

26 February 2026

FOI Ref 22557

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

I am writing to request information under the Freedom of Information Act 2000 regarding the Professional Standards Department (PSD).

Please provide the following recorded information held by Staffordshire Police :

A log of all complaints received by the PSD between Date and Date, including the category and outcome

The current written policy for the retention and deletion of PSD investigation records.

Statistics on the number of officers dismissed following PSD investigations in the last 14 months  
I would prefer to receive this information in an electronic format (such as an Excel spreadsheet for statistical data or a PDF for policy documents).

How many police officers currently working within the Professional Standards Department (PSD) have had disciplinary proceedings against them upheld while working for the force's PSD?

Between 01.01.2025 and 15.02.2026, how many police officers have been dismissed following investigations by the PSD?

Please provide a summary of each case, including the reason for dismissal.

How many officers currently under investigation by the PSD for sexual misconduct or domestic abuse allegations are still currently serving in a public-facing role?

Complaint Handling Statistics For the period Between 01.01.2025 and 15.02.2026 please provide in Excel format a log of all complaints received by the PSD containing

**Officer Misconduct & Disciplined**

How many police officers currently working within the Professional Standards Department (PSD) have had disciplinary proceedings against them upheld while working for the force's PSD?

Between 01.01.2025 and 15.02.2026,

How many police officers have been dismissed following investigations by the PSD?

Please provide a summary of each case, including the reason for dismissal.

How many officers currently under investigation by the PSD for sexual misconduct, racism or gross misconduct are still currently serving in a public-facing role? STAFFORDSHIRE POLICE

**Complaint Handling Statistics**

For the period 01.01.2025 and 15.02.2026, please provide in Excel format a log of all complaints received by the PSD containing:

Date complaint made/logged.

Number of days taken to contact the complainant.

Date of finalization.

Category of complaint.

Whether the complaint was upheld, and the outcome.

How many complaints received between 01.01.2025 and 15.02.2026 were deemed "no case to answer" without a formal investigation? Staffordshire Police

Policies, Procedures & Data

Please provide the current, full copy of the policy regarding the use of "reflective practice" for complaints involving sexual assault or misogyny.

What is the formal, written policy for the retention and deletion of PSD investigation records (including files where no action was taken)?

How many Freedom of Information requests did the PSD receive between 01.01.2025 and 15.02.2026 and how many were rejected under section 14 (vexatious) or section 12 (cost limit)?

SP received your request on 19/02/2026 and have processed this under the Freedom of Information Act (FOIA).

SP's response to your enquiry is as follows:

In accordance with Section 17(1) of the Freedom of Information Act, this letter represents a refusal notice for this request.

**The following exemption has been applied:**

- Section 12(1) where the cost of compliance exceeds the appropriate limit.
- Section 12(1) does not oblige a public authority to comply with a request for information if the authority estimates that the cost of complying with the request would exceed the prescribed limit'.

**The above information has been withheld for the following reasons:**

There is no method by which SP can readily retrieve information from our systems to answer part of this request. For the time period requested, there have been in excess of 2000 complaints. In order to ascertain the number of days taken to contact the complainant, date of finalisation, category of complaint and where the complaint was upheld and the outcome, the record for each case would require a manual review. To extract this data would therefore require a very labour-intensive manual trawl through each record.

From dip sampling, it has been estimated that it would take approximately 2 minutes to review each record to answer this request, this would equate to over 66 hours. To achieve this task would therefore exceed the 18-hour time and cost threshold of the FOI Act by a considerable margin.

**Advice and assistance**

Section 16 of the Act places an obligation upon the Authority to provide advice and assistance, to comply with this obligation please see below.

In order to assist in refining your request, we can provide the below:



1. The total number of complaints received and their outcomes for the period 01.01.2025 to 15.02.2026.
2. Retention schedule
3. Between 01.01.2025 and 15.02.2026, how many police officers have been dismissed following investigations by the PSD
4. How many police officers currently working within the PSD have had disciplinary proceedings against them upheld while working for the force's PSD.
5. How many complaints received between 01.01.2025 and 15.02.2026 were deemed "no case to answer" without a formal investigation.
6. Reflective Practice Review Process
7. How many officers currently being investigated for sexual misconduct or racism are currently still serving in a public-facing role.

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](mailto: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 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



STAFFORDSHIRE  
**POLICE**

complete the review within 20 working days. In more complex cases the review may take up to 40 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