

T/Chief Constable
T/Chief Constable Darren Martland
Police Headquarters
Carleton Hall Penrith,
Cumbria
CA10 2AU



5th September 2025

Dear

FREEDOM OF INFORMATION REQUEST – FOI 1194/25 Misconduct Investigations with Risk Assessments

I refer to your request for information which was received by Cumbria Constabulary on 7th August 2025. I note you seek access to the following information:

As a freedom of information request, please provide, for the period from 2015 - 2025:

- 1. The number of police officers and staff investigated for misconduct, split by whether or not there was risk assessment relating to the welfare of the officer under investigation.
If there was such a risk assessment, please provide those figures split by risk category (such as low, medium or high)*
- 2. The number of police officers and staff who committed suicide, split by whether or not they were subject to a misconduct investigation.*
- 3. If they were subject to such an investigation, please provide those figures split by whether or not a risk assessment had been performed, and by risk category (such as low, medium or high)*

Additionally, please provide each of the figures requested above split into annual totals for the period.

Your request for information has now been considered and I can advise you the Constabulary does hold information relevant to your request; however, the information is not held in a format which enables the requested information to be retrieved automatically.

There is no central location to search for risk assessment forms when looking at misconduct investigations. This means that a manual search of every misconduct case would be required to find out whether there was a risk assessment completed and then the risk category if there was. In addition, an enhanced risk assessment is only recorded where gross misconduct is considered, and the officer is interviewed which would require a further manual search to find out the number conducted.

For the timeframe requested there has been around 400 misconduct investigations, and it is estimated that it would take around 4 minutes to assess each case and approximately 26 hours in total to find the information to answer this question. Therefore, the time required to extract the relevant information required will exceed the “appropriate limit”.



EMPLOYER RECOGNITION SCHEME

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The “appropriate limit” is set out in the Freedom of Information and Data Protection (Appropriate Limit and Fees) Regulations 2004 and the current limit for police forces is set at £450, which equates to 18 hours of work.

Section 12(1) of the Freedom of Information 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 will exceed the appropriate limit. In view of this, and in accordance with Section 17(5) of the Act, this letter serves as a Refusal Notice for your request.

Notwithstanding the above, in anticipation it will still be of interest to you, it is possible to provide you with some of the information requested in the remaining questions, as it was possible to retrieve this information directly. This is information I would otherwise have advised you to submit a revised request to seek disclosure of in accordance with the duty to provide advice and assistance.

In regards to question 2 and 3, I can advise you that the Constabulary does not record the cause of death of officers or staff. As such, the information you have requested is not held by the Constabulary.

Complaint Rights

If you believe your request has not been properly handled, or you are otherwise dissatisfied with the outcome of your request, you have the right to request an internal review.

In the first instance, please email freedomofinformation@cumbria.police.uk quoting the FOI reference number and explain why you are dissatisfied. Your complaint will be considered and a response will be provided to you after your complaint has been investigated.

If you remain dissatisfied following conclusion of the internal review, you have the right, under section 50 of the Freedom of Information Act, to complain directly to the Information Commissioner.

The address for the Information Commissioner can be found below:

The Information Commissioner
Wycliffe House
Water Lane
Wilmslow
Cheshire
SK9 5AF

Complaints to the Information Commissioner can also be made online:

[Make a complaint | ICO](#)

I would like to take this opportunity to thank you for your interest in Cumbria Constabulary.

