a) of this question, and information is only held by days, not weeks. Please note that this data includes women whose partners have had babies and this data includes Paternity Leave, Shared Paternity Leave, and Paternity Leave – Adoption.**
- If you have this data, what % of officers who have resigned voluntarily over the last three years cited the impact of their job on their family as a reason? – **No information held.**



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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 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.

Advice and assistance

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.staffordshire.police.uk/SysSiteAssets/foi-media/staffordshire/2024-published-foi-requests/december/foi-17487-family-leave-policy-sept-24.pdf>

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.



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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