

28 January 2025

FOI Ref 17629

**Request - You asked us the following:**

1. Please supply a copy of the force's current risk assessment relating to preventing sexual harassment of its staff.
2. Please supply a copy of any role specific risk assessments relating to sexual harassment for response officers, firearms unit officers and tactical aid unit officers.

In the event that the force does not have any risk assessment(s) in place please advise accordingly.

Additional note (this does not form part of the FOI, but is supplied to assist your understanding of the FOI). On 26th October 2024 your force became subject to the duty to prevent sexual harassment (<https://www.gov.uk/government/news/new-protections-from-sexual-harassment-come-into-force>). These two pieces of statutory guidance - <https://www.equalityhumanrights.com/guidance/sexual-harassment-and-harassment-work-technical-guidance> (see in particular points 4.10 – 4.13), <https://www.acas.org.uk/sexual-harassment> (see in particular the chapter on preventing sexual harassment) have been published by the Equality and Human Rights Commission and ACAS respectively.

We received your request on 07/01/2025 and have processed this under the Freedom of Information Act (FOIA).

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

**Staffordshire Police does holds some of the requested information.**

- 1. Please supply a copy of the force's current risk assessment relating to preventing sexual harassment of its staff. – **No information held.**
- 2. Please supply a copy of any role specific risk assessments relating to sexual harassment for response officers, firearms unit officers and tactical aid unit officers. – **No information held.**
- In the event that the force does not have any risk assessment(s) in place please advise accordingly. – **Disclosed, with our legal team we have examined and modified our current resolution policy and procedure as well as our bullying and harassment policy.**

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.

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](mailto: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



STAFFORDSHIRE  
**POLICE**

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