

Date: 18/08/2026
Our ref: 01/FOI/26/017435/S

FREEDOM OF INFORMATION REQUEST REFERENCE NO: 01/FOI/26/017435/S

I write in connection with your request for information dated 12/08/2026, received by Greater Manchester Police (GMP) for the following information:

I am writing to request information from Greater Manchester Police under the Freedom of Information Act.

Please can you provide the following, for the calendar years: 2021, 2022, 2023, 2024, 2025, and 2026 to date, unless stated otherwise.

- 1. Does the organisation currently have a staff mental health or wellbeing policy in place? If yes, please provide a copy of the policy or a link to where it is publicly available.***
- 2. The total number of employee sickness absence days recorded for mental health-related reasons, including stress, anxiety, depression, PTSD, trauma or work-related mental health issues, where recorded.***
- 3. The number of individual staff members who took sickness absence for mental health-related reasons.***
- 4. The total number of staff referred to occupational health, an employee assistance programme, counselling, therapy or other psychological support for mental health-related reasons, where recorded.***
- 5. Of those referrals, the number where the reason included stress, anxiety, depression, PTSD, trauma or work-related mental health, where recorded.***
- 6. What internal and/or external support is currently provided for employee mental health? Please specify whether each form of support is internal or external. This may include, but is not limited to, employee assistance programmes, occupational health, counselling, cognitive behavioural therapy, talking therapy, Eye Movement Desensitisation and Reprocessing, peer support, trauma-informed support, psychological wellbeing checks or other forms of support.***

7. ***The average waiting time for staff to access mental health support, including counselling, employee assistance programmes, occupational health or other psychological support, where recorded.***

8. ***The total annual spend on staff mental health support, employee assistance programmes, counselling, occupational health or other psychological support services, where recorded.***

9. ***The total number of employees in the organisation in each year.***

Where held, and where disclosure would not risk identifying individuals, would it be possible to receive the data for questions 2, 3, 4 and 5 broken down by:

- ***Age band: 18-24, 25-34, 35-44, 45-54, 55-64 and 65 and over***
- ***Gender: male, female, other***
- ***Job role***
- ***Location of unit or branch by the first half of the postcode***

Please supply the data as a spreadsheet, Excel or CSV, rather than as a PDF.

If any part of this request would exceed the cost limit, please treat each numbered question as a separate request, tell me which part is affected, and advise how it could be narrowed, in line with the duty to provide advice and assistance under section 16 of the Act.

If any of the information is not held, please state this clearly.

Result of Searches

Following receipt of your request searches were conducted within Greater Manchester Police (GMP) to locate the requested information and I can confirm the information requested is held by GMP.

However, GMP does not hold all of the information that you have requested in an easily retrievable format.

In relation to question 8 of this FOI, there is no specific budget allocated exclusively to each of these components. Instead, these costs are recorded within broader budget headings, alongside a range of other health-related activities. As a result, identifying any expenditure that may relate to the categories requested would require a manual review of individual invoices to determine whether they contain relevant elements. We do not hold this information in a readily retrievable format.

Hundreds of invoices, if not more would need to be manually trawled through and would be a substantial manual examination to carry out specifically due to the time frame you have requested. Under these circumstances this FOI would not be able to be completed in full in under 18hrs.

If one part of the request engages a Section 12 response, the whole request will engage a Section 12 response. The reason being is locating, retrieving and extracting any further information would only add to the already exceeded time obligations.

Therefore, as per **Section 12(1)** of the Freedom of Information Act 2000, the cost of providing you with the information is above the amount to which we are legally required to respond i.e. the cost of locating and retrieving the information exceeds the 'appropriate level' as stated in the Freedom of Information (Fees and Appropriate Limit) Regulations 2004.

In accordance with the Freedom of Information Act 2000, this letter acts as a Refusal Notice.

GMP is obligated, pursuant to section 16(1) of the Act to provide you with advice and assistance on refining your request to bring compliance within the fees limit. In order for the force to attempt to keep

this within the fees limit, the information you are requesting will need revising with a reduced time frame and/or the removal of question 8 due to the nature of any time frame requiring a review of invoices.

With any request that requires a manual review there is always a chance of a request being refused under S12 due to the enormity of work that is usually needed to provide the data, therefore the resulting response cannot be guaranteed at this point as it will be dependent upon the number of records that fall within the scope of any new request, as they would still have to be manually assessed.

Should you wish to refine and resubmit your request in line with the advice above please respond to freedomofinformation@gmp.police.uk.