

11 November 2025

FOI Ref 21992

Request - You asked us the following:

I am writing under the Freedom of Information Act 2000 to request copies of all materials and information relating to the training and reporting mechanisms referenced in Staffordshire Police's public statements following the criminal and misconduct cases of former officers Owen Mills (2025) and the unnamed officer reported in your article "Former officer would have been dismissed" (published 15 October 2025).

Both articles state that "extensive training has been delivered" or "continues to be delivered" to all officers about maintaining professional boundaries and recognising improper relationships.

This request seeks only general training, guidance, and procedural information and does not request personal or identifiable data about any officer or staff member.

1. Training on Professional Boundaries / Abuse of Position

Please provide:

1.1 Copies of all training materials delivered or updated between January 2023 and the date of this request, including but not limited to:

- * Lesson plans, slide decks, e-learning modules, videos, handouts, or other instructional content;
- * Case studies, learning objectives, or guidance materials supplied by the College of Policing, IOPC, or other external bodies.

1.2 Any internal or external sources, references, or research used to create or validate the training (for example: College of Policing APP, Code of Ethics, IOPC statutory guidance, or academic materials).

1.3 Any internal evaluation reports, aggregate completion statistics, or anonymised feedback used to measure the uptake or effectiveness of the training.

1.4 Dates when the training was first introduced and any subsequent updates or replacements, including details of whether it is now part of a mandatory or ongoing professional development programme.

1.5 Any requirements for officers or staff to complete assessments, quizzes, or tests to demonstrate understanding of the training, including pass/fail criteria, follow-up procedures for non-completion or failure, and whether completion is linked to professional development records

2. Reporting Mechanisms and Professional Standards Department (PSD)

The articles state that officers and staff are "actively encouraged to report any concerns" to PSD and that "mechanisms are also in place to allow anonymous reporting."

Please provide:

2.1 Any internal policy, procedure, or guidance describing how officers and staff should report concerns of misconduct, abuse of position, or boundary breaches to PSD.

2.2 Any documentation, intranet material, or communications describing the anonymous reporting channels referred to in the article (e.g., online forms, internal systems, third-party providers, or hotlines), including any guidance for staff on using these channels.

2.3 Confirmation of whether, since January 2023, any internal reports have been made under these mechanisms concerning professional-boundary or abuse-of-position issues, and if so, the total number of such reports. I am not seeking personal data-only aggregate figures or confirmation of receipt.

3. National / Public Material

If any of the requested training relies on national material (e.g., College of Policing guidance), please provide links or references to the publicly available sources.

4. Advice & Assistance (Section 16)

If any requested material is publicly accessible, please provide the precise URL or reference.

We received your request on 20/10/2025 and have processed this under the Freedom of Information Act (FOIA).

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

In accordance with Section 17(1) of the Freedom of Information Act, this letter represents a refusal notice for this particular request.

The following exemption has been applied:

- Section 14(1) does not oblige a public authority to comply with a request for information if the request is vexatious.

Staffordshire Police (SP) are not providing the information you have requested as SP have determined that your request is vexatious under Section 14(1) Vexatious Requests.

The Information Commissioner's guidance on the subject makes it clear that Section 14(1) may be applied where a request, or its impact on a public authority, cannot be justified.

The key question to consider is whether the request is likely to cause a disproportionate or unjustified level of disruption, irritation or distress based on the impact of the authority, weighed against any evidence about the purpose and value of the request. SP are also entitled to consider the context and history of the request where it is relevant.

Staffordshire Police is treating this FOI request as vexatious because to provide a response to questions already submitted on a previous FOI request that have been responded to, creating duplicate requests on the same topic, will cause an unjustified and disproportionate burden on the force. This is because there have been 5 Freedom of Information requests. With every FOI request submitted, an Internal Review is being requested with additional questions posed and further FOI's and Internal Reviews are being received before we have had the opportunity to respond to the original request. There has been a pattern of overlapping and frequent requests from the applicant on varying subjects, characterised by additional emails and queries often being submitted before we have had the opportunity to respond to the original request. This has become burdensome to the force and is detracting from our ability to respond to other requesters. There has been a bombardment of correspondence on the same or similar topics that other departments within Staffordshire Police are receiving via email.



STAFFORDSHIRE
POLICE

For the above reasons, we have therefore concluded that your request is vexatious within the terms of Section 14(1) of the Act and we will not be servicing the request. Moreover, please be advised that any further similar requests will also be treated as vexatious and will not receive a response

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

If you are not content with this response please contact the Information Commissioner via the following link: <https://ico.org.uk/make-a-complaint/foi-and-eir-complaints/foi-and-eir-complaints/>

Freedom of Information
Information Access Team