

Please will you supply me with the following information/data

1. Number of current FLO's working in your Force?

183

2. Number of FLO's who are sworn officers or police staff?

181 Sworn Officers, 1 Police Staff

3. Number of male and female FLO's in your Force?

104 Female, 79 Male

4. Number of years' experience in policing for each FLO? (i.e. 0-5 years, 6-10 years, 11-15 years, 16 years plus)

0-5 years – 8 individuals

6-10 years – 3 individuals

11-15 years – 27 individuals

16-20 years – 68 individuals

21-25 years – 51 individuals

26-30 years – 22 individuals

3 individuals listed are Officers from outside forces, therefore we are unable to provide an answer for those 3 individuals.

5. Years of experience as an FLO for each FLO? (i.e., 0-5 years, 6-10 years, 11-15 years, 16 years plus)

It will take in excess of 18 hrs to locate and retrieve this information.

6. What number of FLO's are in each department or section of your Force? (e.g., MIT, HMET, DA).

Force CID – 132

Central Motorway Police Group – 12

Counter Terrorism and Borders / Regional Organised Crime Unit – 28

Neighbourhood Policing Unit – 4

Response – 1

OPS – 4

Learning and Development - 1

Professional Standards Department - 1

7. Number of FLO's in your Force that were absent form work due to mental health problems from between April 2020 to March 2022?

West Midlands Police will neither confirm nor deny the existence of any relevant data by virtue of the Section 40 (5) (Personal data)

8. Details of how FLO's are recruited in your Force.

Expressions of Interest with line management authority, allocated courses as per demand

9. Details of any training courses for FLO's provided by your Force.

To clarify - any training courses specifically for FLO's offered by your force? Any other courses available to FLO's provided/offered by your force?

College of Policing accredited course (delivered internally)

5 day FLO Course. 5 day FLC Course

There is no other course offered or required specifically for FLOs.

The Family Liaison Officer's 5-day course objectives :-

This course is designed to prepare officers for the role of Family Liaison Officer, in order that they may perform their duties with professionalism and integrity, in accordance with the law and the recommendations of the Macpherson Inquiry, by developing their existing knowledge, skills and abilities.

- **Identify role of the Family Liaison Officer as a key part of the investigation team responsible to, and directed by, the Senior Investigating Officer.**
- **Recognise the role of the Family Liaison Officer as the primary link between the investigation and the victims family.**
- **Understand the need of a victims family, particularly the effects of bereavement on individuals and the grieving process, with an emphasis on racial awareness and cultural diversity.**
- **Acknowledge the importance of the exit strategy for the Family Liaison Officer.**
- **Recognise areas that are likely to cause stress for the Family Liaison Officer and the victims family and identify methods and other agencies that can assist in dealing with these.**
- **Identify good practice in relation to the role of the Family Liaison Officer, in particular the recommendations of the Macpherson Report and completion of a family liaison log.**

The target audience is Detectives, the only other course is the course Family Liaison Officer Co-ordinator course, please see:

[Family Liaison Officer \(FLO\) - College of Policing](#)

[Family Liaison Officer | Join The Police \(joiningthepolice.co.uk\)](#)

[Family Liaison Officer Training - RP Training Solutions LTD](#)

10. Details of any support currently available to FLO's in your Force.

National Screening Emails & Clinical Supervision for all FLOs who have been deployed within last 12 months.

Please note:

Not all FLO's are deployable, the system is fluid and always changing due to the fact that an FLO might be experiencing a high work load or personal commitments