Gloucestershire Constabulary
Police Headquarters
No.1 Waterwells, Waterwells Drive
Quedgeley, Gloucester. GL2 2AN
www.gloucestershire.police.uk

Your reference:
Our reference: FOI_ 26_0015
E-mail: FOI @gloucestershire.police.uk
Direct dial: 01452 754304
Postal Address: As above
Date: 30/06/2026

Dear

Gloucestershire Constabulary Freedom of Information request FOI_ 26_0015

On 05/01/2026 you sent an email constituting a request under the Freedom of Information Act asking the following:

Are you able to provide the following:

1. Can you provide the total number of days that were lost to police officers taking sick leave between 01/01/2025 and 31/12/2025.

2. Can you provide how many days were lost in sick leave where mental health was cited as a contributing factor between 01/01/2025 and 31/12/2025.

3. Can you provide a breakdown of the previous questions 1 and 2, and categorise them into groups regarding age, gender and rank.

4. Can you provide a list of what support services your force provides for all police officers seeking mental health support.

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

Q1. 25256 days lost due to sick leave between 01/01/2025 – 31/12/2025.

(Q3) Broken down by absence episode, gender, rank and age:

We are committed to being an anti-discriminatory organisation. This means not only acting in a non-discriminatory way, but addressing systemic inequalities, disadvantage and discrimination.

Gender / Rank	18-19	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60+	Grand Total
F	**10**	**80**	**126**	**122**	**85**	**102**	**77**	**72**	**19**	**3**	**696**
A.C.C.							1				**1**
C/Insp.						2					**2**
C/Supt.								2			**2**
Const.	10	80	109	105	63	56	31	50	7	3	**514**
D.C/Insp.						1	1	1			**3**
D.Const.			10	7	8	13	12	10	5		**65**
D.Insp.						3	3	1			**7**
D.Sgt.				4	2	10	10	3			**29**
D.Supt.						1	2				**3**
Insp.						1	3		2		**6**
Sgt.				4	6	13	9	5	5		**42**
Supt.							1				**1**
TDInsp.						1					**1**
TDSgt.					2		1				**3**
TInsp.						1					**1**
TSgt.			7	2	4		3				**16**
M	**3**	**71**	**151**	**155**	**131**	**133**	**163**	**114**	**22**	**1**	**944**
C/Insp.						1	1				**2**
Const.	3	71	146	141	100	82	108	66	11	1	**729**
D.C/Insp.							4				**4**
D.Const.			1	4	8	7	8	13	3		**44**
D.Insp.					1			3			**4**
D.Sgt.				1		17	6	3	1		**28**
Insp.					5	4	7	7	5		**28**
Sgt.				5	14	14	28	16	1		**78**
Supt.						2	1		1		**4**
TDCInsp.								2			**2**

TDSgt.					2	2		3			**7**
TSgt.			4	4	1	4		1			**14**
Grand Total	**13**	**151**	**277**	**277**	**216**	**235**	**240**	**186**	**41**	**4**	**1640**

Q2. Of these 13423 days lost were cited as being mental health related.

(Q3) Broken down by absence episode, gender, rank and age:

Gender / Rank	18-19	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60+	Grand Total
F	**1**	**8**	**15**	**19**	**13**	**22**	**16**	**11**	**2**		**107**
A.C.C.							1				**1**
C/Insp.						1					**1**
C/Supt.								1			**1**
Const.	1	8	12	18	11	12	6	7			**75**
D.Const.			2			1	2	1	2		**8**
D.Insp.						1	1				**2**
D.Sgt.						2	2				**4**
Insp.							1				**1**
Sgt.				1	1	4	1	2			**9**
TDInsp.						1					**1**
TDSgt.					1						**1**
TSgt.			1				2				**3**
M		**11**	**21**	**30**	**17**	**13**	**24**	**21**	**2**		**139**
C/Insp.						1	1				**2**
Const.		11	20	28	13	8	18	16			**114**
D.Const.				1	2		1	1			**5**
Insp.						2	1	4	1		**8**
Sgt.				1	2		2				**5**
Supt.							1		1		**2**
TDSgt.						1					**1**
TSgt.			1			1					**2**
Grand Total	**1**	**19**	**36**	**49**	**30**	**35**	**40**	**32**	**4**		**246**

Q4. A list of services that can be provided are:

- Occupational Health – The Force provides an in house Occupational Health service, which includes a registered mental health nurse. Support available via Occupational Health for mental health includes workplace adjustments, and onward referrals to specialists.
- EAP service – This includes access to 6 sessions of solution focused counselling per condition per 12 months
- Wellbeing Advisor Service – In house wellbeing advisor provides brief intervention and signposting support – supporting officers to access a range of mental health supports and interventions available through charities, NHS, partners etc
- Self-help and education – Our wellbeing team and wellbeing portal provide information, guidance, resources and training to help officers and staff to build personal resilience and coping strategies
- Peer Support – A range of peer support initiatives provide informal mental health support from suitably trained colleagues

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