



FREEDOM OF INFORMATION REQUEST

FREEDOM OF INFORMATION REQUEST 2024/27121

Dear requester,

Thank you for your recent request under the Freedom of Information Act 2000.

Section 1 of the Freedom of Information Act 2000 (FOIA) places two duties on public authorities. Unless exemptions apply, the first duty at, **Section 1(1) (a)**, is to confirm or deny whether the information specified in a request is held. The second duty at, **Section 1 (1) (b)**, is to disclose information that has been confirmed as being held.

The information that you are seeking is in relation to the following:

REQUEST

I would like to request the following information under the Freedom of Information Act:

- 1) The total number of sick days taken by police officers for the period 01/1/2022 – 31/12/2022.
- 2) The total number of sick days taken by the police officers for the period 01/1/2022 – 31/12/2022 where mental health was a contributing factor to said absence.
- 3) A list of mental health / psychological conditions that were cited as reasons for absence if possible.
- 4) A breakdown of Q1 + Q2 by gender; age; rank.
- 5) A list of mental health support services available to policer officers.
- 6) A breakdown of police officers by gender; age; rank of the police officers who accessed these support services.

RESPONSE

- 1) **The total number of sick days taken by police officers for the period 01/1/2022 – 31/12/2022.**

11,320 days



2) The total number of sick days taken by the police officers for the period 01/1/2022 – 31/12/2022 where mental health was a contributing factor to said absence.

5321 days

3) A list of mental health / psychological conditions that were cited as reasons for absence if possible.

Anxiety, stress, post-traumatic stress, depression.

4) A breakdown of Q1 + Q2 by gender; age; rank.

	Age				Gender		Rank		
	Under 26	26 to 40	41 to 55	55 and over	M	F	Constable	Sergeant	Inspector and above
1. The total number of sick days taken by police officers for the period 01/1/2022 – 31/12/2022	48	586	379	22	553	482	838	165	32
2. The total number of sick days taken by police officers for the period 01/1/2022 – 31/12/2022 where mental health was a contributing factor to said absence	3	68	55	1	59	68	106	17	4

5) A list of mental health support services available to policer officers.

Officers can access the forces employee assistance scheme which provides 24/7 access to expert help and support in the form of counselling or self-help programmes.

We operate a counselling self-referral scheme which is completely confidential. Referrals are triage by our mental health nurse and assessed for the most appropriate intervention which might range from self-help programmes to funded external



specialist support for CBT Cognitive behavioural therapy or EMDR (Eye Movement Desensitisation and Reprocessing). In addition, they have access to our Wellbeing Team who can signpost and if necessary, also refer into occupational health.

Gwent Police operates a Trim process which is managed by our wellbeing team for post incident management.

We also have a management referral system whereby officers can be referred via their line management, and this enables us to advise on reasonable adjustments to role or working hours.

6) A breakdown of police officers by gender; age; rank of the police officers who accessed these support services.

Unfortunately, we cannot answer this question. In 2022 we received **145 referrals** for mental health, in order to work out the age, rank and gender of those officers referred each referral would need to be individually reviewed. It would take approximately **10 minutes per referral** which equates to over 24 hours of research. Therefore, a Section 12 Excess Cost exemption has been applied.

Section 12 – Excess Cost

The exemption applicable to the information you have requested for this question can be found at Section 12(1) of the Act and this refusal notice is issued under Section 17.

Section 12(1) “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.”

In the case of a police force, the appropriate limit is set at £450, which is calculated at £25 per hour (i.e., 18 hours). Gwent Police would have to conduct a manual search to find and extract the information for this question. This would take more than 18 hours of staff time therefore we are unable to answer this question and the exemption is engaged.

We appreciate that you may be disappointed on this occasion that we are unable to provide the requested information. However, under Section 16 of the Freedom of Information Act 2000, we have a duty to assist you in relation to refining your request, where we may be able to answer some of your questions.

Please Note:

If you would like to contact this office to discuss this matter further, our contact details are on the accompanying email.



**HEDDLU
GWENT
POLICE**



Freedom of Information Act is a public disclosure regime, not a private regime. Any information disclosed under the Act is thereafter deemed to be in the public domain, and therefore freely available to the public and will be published on the Gwent Police website.

If, upon receiving a response to a freedom of information request, you are unhappy with the outcome, you may request an internal review. **This should be made within 40 working days of the initial response.**

Please direct any internal review requests to FOI@gwent.police.uk

You have the right to request an appeal from the Information Commissioners Office about your Freedom of Information request, if you are dissatisfied with your internal review response.

ICO Contact Details:

The Information Commissioner's Office, Wycliffe House, Wilmslow, Cheshire, SK9 5AF

Tel: 0303 123 1113

Web: www.ico.org.uk

Thank you for your interest in Gwent Police.