



Your reference: N/A
Our reference: FOI_25_0678
E-mail: FOI
@gloucestershire.police.uk
Direct dial: 01452 754304
Postal Address: As above
Date: 30/07/2025

Dear

Gloucestershire Constabulary Freedom of Information request FOI_25_0678

On 09/07/2025 you sent an email constituting a request under the Freedom of Information Act asking the following:

1) Voluntary Resignations

Please provide annual data from 1 January 2015 to the date of this request on the number of sworn police officers who have voluntarily resigned from service. The data should be disaggregated by:

- * Rank at time of resignation
- * Age group (e.g., under 25, 25-34, 35-44, 45-54, 55+)
- * Role (e.g., response, neighbourhood, detective, specialist units)
- * Sex (male, female, other/prefer not to say)
- * Entry route into policing (e.g., Police Constable Degree Apprenticeship, Degree Holder Entry Programme, PCEP/IPLDP, other)
- * Number of officers who were part of the Uplift Programme
- * Specific reason for resignation (if recorded)

2) Retirement and Psychological Health

Please provide data from 1 January 2015 to the date of this request on the number of sworn police officers who voluntarily retired from service and who also took a period of absence due to psychological health or stress in the 12 months prior to retirement. The data should be disaggregated by:

- * Rank at time of retirement
- * Age group (e.g., under 25, 25-34, 35-44, 45-54, 55+)
- * Role (e.g., response, neighbourhood, detective, specialist units)
- * Sex (male, female, other/prefer not to say)
- * Entry route into policing (e.g., Police Constable Degree Apprenticeship, Degree Holder Entry Programme, PCEP/IPLDP, other)
- * Number of officers who were part of the Uplift Programme
- * Specific reason for retirement (if recorded)

3) Workforce Headcount

Please provide the annual headcount of sworn officers only from 1 January 2015 to the date of this request, disaggregated by:

- * Rank
- * Age group (e.g., under 25, 25-34, 35-44, 45-54, 55+)
- * Role (e.g., response, neighbourhood, detective, specialist units)
- * Sex (male, female, other/prefer not to say)
- * Entry route into policing (e.g., Police Constable Degree Apprenticeship, Degree Holder Entry Programme, PCEP/IPLDP, other)
- * Number of officers who were part of the Uplift Programme

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

Unfortunately there are aspects within your request which there is no way to retrieve the information by way of electronic searches. The points are regarding the entry route and specific reason for resignation or retirement for the three sub headings. The only way of trying to determine whether any relevant information is held and to retrieve that information would be to manually review each record for the specified timeframe. This would involve the review of hundreds of records and would therefore take far longer than the 18 hours prescribed by the Freedom of Information Act.

Please see below for suggestions on how you may be able to 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 – Duty to assist

If you were to omit the points mentioned above we could potentially still provide data on the other aspects of your request for the three sub headings. It is also worth noting for the role, we would only be able to provide the team, position or post. If you do re-submit your request with the above omissions please state for the role which option you would prefer.

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