

24 April 2026

FOI Ref 22775

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

I understand that within the past five years, several officers within Staffordshire Police have received final written warnings.

I am also aware that one of these officers - disclosed in 2023 - subsequently received a Long Service and Good Conduct Award.

I would be grateful if you could provide specific information relating to this matter, including details of the final written warning, the rationale and justification behind the decision-making process, and any information regarding an appeal in relation to the award, should such an appeal have taken place.

I therefore write to request information under Section 1 of the Freedom of Information Act 2000.

To avoid the disclosure of any personal data, this request is confined to anonymised, generic, policy based and statistical information only, and does not seek information capable of identifying any individual officer.

Request

1. Final Written Warnings (Anonymised / Statistical):

The number of police officers within Staffordshire Police who, in the last five calendar years, have received a final written warning.

Where recorded, the general categories of misconduct associated with those warnings (e.g. integrity, performance, conduct), **expressed only in anonymised and aggregated form**

2. Eligibility for Long Service and Good Conduct Awards

The policy, guidance, or criteria used by Staffordshire Police when determining eligibility for the Long Service and Good Conduct Award, including:

Whether officers with live or historic disciplinary outcomes (including final written warnings) are eligible. Any time-based exclusions, rehabilitation periods, or discretion applied following misconduct findings.

Copies or extracts of relevant internal policies, procedures, or decision-making frameworks current at any point during the last five years.

3. Decision-Making Process

An explanation of the decision-making process followed when determining whether an officer who has previously received a final written warning may be granted a Long Service and Good Conduct Award. The roles or panels involved in that decision-making process (e.g. Professional Standards, senior officers), described in generic terms only.



4. Appeals (Anonymised / Statistical)

Whether Staffordshire Police permits appeals or reviews in relation to decisions to grant or refuse the Long Service and Good Conduct Award.

The number of appeals or reviews relating to such awards over the last five years, expressed in anonymised, aggregated form only.

The general grounds upon which such appeals may be made, if applicable.

SP received your request on 17/04/2026 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. Final Written Warnings (Anonymised / Statistical):

- The number of police officers within Staffordshire Police who, in the last five calendar years, have received a final written warning. – **Disclosed, 8.**
- Where recorded, the general categories of misconduct associated with those warnings (e.g. integrity, performance, conduct), **expressed only in anonymised and aggregated form** – **Disclosed, Honesty and Integrity, Authority, Respect and Courtesy, Equality and Diversity, Duties and Responsibilities, Fitness for Duty and Discreditable Conduct**

2. Eligibility for Long Service and Good Conduct Awards

- The policy, guidance, or criteria used by Staffordshire Police when determining eligibility for the Long Service and Good Conduct Award, including: - **Disclosed, please see the accompanying file entitled 'FOI 22775 Long Service Good Conduct Medal'.**
- Whether officers with live or historic disciplinary outcomes (including final written warnings) are eligible. Any time-based exclusions, rehabilitation periods, or discretion applied following misconduct findings. - **Disclosed, please see the accompanying file entitled 'FOI 22775 Long Service Good Conduct Medal'.**
- Copies or extracts of relevant internal policies, procedures, or decision-making frameworks current at any point during the last five years. - **Disclosed, please see the accompanying file entitled 'FOI 22775 Long Service Good Conduct Medal'.**

3. Decision-Making Process

- An explanation of the decision-making process followed when determining whether an officer who has previously received a final written warning may be granted a Long Service and Good Conduct Award. - **Disclosed, please see the accompanying file entitled 'FOI 22775 Long Service Good Conduct Medal'.**

- The roles or panels involved in that decision-making process (e.g. Professional Standards, senior officers), described in generic terms only. - **Disclosed, please see the accompanying file entitled 'FOI 22775 Long Service Good Conduct Medal'.**

4. Appeals (Anonymised / Statistical)

- Whether Staffordshire Police permits appeals or reviews in relation to decisions to grant or refuse the Long Service and Good Conduct Award. - **Disclosed, please see the accompanying file entitled 'FOI 22775 Long Service Good Conduct Medal'.**
- The number of appeals or reviews relating to such awards over the last five years, expressed in anonymised, aggregated form only. - **Disclosed, 1.**
- The general grounds upon which such appeals may be made, if applicable. - **Disclosed, please see the accompanying file entitled 'FOI 22775 Long Service Good Conduct Medal'.**

Please note that this data has been provided to the best of the ability of SP, subject to the limitation of current recording protocols and systems/software.

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.

Consequently, care should be taken in the interpretation and presentation of this data, 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 SP 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 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:



STAFFORDSHIRE
POLICE

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