13 December 2024 **FOI Ref 17566**

Request - You asked us the following:

Under the terms of the Freedom of Information Act 2000, please send me a full copy of your latest workforce diversity plan or plans, including diverse hiring practice plans.

Please send me the full versions, not a summary. If possible, please send them in searchable PDF format rather than a scanned-in, photocopied version or a hard copy.

We received your request on 10/12/2024 and have processed this under the Freedom of Information Act (FOIA).

Staffordshire Police's response to your enquiry is as follows:

Staffordshire Police holds the requested information.

- Under the terms of the Freedom of Information Act 2000, please send me a full copy of your latest workforce diversity plan or plans, including diverse hiring practice plans. **– Partially disclosed, please see accompanying file titled 'FOI 17566 Workforce Diversity Plan Data.PDF'.**

Please note that the above plan is currently being refreshed/reviewed in line with our Equality, Diversity and Inclusion Plan for 2025.

The following exemption has been applied:

In accordance with Section 17(1) of the Freedom of Information Act, this letter represents a refusal notice for parts of this particular request.

- Section 40(2) Personal Information

Section 40(2) is an absolute exemption which means that there is no need to quantify the harm that may arise from the disclosure; neither is it subject to a public interest test.

To release personal or third-party information held by Staffordshire Police, would breach the data protection principles; namely –

- Data is lawfully and fairly processed.
- Processed in line with an individual's rights.
- Data is secure.

Personal and third-party information cannot be released under the Freedom of Information Act.

Disclosure under Freedom of Information is a release of information to the world in general and not an individual applicant.

Freedom of Information Request Appeals Procedure

1. **Who Can Ask for a Review**

Any person who has requested information from Staffordshire Police, which has been dealt with under the Freedom of Information Act, is entitled to complain and request an internal review, if they are dissatisfied with the response they received.

2. **How to Request a Review**

Requests for review of a Freedom of Information request must be made in writing within two months of the date of receipt of this email, and should be addressed to:

foi@staffordshire.police.uk

Or by Post to:

Central Disclosure Unit
Staffordshire Police HQ
PO Box 3167
Stafford
ST16 9JZ

The reference number, date of the request and details of why the review is being requested must be included. Requests for review should be brought to the attention of the Central Disclosure Unit within two months of the Force's response to the original FOI request.

3. **Review Procedure**

Receipt of a request for review will be acknowledged in writing. The review will be conducted by another Decision Maker who is independent from the original Decision Maker. The Central Disclosure Unit will set a target date for a response. The response will be made as soon as is practicable with the intention to complete the review within 20 working days. In more complex cases the review may take up to 40 working days.

The independent Decision Maker will conduct a review of the handling of the request for information and of decisions taken, including decisions taken about where the public interest lies in respect of exempt information where applicable. The review enables a re-evaluation of the case, taking into account the matters raised by the complaint.

4. **Conclusion of the Appeal**

On completion of the review the Independent Decision maker will reply to the complainant with the result of the review. If the complainant is still dissatisfied following the review they should contact the Information Commissioner to make an appeal. The Information Commissioner can be contacted via the following details:

Information Commissioner's Office
Wycliffe House
Water Lane

Wilmslow
Cheshire
SK9 5AF
ICO Website for complaints link: https://ico.org.uk/make-a-complaint/foi-and-eir-complaints/foi-and-eir-complaints/

Freedom of Information
Central Disclosure Unit