

6 June 2025

FOI Ref 21299

Request - You asked us the following:

Please provide ALL departments, roles, job titles within your organisation, including the number of staff per position and their line manager. Please include information on their department, role, job title / level of position / organisational structure, with names censored if needed. Overall, I should have the total number of staff within your organisation, a clear leadership structure, each individual department or team, and each individual job title (e.g. Director of Strategy, Senior Data Analyst, Reception Apprentice etc.) with the number / names of the people with that role / position.

Clarification received on 21/05/2025

I would like both officers and staff with details redacted if needed. If you are not able to provide Line managers, then please provide the Directorate or Team of which they belong. However, if you could indicate if an individual is a line manager, then that would be great.

Clarification received on 28/05/2025

Please provide the number of individuals per position as you have acknowledged.

We received your request on 06/05/2025 and have processed this under the Freedom of Information Act (FOIA).

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

Staffordshire Police holds the requested information.

- Please provide ALL departments, roles, job titles within your organisation, including the number of staff per position and their line manager. Please include information on their department, role, job title / level of position / organisational structure, with names censored if needed. Overall, I should have the total number of staff within your organisation, a clear leadership structure, each individual department or team, and each individual job title (e.g. Director of Strategy, Senior Data Analyst, Reception Apprentice etc.) with the number / names of the people with that role / position.
– **Partially disclosed, please see the accompanying file titled 'FOI 21299 Department Roles Data'.**
- Clarification received on 21/05/2025
I would like both officers and staff with details redacted if needed. If you are not able to provide Line managers, then please provide the Directorate or Team of which they belong. However, if you could indicate if an individual is a line manager, then that would be great.
- Clarification received on 28/05/2025
Please provide the number of individuals per position as you have acknowledged.

Please be advised that data has been provided for all job roles and number of Officers and Staff within those roles in a list format as this is how it is retrieved off the system used to service this request, this has been clarified with the applicant.

Please be advised that all Freedom of Information request responses are published on the Staffordshire Police website although personal details are not included.

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 31 (1) (a) (b) - Law Enforcement. Information is exempt from disclosure under S31 (1) (a) (b) where the release of Information would, or would likely to, prejudice the prevention and detection of crime and/ or the apprehension or prosecution of offenders. This exemption is qualified and prejudice-based and, as such, we are required to evidence the harm in disclosure and apply the public interest test.

Harm

Any information disclosed under the Freedom of Information Act is not just released to the individual applicant but to the world at large.

Staffordshire Police have a duty to prevent crime, apprehend and prosecute offenders whilst carrying out the administration of justice. Disclosure of specific covert job roles within the force could pose a significant risk to present and future law enforcement capability, potentially placing both members of the public and Officers and staff at risk. Policing would be undermined as offenders would gain knowledge about these specialist roles and therefore could use this knowledge to avoid detection or commit further crimes. This would have a detrimental impact of efficient policing service and a failure in providing care to both members of staff and the public at large.

Disclosing this information would lead to policing being undermined as it could be used by those wishing to cause disruption or harm to the communities we serve.

Public Interest Test

Factors favouring disclosure under Section 31(1)(a)(b)

To disclose covert job roles at Staffordshire Police would provide reassurance to the public that a capability exists to respond to/deal with certain types of incidents/crimes where these kinds of specialist roles are required.

Factors favouring non-disclosure under Section 31(1)(a)(b)

Disclosure of this information would undermine policing and have a negative effect on the prevention and detection of crime and the apprehension and prosecution of offenders.

It is widely known that police forces use covert positions as part of their delivery of effective law enforcement, however disclosure of the exact numbers and details of these specialist roles would reveal tactical resources available to the force and would undermine ongoing investigations. If this request was

submitted nationally and the information disclosed, this awareness would provide a geographical picture of the tactical covert strength of each individual force from a covert perspective.

Balance test

The police service is tasked with protecting the community and solving crime and should not disclose information that would jeopardize this. Disclosure of the requested information would mean that criminal investigations would be less effective and the small increase in public awareness would not be adequate compensation for such an impact. It is therefore decided that this information will not be provided.

Having taken the above into account, I am satisfied that in respect of this request, the public interest lies in non-disclosure of the information requested.

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



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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