

Example of Complex FOI request

Received 10th December 2024 / Deadline Monday 13th January 2025

17 principle questions with five supplementary questions with branching breakdowns where an officer death has occurred.

This represents just 1 case in our statistics.

REF: FOI2024/01631

Dear FOI Officer,

I am writing to request information under the Freedom of Information Act 2000. I am conducting research into the welfare and mental health of police officers and am seeking data related to officer deaths and preventative measures. Please provide responses to the following questions.

Basic Data on Deaths

1. How many police officers were employed by your Constabulary each year between 2014 and 2025? Please show results on an annual basis (e.g., 2014 = 10,000, 2015 = 9,000).
2. How many police officers have died whilst in service in your Constabulary each year between 2014 and 2025? Please show results on an annual basis.
3. How many police officers in service in your Constabulary have died by suicide each year between 2014 and 2025? Please show results on an annual basis.

Demographics of Officers

For each case of death whilst in service between 2014 and 2025:

4. Please provide anonymised demographic details: age, gender, rank, and length of service at the time of death.
5. Specify whether the officer was in active service or on leave at the time of their death.
6. Was the officer under investigation for misconduct or criminal offences at the time of their death? If so, please specify the nature of the investigation (e.g., misconduct, criminal, internal review).
7. For cases where the officer was under investigation for misconduct or criminal offences:
 - a. Was the investigation carried out by another agency? If so, which organisation?
 - b. How long was the officer under investigation for?
 - c. Was the officer suspended from their duties? If so, for how long?

- d. Was there any record of suicidal thoughts, ideations, or attempts held by your Constabulary? If so, when was this recorded?
- e. Were there any records indicating the officer reported work-related stress, PTSD, or other mental health challenges prior to their death?

Preventative Measures

- 8. What policies, practices, or programs does your force have in place to monitor and support the mental health of officers?
- 9. Have there been any reviews or evaluations of these measures since 2014? If so, please provide details or summaries.
- 10. What policies, practices, or programs does your force have in place to respond to a death in service?
- 11. Have there been any reviews or evaluations of these measures since 2014? If so, please provide details or summaries.
- 12. What is your Constabulary's current policy regarding updating police officers under investigation for criminal offences (e.g., frequency of contact, bail updates, charging decisions)?
- 13. What safeguarding measures does your organisation put in place for officers being charged with a criminal offence?

Training and Awareness

- 14. Do officers receive training on recognising and responding to mental health challenges in themselves and among peers?
- 15. If so, what does the training entail?
- 16. Have there been any reviews or evaluations of these measures since 2014? If so, please provide details or summaries.

Impact of External Factors

- 17. Are there any records of external factors (e.g., financial stress, family issues) contributing to the suicide cases reported?

I understand that responding to this request may require significant effort, but I would be grateful if the requested data could be provided in a structured format (e.g., Excel spreadsheet or Word document) to facilitate analysis.

If any part of this request exceeds the cost limit under the FOI Act, I kindly ask that you provide as much information as possible within the constraints and advise how the request could be refined.

Thank you for your time and assistance.