

6 January 2025

FOI Ref 17580

Request - You asked us the following:

1. Can you provide the total number of sick days that were taken by all police officers between 01/01/2023 and 31/12/2023 across the police force.
2. Can you provide the total number of sick days that were taken by all police officers where mental health was cited as a contributing factor.
3. Can you provide a breakdown of the previous questions 1 and 2, and categorise them into groups by age, rank and gender of all the police officers within the police force.
4. Can you provide a list of the mental health and psychological conditions e.g. anxiety, stress, depression and PTSD, that were a contributing factor towards all police officer's absences across the police force.
5. If applicable, please provide a list of the services that are provided for all police officers concerning mental health within the police force.

We received your request on 16/12/2024 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. Can you provide the total number of sick days that were taken by all police officers between 01/01/2023 and 31/12/2023 across the police force. – **Disclosed, 14,188.**

Please be advised, we do not have existing data covering 01/01/2023 – 31/12/2023. Therefore, the data disclosed for this request is from 01/04/2023 – 31/03/2024.

- 2. Can you provide the total number of sick days that were taken by all police officers where mental health was cited as a contributing factor. – **Disclosed, 6,352.**
- 3. Can you provide a breakdown of the previous questions 1 and 2, and categorise them into groups by age, rank and gender of all the police officers within the police force. – **Disclosed, please see the accompanying file entitled 'FOI 17580 Police Officer Sickness Data'.**

Please note, the data for age has been disaggregated to avoid individuals being identified.

- 4. Can you provide a list of the mental health and psychological conditions e.g. anxiety, stress, depression and PTSD, that were a contributing factor towards all police officer's absences across

the police force. – **Disclosed, please see the accompanying file entitled ‘FOI 17580 Police Officer Sickness Data’.**

- 5. If applicable, please provide a list of the services that are provided for all police officers concerning mental health within the police force. – **Disclosed, we have a wide range of services available, including:**
 - **Access to in house welfare and counselling support**
 - **Signposting to external organisations**
 - **Wellbeing app**
 - **Trauma Risk Incident Management**
 - **Mental Health First Aiders**
 - **Oscar Kilo Peer Supports**

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.

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



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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