

12 September 2025

FOI Ref 21748

Request - You asked us the following:

1. Since 30th April 2023, what is your policy to ensure that there is a robust process for completing annual integrity reviews for all officers and staff?
 2. From April 30th 2023 to April 30th 2024 how many officers were subject to integrity review? From April 30th 2024 to April 30th 2025 how many officers were subject to their first review and how many were subject to their second review? From April 30th 2025 to 15th August 2025 how many officers were subject to their first reviews and how many officers who had previously been reviewed were reviewed again?
 3. Of those reviewed:
 - How many officers have failed the integrity review process?
 - How many officers have subsequently lost their jobs as a result of this process?
 4. How many officers who have undergone integrity reviews during this period have had allegations of domestic abuse made against them?
- If possible, please provide this information in a tabulated format. If any part of this request exceeds the cost limit, I would be grateful if you could advise on how it might be refined to remain within scope.

We received your request on 15/08/2025 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.

- 1. Since 30th April 2023, what is your policy to ensure that there is a robust process for completing annual integrity reviews for all officers and staff? – **No information held.**

Whilst there was no formal policy regarding annual integrity reviews (AIR) the process was implemented by the Head of Vetting in line with Authorised Professional Practice (APP). The annual integrity review process is currently being reviewed by the force.

- 2. From April 30th 2023 to April 30th 2024 how many officers were subject to integrity review? – **Disclosed, 2065.**
- From April 30th 2024 to April 30th 2025 how many officers were subject to their first review and how many were subject to their second review? – **Disclosed, 757 officers were subject to their first review and 479 were subject to their second review.**
- From April 30th 2025 to 15th August 2025 how many officers were subject to their first reviews and how many officers who had previously been reviewed were reviewed again? – **Disclosed, between April 30 2025 and September 2025 13 officers were subject to their first reviews and 36 officers who had previously been reviewed were reviewed again.**

3. Of those reviewed:

- • How many officers have failed the integrity review process? – **Disclosed, nil.**

Please note that officers cannot 'fail' the Annual Integrity Review but disclosures or failure to disclose can result in further disciplinary processes.

- • How many officers have subsequently lost their jobs as a result of this process? – **Disclosed, nil.**
- 4. How many officers who have undergone integrity reviews during this period have had allegations of domestic abuse made against them? – **Disclosed, 18.**

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:

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.



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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.

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