

31 October 2025

FOI Ref 22034

Request - You asked us the following:

I am looking at the diversity of staff leavers and retention specifically regarding and solely focused on the forces "flexible retirement policy"

May I request please details for the previous 5 years - 2020-2024 and so far in 2025 details of the total number of support staff requesting flexible retirement, the number of these who are successful in their request, and the numbers of each total, and successful broken down by sex (male / female).

If possible, and I appreciate this may not be apparent or recorded, can the reasons for refusal of flexible retirement be supplied just as a breakdown of the overarching reason, but again broken down by sex (male / female).

County wide is all I needed, and either calendar or financial years is fine as its a large enough sample size to interpret.

We received your request on 30/10/2025 and have processed this under the Freedom of Information Act (FOIA).

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

Staffordshire Police holds some of the requested information.

- May I request please details for the previous 5 years - 2020-2024 and so far in 2025 details of the total number of support staff requesting flexible retirement, the number of these who are successful in their request, and the numbers of each total, and successful broken down by sex (male / female).
– **Disclosed, please see the accompanying file entitled 'FOI 22034 Flexible Retirement Data'.**

Please be advised no flexible retirements have been refused.

- If possible, and I appreciate this may not be apparent or recorded, can the reasons for refusal of flexible retirement be supplied just as a breakdown of the overarching reason, but again broken down by sex (male / female). – **No information held.**
- County wide is all I needed, and either calendar or financial years is fine as its a large enough sample size to interpret. – **Disclosed, please be advised this data has been provided in calendar years.**

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. Additional staff may have been recorded during these timescales but are awaiting finalisation and input onto these systems and would not be present within this dataset.

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:

IAT@staffordshire.police.uk

Or by Post to:

Information Access Team
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 Information Access Team 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 a Supervisor who is independent from the original Decision Maker. The Information Access Team 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 Supervisor 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.



STAFFORDSHIRE
POLICE

4. Conclusion of the Appeal

On completion of the review the Independent Supervisor will reply to the appellant with the result of the review. If the appellant 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 link:
<https://ico.org.uk/make-a-complaint/foi-and-eir-complaints/foi-and-eir-complaints/>

Freedom of Information
Information Access Team