

20 August 2026

FOI Ref 23183

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

I am writing under the Freedom of Information Act 2000 to request information about finalised sexual misconduct complaint and conduct matters relating to police officers and police staff.

Scope

Please provide the following for all complaint and conduct matters recorded by your Professional Standards Department on or after 1 February 2020 (when the Police (Complaints and Misconduct) Regulations 2020 came into force) and finalised on or before 31 December 2025, where the allegation was recorded under the IOPC allegation categories relating to sexual misconduct, namely:

- Sexual assault
- Sexual harassment
- Other sexual conduct
- Abuse of position for a sexual purpose
- Abuse of position for the purpose of pursuing an inappropriate emotional relationship

Request 1: case-level data

For each matter, please provide:

- Year reported
- Year finalised
- Rank of the officer, or staff role (police staff or PCSO)
- Gender of the officer or staff member subject to the matter
- Misconduct category (as listed above) Case type (complaint or conduct matter)
- Whether the individual was suspended or placed on restricted duties
- Whether the matter was referred to the IOPC
- The IOPC mode of investigation decision (independent, directed, or local), where applicable
- Whether disciplinary proceedings were held, and whether these were a misconduct meeting or a misconduct hearing
- The recorded outcome of the matter, including any determination of case to answer or no case to answer, and any subsequent action (for example referral to proceedings, referral for Reflective Practice Review Process, dismissal, or no action)
- Whether the matter was subject to a criminal investigation
- The outcome of any criminal investigation (for example no further action, out of court disposal, or charge)
- The criminal justice outcome of any charge (conviction or acquittal)

Please provide the data in a reusable electronic format such as CSV or Excel. Where that is not practicable, I am content to receive whatever format your case management system exports.

Request 2: fallback if Request 1 engages section 40(2)

If you consider that case-level disclosure would engage section 40(2) in respect of some or all fields, please instead provide aggregate counts for the same period and categories, broken down by:

- Misconduct category, by case type (complaint or conduct), by year reported
- Recorded outcome (case to answer, no case to answer, referral to proceedings, referral to RPRP, service acceptable, service not acceptable, not determined, withdrawn, de-recorded, no further action, other)
- Number referred to the IOPC and the mode of investigation decision
- Number subject to suspension or restricted duties
- Number subject to a criminal investigation, number charged, and number convicted

I am content for counts below five to be suppressed where you consider suppression necessary.

SP received your request on 27/07/2026 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.

- I am writing under the Freedom of Information Act 2000 to request information about finalised sexual misconduct complaint and conduct matters relating to police officers and police staff.
- Scope

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- Number referred to the IOPC and the mode of investigation decision
- Number subject to suspension or restricted duties
- Number subject to a criminal investigation, number charged, and number convicted
- I am content for counts below five to be suppressed where you consider suppression necessary.
 - **Disclosed, please see the accompanying file titled 'FOI 23183 Complaint and Misconduct Matters Data'.**

Please note;

- that the data has been provided on separate tabs in the spreadsheet.
- the data has been provided in line with request 2 to avoid identification of any individuals.
- that the data has been provided for each allegation. There may be more than one allegation per officer/staff member and therefore each allegation will have an outcome. The number of IOPC referrals and suspended/restricted data has been provided per individual therefore these figures will be lower than the number of allegations and outcomes.
- that the data regarding criminal investigations, charges and convictions are provided for the year that the conduct/complaint was first recorded although they may have been finalised in a later year.
- that these figures have been provided to the best of the ability of SP, subject to the limitation of current recording protocols and systems/software. Additional cases 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 figures presented are accurate and complete. However, it is important to note that data is 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.

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

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