

20 August 2026

FOI Ref 23227

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

Please provide the following information relating to police officers only for the calendar year 1 January 2025 to 31 December 2025.

I am seeking data for each of the following age groups:

- 25 years and under
- 26–40 years
- 41–55 years
- Over 55 years

1. Police officer headcount by age group

Please provide a separate police officer headcount for each of the four age groups listed above.

If readily available, please provide the average officer headcount during calendar year 2025 for each age group.

If average headcount is not readily available, please instead provide the officer headcount as at 31 December 2025, or the nearest standard workforce snapshot date available, stating the date used.

2. Working days lost to sickness absence by age group

Please provide the total number of working days lost to sickness absence during calendar year 2025, broken down separately by each of the four age groups listed above.

For the avoidance of doubt, I am requesting a separate total of working days or shifts lost to sickness for each age group, rather than a single force-wide total.

I am seeking working days or shifts actually lost due to sickness absence, rather than the number of sickness absence episodes or calendar days spanning periods of absence.

Alternative age bands

If the specified age bands cannot readily be provided from existing systems, please provide both the officer headcount and sickness absence information using the closest age bands routinely held or reportable by the force, ensuring that the same age bands are used for both datasets.

I would prefer the information in existing reportable age bands rather than requiring bespoke calculations or data manipulation solely to match the requested age groups.

If any part of the requested information is already publicly available, please provide a link or reference to the relevant published dataset or disclosure.

Where possible, I would be grateful if the information could be provided in a simple table or spreadsheet format.

Clarification received on 12/08/2026

Thank you. Please provide the requested information for the financial year 2025/26 (1 April 2025 to 31 March 2026), using the same age bands for both officer headcount and working days lost to sickness.

SP received your request on 05/08/2026 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.

Please provide the following information relating to police officers only for the calendar year 1 January 2025 to 31 December 2025.

I am seeking data for each of the following age groups:

- 25 years and under
- 26–40 years
- 41–55 years
- Over 55 years

1. Police officer headcount by age group

Please provide a separate police officer headcount for each of the four age groups listed above.

If readily available, please provide the average officer headcount during calendar year 2025 for each age group. – **Partially disclosed, please see the accompanying file entitled 'FOI 23227 Officer Sickness Data'.**

If average headcount is not readily available, please instead provide the officer headcount as at 31 December 2025, or the nearest standard workforce snapshot date available, stating the date used. – **Disclosed, please note the data disclosed is a headcount as of 31st December 2025.**

2. Working days lost to sickness absence by age group

Please provide the total number of working days lost to sickness absence during calendar year 2025, broken down separately by each of the four age groups listed above. – **Disclosed, please see the accompanying file entitled 'FOI 23227 Officer Sickness Data'.**

For the avoidance of doubt, I am requesting a separate total of working days or shifts lost to sickness for each age group, rather than a single force-wide total. – **Disclosed, please see the accompanying file entitled 'FOI 23227 Officer Sickness Data'.**

I am seeking working days or shifts actually lost due to sickness absence, rather than the number of sickness absence episodes or calendar days spanning periods of absence. – **Disclosed, please see the accompanying file entitled 'FOI 23227 Officer Sickness Data'.**

As agreed, this data relates to the financial year 2025/2026.

Alternative age bands

If the specified age bands cannot readily be provided from existing systems, please provide both the officer headcount and sickness absence information using the closest age bands routinely held or reportable by the force, ensuring that the same age bands are used for both datasets. – **Not applicable.**

I would prefer the information in existing reportable age bands rather than requiring bespoke calculations or data manipulation solely to match the requested age groups. – **Not applicable.**

If any part of the requested information is already publicly available, please provide a link or reference to the relevant published dataset or disclosure. – **Not applicable.**

Where possible, I would be grateful if the information could be provided in a simple table or spreadsheet format. – **Disclosed, please see the accompanying file entitled 'FOI 23227 Officer Sickness Data'.**

Clarification received on 12/08/2026

Thank you. Please provide the requested information for the financial year 2025/26 (1 April 2025 to 31 March 2026), using the same age bands for both officer headcount and working days lost to sickness.

Please note that these figures have been provided to the best of the ability of SP, subject to the limitation of current recording protocols, systems, and software.

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. 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.

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



STAFFORDSHIRE
POLICE

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