



Your reference:

Our reference: FOI_24_0248

E-mail: FOI

@gloucestershire.police.uk

Direct dial: 01452 754304

Postal Address: As above

Date: 28/03/2024

Dear

Gloucestershire Constabulary Freedom of Information request FOI_24_0248

On 26/02/2024 you sent an email constituting a request under the Freedom of Information Act asking the following:

could you please provide the following data for the years between 2013-2023, regarding your employ numbers, numbers of officers/staff under investigation and workplace mental health. I believe that the requested data should be specific enough, however, if there are any queries please contact me via return.

1. number of police officers employed
2. police officer investigated for a criminal offence
3. police officers under investigation for gross misconduct or gross misconduct following the NFA of a criminal investigation
4. police officers under investigation for misconduct
5. police officers who committed suicide whilst not under investigation for misconduct or gross misconduct
6. police officers who attempted suicide whilst not under investigation for conduct or gross misconduct
7. police officers who reported being suicidal whilst not under investigation for misconduct or gross misconduct
8. police officers who reported a mental health condition as a result of work whilst not under investigation for misconduct or gross misconduct
9. police officers who were treated as a medium or high risk missing person whilst not under investigation for gross misconduct
10. Police officers who were sectioned under s.135/136 of the mental health act whilst not under investigation for misconduct or gross misconduct
11. police officers who committed suicide whilst under investigation for misconduct or gross misconduct
12. police officers who attempted suicide whilst under investigation for conduct or gross misconduct

13. police officers who reported being suicidal whilst under investigation for misconduct or gross misconduct
14. police officers who reported a mental health condition as a result of work whilst under investigation for misconduct or gross misconduct
15. police officers who were treated as a medium or high risk missing person whilst under investigation for gross misconduct
16. Police officers who were sectioned under s.135/136 of the mental health act whilst under investigation for misconduct or gross miss conduct
17. number of police staff employed
18. police staff investigated for a criminal offence
19. police staff under investigation for gross misconduct or gross misconduct following the NFA of a criminal investigation
20. police staff under investigation for misconduct
21. police staff who committed suicide whilst not under investigation for misconduct or gross misconduct
22. police staff who attempted suicide whilst not under investigation for conduct or gross misconduct
23. police staff who reported being suicidal whilst not under investigation for misconduct or gross misconduct
24. police staff who reported a mental health condition as a result of work whilst not under investigation for misconduct or gross misconduct
25. police staff who were treated as a medium or high risk missing person whilst not under investigation for gross misconduct
26. Police staff who were sectioned under s.135/136 of the mental health act whilst not under investigation for misconduct or gross miss conduct
27. police staff who committed suicide whilst under investigation for misconduct or gross misconduct
28. police staff who attempted suicide whilst under investigation for conduct or gross misconduct
29. police staff who reported being suicidal whilst under investigation for misconduct or gross misconduct
30. police staff who reported a mental health condition as a result of work whilst under investigation for misconduct or gross misconduct
31. police staff who were treated as a medium or high risk missing person whilst under investigation for gross misconduct
32. Police staff who were sectioned under s.135/136 of the mental health act whilst under investigation for misconduct or gross miss conduct

Under the Freedom of Information Act 2000 s1, I can confirm that Gloucestershire Constabulary may hold some relevant information.

Whilst the constabulary does utilise a database for the recording of missing persons, there is no place to record the occupation of that missing person, therefore we would not be able to electronically identify if the individual was employed by Gloucestershire Constabulary, or not. The only way to understand if any relevant data is held would be to manually cross-reference all staff records with the missing persons database to see if there have been any missing episodes recorded for an employee – Officer or Staff. If any individuals are identified, a further manual cross-reference would then be needed to ascertain if they were the subject of a Professional Standards Department investigation at the time. As the constabulary employs over 1,200 Officers and hundreds of Staff, this would take considerably longer than the 18 hours prescribed by the Act.

Please see below for suggestions on how you can refine your request to come within the cost constraints of section 12 of the Act.

Section 17(5) of the Freedom of Information Act 2000 requires Gloucestershire Constabulary, when refusing to provide information (because the information is exempt) to provide you the applicant with a notice which: (a) states the fact, (b) specifies the exemption in question and (c) states (if not otherwise apparent) why the exemption applies.

In relation to your request Section 12 applies.

Section 12(1)– Fee Regulations states:

Section 1(1) of the Act 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 appropriate limit. (As detailed in the Data Protection and Freedom of Information Fees Regulations of 2004)

The appropriate limit at the moment is £450 calculated at an hourly rate of £25 per hour for all staff time incurred in:

- i. Determining whether information is held
- ii. Locating it
- iii. Retrieving it
- iv. Extracting the information to be disclosed from the other information.

In accordance with the Act, this letter represents a Refusal Notice for your request.

Section 16 of the Freedom of Information Act, provides the opportunity to assist the applicant with any suggestions or variation that may allow a search to be undertaken within the cost constraints of Section 12 of the Act.

I confirm that it may be possible for the Constabulary to answer the following questions:

- 1-4
- 7-8
- 13-14
- 17-20
- 23-24
- 29-30

If you wish to submit a new request based on these questions only, please let us know.

If you are not satisfied with this response or any actions taken in dealing with your request, you have the right to ask that we review your case under our internal procedure. Please note that a request for an internal review must be made within 20 working days of the response to your original request.

If you decide to request that such a review is undertaken and following this process you are still unsatisfied, you then have the right to direct your complaint to the Information Commissioner for consideration.

The Information Commissioner can be contacted via the following means:

Website - <https://ico.org.uk/>

Call their helpline - 0303 123 1113

Email - casework@ico.org.uk

Post –

Information Commissioner's Office
Wycliffe House
Water Lane
Wilmslow
Cheshire
SK9 5AF

Yours sincerely,

Disclosure Officer
Gloucestershire Constabulary