

23 January 2026

FOI Ref 22255

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

I am writing to request information under freedom of information legislation. I would be grateful if you could provide the following:

- 1) The number of internal staff investigations opened in each of the past five calendar years.
- 2) A breakdown of the type of allegations investigated (e.g. misconduct, harassment, discrimination, corruption, data breaches, inappropriate use of technology).
- 3) The number of investigations that resulted in:
 - disciplinary action
 - dismissal
 - no further action
- 4) The average time taken to conclude staff investigations in each of the past five years.
- 5) The number of complaints made against police staff by:
 - Colleagues (Police Staff)
 - Colleagues (Police Officers)
 - Members of the public
 - External agencies
- 6) Details of which department or unit is responsible for investigating police staff misconduct.
- 7) The number of police staff investigations in the past five years which involved referral to the Independent Office for Police Conduct
- 8) The number of appeals lodged against disciplinary decisions and the outcome of those appeals.
- 9) Copies of any current policies or procedures relating to the investigation of police staff misconduct.

For the avoidance of doubt, police staff refers to staff employed who are not police officers.

SP received your request on 17/12/2025 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 to request information under freedom of information legislation. I would be grateful if you could provide the following:
 - 1) The number of internal staff investigations opened in each of the past five calendar years.
 - 2) A breakdown of the type of allegations investigated (e.g. misconduct, harassment, discrimination, corruption, data breaches, inappropriate use of technology).
 - 3) The number of investigations that resulted in:
 - disciplinary action



- - dismissal
- - no further action
- 4) The average time taken to conclude staff investigations in each of the past five years.
- 5) The number of complaints made against police staff by:
 - - Colleagues (Police Staff)
 - - Colleagues (Police Officers)
 - - Members of the public
 - - External agencies
- - **Disclosed, please see the accompanying file titled 'FOI 22255 Staff Investigations Data'.**
- 6) Details of which department or unit is responsible for investigating police staff misconduct.
 - - **Disclosed, Human Resources Department.**
- 7) The number of police staff investigations in the past five years which involved referral to the Independent Office for Police Conduct
- 8) The number of appeals lodged against disciplinary decisions and the outcome of those appeals.
 - - **Disclosed, please see the accompanying file titled 'FOI 22255 Staff Investigations Data'.**
- 9) Copies of any current policies or procedures relating to the investigation of police staff misconduct.
 - - **Partially disclosed, please see the accompanying files titled 'FOI 22255 Police Staff Misconduct Policy April 24' and 'FOI 22255 Police Staff Misconduct Procedure – Oct 25'. Please see the below exemption.**
- For the avoidance of doubt, police staff refers to staff employed who are not police officers.

Please be advised that the data for question 2 has been provided for categories along the top row which are alphabetised and the sub-categories in column D where the corresponding letter relates to the category it belongs to. Please note that each case may have multiple staff or allegations per case so the figures for question 2 will be higher.

Please also note that with regards to questions 3 and 5 there may be cases where more than one individual has made a complaint or more than one individual has been investigated so the figures will be different. Please also note that for questions 7 and 8 not all cases will have been referred to the IOPC or will have been appealed.

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. 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 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.

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 request.

- Section 40(2) Personal Information

Section 40(2) is an absolute exemption which means that there is no need to quantify the harm that may arise from the disclosure; neither is it subject to a public interest test.

To release personal or third-party information held by SP, would breach the data protection principles; namely –

- Data is lawfully and fairly processed.
- Processed in line with an individual's rights.
- Data is secure.

Personal and third-party information cannot be released under the Freedom of Information Act.

Disclosure under Freedom of Information is a release of information to the world in general and not an individual applicant.

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