



STAFFORDSHIRE
POLICE

Our Ref: FOI 22130
Your Ref: FOI 21992
Date: 24 November 2025

Internal Review

Re: Request for internal review of response to application for information under the provisions of the Freedom of Information Act 2000, original request first notified to Staffordshire Police on 20/10/2025

We refer to the above request which was expressed in the following terms:

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 [REDACTED] (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.

If any documents are withheld, please state the FOIA exemption(s) applied and provide reasoning under Section 17.

Under Section 16, if any part of this request is too broad or unclear, please contact me so that I can refine it.

I look forward to your response within 20 working days, as set out in Staffordshire Police's published FOI procedure.

Further to the above, we also note the following comments made within your request for Internal Review.

I am writing to request an internal review of the handling of my Freedom of Information request (Ref 21992, 11/11/2025) regarding training materials and reporting mechanisms related to officer professional boundaries, following public statements about misconduct cases (██████████ 2025; Staffordshire Police news, 15/10/2025).

My request was refused under Section 14(1) (vexatious). I consider this refusal improper for the following reasons:

- Based on your own published statements: The request concerns training that your statements confirm has been delivered to officers on professional boundaries and recognising improper relationships.
- General and non-operational: I requested generic training materials, guidance, and aggregate reporting information. No personal or identifiable data was sought.
- Distinct from previous FOIs: This request relates solely to training and Professional Standards Department procedures, not call-handling policies, and addresses a different topic and set of materials, making it clearly non-duplicative.
- Proportionate, legitimate, and in the public interest: The request is directly relevant to public accountability, safeguarding, and preventing misconduct, and aligns with the public interest in transparency.

- Unsupported by evidence of burden: The requested training has been delivered recently to all officers and is likely readily accessible, so providing these materials would not be disruptive, excessive, or otherwise burdensome.

ICO guidance makes clear that a public authority must carry out an internal review of its handling of a request, even if Section 14(1) has been applied. I therefore request a formal internal review to reconsider the Section 14(1) refusal and to assess the content, purpose, and public interest of my request.

Our Response

Upon review of your request for information under the Freedom of Information provision referenced above and all corresponding communication, we are of the opinion that the response issued, alongside all clarification provided, fully answers the terms of your request.

We also confirm that the application of the exemption outlined within this response is fully justified, and that the explanations and rationale for its application conveyed clearly and unequivocally.

Please be advised that all FOI requests and response letters are published on the Staffordshire Police website although personal details are not included.

If you are not content with the outcome of the review, you may apply directly to the Information Commissioner to investigate. The Information Commissioner can be contacted at:
<https://ico.org.uk/make-a-complaint/foi-and-eir-complaints/foi-and-eir-complaints/>

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