

2 April 2026

FOI Ref 22659

Request - You asked Staffordshire Police (SP) the following:

1. Trauma-Informed Training

a) Does your force provide training relating to trauma-informed practice or trauma awareness for police officers?

b) If yes, please provide:

The name of the training programme

Whether it is delivered internally or by an external provider

The duration of the training and frequency of refreshers

Whether the training is mandatory or optional

2. Training on Empathy or Communication with Vulnerable Individuals

a) Does your force provide training specifically focused on empathy, communication, or engagement with vulnerable individuals (for example victims of trauma, mental health crisis, or individuals with adverse childhood experiences)?

b) If yes, please provide:

The name of the training programme

The duration of the training and refresher courses

Whether it is mandatory or optional

3. Initial Police Officer Training

a) Is trauma-informed practice included within initial police officer training for new recruits?

b) If so, please provide a brief description of how this is delivered (e.g. lectures, scenario-based training, online learning).

4. Specialist Training

Does your force provide any specialist trauma-informed training for particular roles (for example safeguarding officers, domestic abuse investigators, or neighbourhood policing teams)?

If yes, please provide brief details.

5. Training hours

a) Approximately how many hours of training related to trauma, ACE's, neurodiversity, vulnerability are provided during initial police training within your force?

b) Approximately how many hours of training related to empathy, communication and engagement with vulnerable individuals are provided during initial police training within your force?

c) if available, please provide a breakdown of training hours, dedicated to the following areas within initial police training and throughout policing career:

Vulnerability/safeguarding

Mental health and neurodiversity awareness

Trauma informed practice

Communication and empathy



6. Training Materials or Guidance

If available, please provide any publicly shareable guidance documents, policy documents, or training outlines relating to trauma-informed policing or empathy-based approaches.

SP received your request on 12/03/2026 and have processed this under the Freedom of Information Act (FOIA).

SP's response to your enquiry is as follows:

SP holds the requested information.

- 1. Trauma-Informed Training
 - a) Does your force provide training relating to trauma-informed practice or trauma awareness for police officers? – **Disclosed, yes.**
 - b) If yes, please provide:
 - The name of the training programme
 - Whether it is delivered internally or by an external provider
 - The duration of the training and frequency of refreshers
 - Whether the training is mandatory or optional
 - - **Disclosed, please see the accompanying file titled 'FOI 22659 Trauma-Informed Training Data'.**
- 2. Training on Empathy or Communication with Vulnerable Individuals
 - a) Does your force provide training specifically focused on empathy, communication, or engagement with vulnerable individuals (for example victims of trauma, mental health crisis, or individuals with adverse childhood experiences)? – **Disclosed, yes.**
 - b) If yes, please provide:
 - The name of the training programme – **Disclosed,**
 - a. MAIVIC – Multi Agency Investigative Video Interview Course**
 - b. PIPPA – Pre-Interview Planning and Preparation Assessment**
 - The duration of the training and refresher courses – **Disclosed,**
 - a. 12 days**
 - b. 2 days**
 - Whether it is mandatory or optional – **Disclosed,**
 - a. Mandatory for Specialist Teams**
 - b. Mandatory for Specialist Teams**
- 3. Initial Police Officer Training
 - a) Is trauma-informed practice included within initial police officer training for new recruits? – **Disclosed, no.**
 - b) If so, please provide a brief description of how this is delivered (e.g. lectures, scenario-based training, online learning). – **Not applicable.**



- 4. Specialist Training
- Does your force provide any specialist trauma-informed training for particular roles (for example safeguarding officers, domestic abuse investigators, or neighbourhood policing teams)?
– **Disclosed, yes.**
- If yes, please provide brief details.
– **Disclosed, please see the accompanying file titled 'FOI 22659 Trauma-Informed Training Data'.**
- 5. Training hours
- a) Approximately how many hours of training related to trauma, ACE's, neurodiversity, vulnerability are provided during initial police training within your force? – **Not applicable.**
- b) Approximately how many hours of training related to empathy, communication and engagement with vulnerable individuals are provided during initial police training within your force? – **Not applicable.**
- c) if available, please provide a breakdown of training hours, dedicated to the following areas within initial police training and throughout policing career:
 - Vulnerability/safeguarding
 - Mental health and neurodiversity awareness
 - Trauma informed practice
 - Communication and empathy– **No information held. These topics are embedded into SP's 2 or 3-year programmes for initial police training and in the training courses provided in the accompanying data. They are delivered in multiple sessions over time and therefore cannot be broken down by hours.**
- 6. Training Materials or Guidance
- If available, please provide any publicly shareable guidance documents, policy documents, or training outlines relating to trauma-informed policing or empathy-based approaches. – **Withheld, please see the below exemption.**

Please be advised that all Freedom of Information request responses are published on the SP 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, SP are required to evidence the harm in disclosure and apply the public interest test.

Harm:

To provide the specific policies, guidance and training documents in relation to this specialist training within SP could undermine existing or future investigations, operations, and police tactics. It would allow those

with ill intent to cause disruption to operational policing and prejudice the prevention and detection of crime. Knowing the finer details such as investigative and interview techniques of these specialist teams and any associated information relating to how they deal with these types of crimes would allow individuals to commit these offences more easily and may also aid criminals in not being detected.

Public Interest Test

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

To disclose this information would adhere to the basic principle of being open and transparent, it would also lead to a better public awareness of the workings of the police force and the communications used with operations and during routine policing.

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

Releasing such data would give those individuals with the intent to do so, the intelligence required to disrupt police activity. This knowledge would allow those with ill intent to target their offending more effectively which would inevitably lead to an increased likelihood of criminal activity and an increased danger to the public. Any disclosure of information which is likely to undermine the ability to serve the public in preventing and detecting crime can only be considered as being harmful to the public.

Balance test

When considering whether disclosure is appropriate, SP must weigh the strongest reason for disclosure against the strongest reasons for non-disclosure. In this case, whilst the factors favouring disclosure are important in that it would adhere to the basic principle of being open and transparent, SP believes when weighed against the risk of disclosure undermining the ability to prevent and detect crime and hindering the ability to protect the public, then non-disclosure takes precedence.

Freedom of Information Request Appeals Procedure

1. Who Can Ask for a Review

Any person who has requested information from SP, 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 SP 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 twenty working days. In more complex cases the review may take up to forty 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, considering 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