



Your reference: n/a

Our reference: FOI_24_0922

E-mail: FOI

@gloucestershire.police.uk

Direct dial: 01452 754304

Postal Address: As above

Date: 06/11/2024

Dear

Gloucestershire Constabulary Freedom of Information request FOI_24_0922

On 11/10/2024 you sent an email constituting a request under the Freedom of Information Act asking the following:

1. How many officers and staff working for your force are currently waiting for mental health treatment? Please list the figures for police officers and staff separately.
2. What is the current average waiting time for an officer working for your force to see a mental health professional in Occupational Health (not a nurse or other staff member). Please also provide the annual average waiting time every year since January 1st 2020. As the current year is not finished please provide the 2024 average to date.
3. Does your police force keep a record of the number of officers and staff who die by suicide? If yes, please provide the total number that have died as a result of suicide every year since January 1st 2020, broken up into officers and staff. As the current year is not finished please provide the 2024 total to date, again broken up into officers and staff.
4. How much money has been spent by your force on mental health provision, every year since January 1st 2020? As the current year is not finished please provide the 2024 total to date and the end of year estimated spend.
5. How many mental health trauma specialists does your force currently employ? Also, broken down into separate years, how many mental health trauma specialists has your force employed since January 1st 2020?

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

Unfortunately, it's not possible to electronically retrieve the information you have requested.

The Constabulary does not directly employ any mental health professionals other than a Mental Health Nurse. As such, in order to ascertain if the Constabulary holds any data relating to staff waiting for mental health treatment, would involve manually reviewing all

HR and Occupational Health records of staff. This would involve manually reviewing thousands of records, which would clearly take far longer than the 18 hours prescribed by Section 12 of the Freedom of Information Act.

It is a similar scenario regarding information that may be held relating to potential money spent on mental health provisions. There is no central register so would involve manually reviewing transactions on the Finance System to ascertain if any information is held. This again would take longer than the 18 hours prescribed by Section 12 of the Freedom of Information 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.

Providing Information Outside of the Act

By way of assistance and although excess cost removes the Force's obligations under the Freedom of Information Act, we can provide the following information relevant to your request which has already been retrieved. We trust this is helpful but it does not affect our legal right to rely on the fees regulations for the remainder of your request.

I can confirm that the Constabulary does not record the number of staff who have died by suicide.

The Constabulary does not employ any Trauma Treatment Specialists.

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