

24 January 2025

FOI Ref 17695

Request - You asked us the following:

I am writing to request information under the Freedom of Information Act regarding police officer misconduct. Please could you provide the following information:

- The total number of police officers accused of misconduct
- A breakdown of the number that proceeded to a misconduct hearing
- A breakdown of the outcomes in each case that proceeded to a misconduct hearing
- A breakdown of the type of misconduct alleged (e.g. Dishonesty, abuse of authority, discrimination)
- Please provide copies of summaries of the Modus Operandi (MO) sections for incident reports relating to misconduct cases that went to a hearing ensuring that all personal data is redacted to align with privacy regulation.
- The outcome of the above hearings
- How many officers resigned before the proceedings were completed

I would like to request this information for the last 4 years. If this time frame is too broad I am happy to refine the scope to 3 years.

Clarification received 23/01/2025:

To clarify I was speaking about in which the manner in which the misconduct happened, as well as the allegations for each of those misconduct

We received your request on 20/01/2025 and have processed this under the Freedom of Information Act (FOIA).

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

Staffordshire Police holds/does not hold the requested information.

- The total number of police officers accused of misconduct – **Disclosed, please see accompanying file titled 'FOI 17695 Officer Misconduct Data.PDF'.**
- A breakdown of the number that proceeded to a misconduct hearing – **Disclosed, please see accompanying file titled 'FOI 17695 Officer Misconduct Data.PDF'.**
- A breakdown of the outcomes in each case that proceeded to a misconduct hearing – **Disclosed, please see accompanying file titled 'FOI 17695 Officer Misconduct Data.PDF'.**
- A breakdown of the type of misconduct alleged (e.g. Dishonesty, abuse of authority, discrimination) – **Disclosed, please see accompanying file titled 'FOI 17695 Officer Misconduct Data.PDF'.**

- Please provide copies of summaries of the Modus Operandi (MO) sections for incident reports relating to misconduct cases that went to a hearing ensuring that all personal data is redacted to align with privacy regulation. – **Partially disclosed, please see accompanying file titled 'FOI 17695 Officer Misconduct Data.PDF'.**
- The outcome of the above hearings – **Disclosed, please see accompanying file titled 'FOI 17695 Officer Misconduct Data.PDF'.**
- How many officers resigned before the proceedings were completed – **Disclosed, please see accompanying file titled 'FOI 17695 Officer Misconduct Data.PDF'.**

Please note that the answer for question 6 is the same as question 3, and the answer for question 7 can be found within the answer for question 3.

Please also note that information relating to the manner in which the misconduct happened is not held by Staffordshire Police.

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 40(2) Personal Information

Section 40(2) is an absolute exemption which means that there is no need to quantify the harm that may arise from the disclosure; neither is it subject to a public interest test.

To release personal or third-party information held by Staffordshire Police, would breach the data protection principles; namely –

- Data is lawfully and fairly processed.
- Processed in line with an individual's rights.
- Data is secure.

Personal and third-party information cannot be released under the Freedom of Information Act.

Disclosure under Freedom of Information is a release of information to the world in general and not an individual applicant.

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.

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



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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