

25 November 2024

FOI Ref 17433

Request - You asked us the following:

I would like to know the recruitment and retention statistics between October 2020-October 2024 for the following groups:

All Women: Police Officers and Police Staff All Men: Police Officers and Police Staff Black women (British; Caribbean; African) Police Officers and Police Staff Black men (British; Caribbean; African) Police Officers and Police Staff

Average length of service for all of the above groups.

Reasons for leaving the organisations for all of the above groups.

We received your request on 04/11/2024 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.

- I would like to know the recruitment and retention statistics between October 2020-October 2024 for the following groups:
 - All Women: Police Officers and Police Staff All Men: Police Officers and Police Staff Black women (British; Caribbean; African) Police Officers and Police Staff Black men (British; Caribbean; African) Police Officers and Police Staff
 - Average length of service for all of the above groups.
 - Reasons for leaving the organisations for all of the above groups.
- Please see the accompanying file titled 'FOI 17433 Recruitment and Retention Statistics Data'.**

Please be advised that with regards to the data relating to 'Average Length of Service' this is as of 31st October for each year and the data has been provided in years. Data for black women and black men is also included in the women/men figures.

Please note that with regards to the 'Joiners and Leavers with Reasons' data this has been provided from 1st November 2019 until 31st March 2024 due to how it is held on the system used to service this request. Percentages are of all Officer and staff leavers during this period and again all black women and black men are also included in the women/men figures. These figures exclude PCSO's and employees of mixed ethnic origin.

Please note that with regards to the 'Joiners and Leavers Overall' data this has been provided from 1st November 2019 until 31st October 2024. Percentage of each category who joined and left in this period, e.g. x number of women officers joined but x number of these same women officers left = 11.93%. All black women and black men are also included in the women/men figures. These figures exclude PCSO's and employees of mixed ethnic origin.

Please note that this data has been provided to the best of our ability, subject to the limitation of current recording protocols and systems/software.

Every effort is made to ensure that the data presented is accurate and complete. However, it is important to note that this has been extracted from multiple sources, developed for specific policing purposes, for which data extraction methods have not been specifically designed to directly correlate with the terminology of this request. Therefore, the data presented is subject to the inaccuracies and idiosyncrasies inherent in any large-scale recording system.

As a consequence, care should be taken in the interpretation and presentation of this data, so as to not misrepresent the whole or any part of the data disclosed.

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



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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