

Request Reference: 57A/23**1. How many West Midlands Police officers, to date, are classified as "not fully deployable"?**

476

**2. Please break down this figure you provide to reveal how many officers are not fully deployable because of (i) performance concerns; (ii) physical issues and (iii) mental health issues.**Table1

Not Fully Deployable - Categories	Count of Officers
Suspended	21
Restriction Mismatch	123
Maternity Restriction	39
Student Officer - Pre-IPS	238
Student Officer - Non-Deployable	55
Grand Total	476

- *'Restriction Mismatch': Only includes Adjusted Duties, not Recuperative Duties. Those shown are where an Officer's restriction (Winsor Category) is higher than that of the role they are in. Full details of this category can be found in our Recuperative and Adjusted Duties Policy.*
- *'Student Officer - pre-IPS': Student Officers during initial training and up until they have been signed off as Independent Patrol Status (IPS)*
- *'Student Officer - Non-Deployable': Student Officers post-IPS who are not deployable and are being supported by Case Management.*

**3. Please further break down these figures for (i) performance concerns and (ii) physical issues to reveal the reasons recorded - 100 officers with X performance concerns and 100 with Y etc.**

The following table provides a breakdown for the 'Student Officer - Non-Deployable' category. However, it is not possible to provide the same information for 'Restriction Mismatch' within the appropriate limit (FOIA, s.12) (see covering letter for further details). All other categories in Table 1 (above) are self-explanatory.

Table 2

Not Fully Deployable - Categories	Student Officer - Non-Deployable
Performance	13
Health	33
Welfare	2
Misconduct	7
Grand Total	55

**4. I also seek information on the duration these officers have not been fully deployable. If you hold information that breaks down the time they have not been fully deployable, please provide it. I have in mind a report showing how many of them have not been fully deployable for at least one month, three months, six months etc.**

Table 3

Duration that Officers have been Not Fully Deployable	Suspended	Restriction Mismatch	Maternity Restriction	Student Officer - Non-Deployable	Student Officer - Pre-IPS	Grand Total
Less than 1 month	1	8	6	3	89	107
1 month	5	9	2	7	-	23
2-3 months	3	11	11	6	95	126
4-6 months	1	6	6	10	54	77
7-9 months	1	3	-	7	-	11
10-12 months	-	10	2	7	-	19
13-18 months	4	5	8	8	-	25
19-23 months	3	4	1	2	-	10
2 years	1	13	2	1	-	17
3 years	1	14	-	-	-	15
4 years	1	25	-	-	-	26
5 years	-	8	-	-	-	8
6 years	-	6	-	-	-	6
Unknown	-	1	1	4	-	6
Grand Total	21	123	39	55	238	476

**5. Please provide raw statistical data on the number of officers who have not been fully deployable for the longest time. I have in mind two columns. Column 1 includes the numbers 1 to 20, and column 2 includes a time period adjacent to each number.**

Table 4

Individual Identifier	Time Restricted (Years)	Time Grouping
1	6.71	6 years
2	6.63	6 years
3	6.58	6 years
4	6.52	6 years
5	6.4	6 years
6	6.37	6 years
7	5.97	5 years
8	5.89	5 years
9	5.83	5 years
10	5.46	5 years

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Table 4 continued:

Individual Identifier	Time Restricted (Years)	Time Grouping
11	5.37	5 years
12	5.28	5 years
13	5.16	5 years
14	5.14	5 years
15	4.89	4 years
16	4.85	4 years
17	4.82	4 years
18	4.81	4 years
19	4.79	4 years
20	4.72	4 years

**6. How many West Midlands Police officers are on restricted duties or suspended because they have been accused of serious misconduct?**

See Table 5 below

**7. Please break down this figure as granular as your records permit to show the serious misconduct they have been accused of?**

See following table

Table 5

Current officers under restricted duties or suspended as of 2023:

Type of conduct	Restricted	Suspended	Total
Discreditable conduct	4	12	16
Handling of information	1	N/A	1
Abuse of position for sexual purpose	3	1	4
Use of police vehicles	1	N/A	1
Disclosure of information	N/A	3	3
Use of police systems	2	1	3
Police action following contact	2	N/A	2
General level of service	1	N/A	1
Obstruction of justice	2	N/A	2
Evidential procedures	1	N/A	1
Use of force	2	N/A	2
Impolite and intolerant actions	1	N/A	1
Impolite language/tone	2	N/A	2
Other	1	N/A	1
Abuse of position for the purpose of pursuing an inappropriate emotional relationship	1	N/A	1
Offences categorised under previous regulations	N/A	4	4
<b>Grand Total</b>	<b>24</b>	<b>21</b>	<b>45</b>

*N/A = Not Applicable as currently no officers are restricted/suspended for the corresponding conduct outlined.*