

23 September 2026

FOI Ref 23401

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

I am submitting a request under the Freedom of Information Act (2000) to obtain:

- a complete PDF copy of your forces most recent mental health or wellbeing policy (or equivalent guidance, document, or standard operating procedure) applicable to officers. If no document exists under this title, could you please provide the equivalent policy, guidance, or procedure relating to officer mental health or wellbeing.
- Further, if not included in the stated policy could you please provide your policy, document, or procedure regarding the management of trauma (e.g. TRiM, or your forces comparable policy).
- Finally, if not included in either document a list of wellbeing or mental health interventions offered at your force, including a brief description of each.

If you could please provide your response by October 15, it would be greatly appreciated.

This request forms part of a doctoral research project at Bournemouth University examining the content and consistency of police officer mental health and wellbeing policies across UK police forces. The information provided will be used for academic research purposes including publication, as lawfully entitled by the FOI legislation. All findings will be reported at an aggregate level, although publicly available policies may be referred to where appropriate.

Please let me know if you require any additional information or if you would like to request a summary of the results of this study. Thank you in advance for your support of this project.

SP received your request on 17/09/2026 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.

- a complete PDF copy of your forces most recent mental health or wellbeing policy (or equivalent guidance, document, or standard operating procedure) applicable to officers. If no document exists under this title, could you please provide the equivalent policy, guidance, or procedure relating to officer mental health or wellbeing. – **Partially disclosed, please see the accompanying file entitled 'FOI 23401 SP Force Wellbeing Strategy'.**
- Further, if not included in the stated policy could you please provide your policy, document, or procedure regarding the management of trauma (e.g. TRiM, or your forces comparable policy). – **Partially disclosed, please see the accompanying files entitled 'FOI 23401 TRIM Policy' and 'FOI 23401 TRIM Procedure'.**
- Finally, if not included in either document a list of wellbeing or mental health interventions offered at your force, including a brief description of each. – **No information held.**



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 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.

Advice and assistance

Please note that the FOI Act 2000 only extends to requests for recorded information. It does not require public authorities to create information to answer questions generally; only if the information is already held in recorded form. The Act does not extend to requests for information about policies or their implementation, or the merits or demerits of any proposal or action - unless, of course, the answer to any such request is already held in recorded form.

This data has been provided to the best of the ability of SP, subject to the limitation of current recording protocols and systems and software.

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