

21 January 2026

FOI Ref 22381

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

Please provide copies of any current policies, guidance, procedures, manuals, briefing documents or training materials that relate to:

1. The process by which gross misconduct hearings are conducted, including procedural stages before, during and after a hearing.
2. Guidance, instructions, training or expectations issued to gross misconduct panels and/or panel chairs, including (but not limited to):
 - how hearings are to be run;
 - how evidence is to be considered;
 - how decisions are to be reached;
 - matters panels must or must not take into account; standards of reasoning, fairness, or consistency to be applied.
3. Copies of any presentation(s) or equivalent online training materials provided to senior leaders / panel members which relate to gross misconduct proceedings, panel decision-making, or the application of the Police (Conduct) Regulations 2020.
4. Any internal guidance, policy or documentation that explains how the Police (Conduct) Regulations 2020 are to be applied in practice by your police service, including:
 - force-specific interpretations or implementation guidance;
 - panel member briefings or induction materials;
 - Professional Standards Department operating procedures relevant to gross misconduct hearings.
5. Any checklists, decision-making frameworks, or procedural flowcharts used by panel members or chairs in gross misconduct proceedings.

If parts of the requested material are exempt from disclosure, please provide the non-exempt portions and cite the specific FOIA exemption(s) relied upon for any redactions or withheld information.

SP received your request on 14/01/2026 and have processed this under the Freedom of Information Act (FOIA).

SP's response to your enquiry is as follows:



SP holds some of the requested information.

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 this particular request.

- Section 21(1) - Information reasonably accessible by other means.

Section 21 is an absolute, class-based exemption and as such there is no requirement to quantify the harm that may arise from the disclosure, nor is there a requirement to perform a Public Interest Test.

Advice and assistance

In order to comply with our obligations under Section 16 of the Act, the obligation to provide advice and assistance, please find below links to the information requested.

- [Statutory guidance on the police complaints system](#)
- [Home Office Statutory Guidance 0502.pdf](#)
- [The Police \(Conduct\) Regulations 2020](#)
- [Outcomes for police misconduct proceedings – updated guidance | College of Policing](#)

Please note that there is no information held with regards to specific guidance, policies, procedures, manuals briefing/training documents etc held by SP related to this request. SP follow the national policy and guidance in the links above.

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:

Information Access Team
Staffordshire Police HQ
PO Box 3167



STAFFORDSHIRE
POLICE

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