

22 August 2025

FOI Ref 21737

Request - You asked us the following:

1. Please provide a breakdown of current serving police officers by ethnic group, using the same ethnicity categories as recorded in your HR system (e.g., White, Asian, Black, Mixed, Other, or equivalent).

For each category, provide:

- . The number of officers.
- . The percentage they represent of the total police officer headcount.

1a. Please provide the same ethnic group breakdown for each of the previous three complete calendar years.

2. Current serving police officers who self-identify as Muslim:
Please provide both the number and the percentage of the total police officer headcount.

2a. Please also provide the same Muslim-identification breakdown for each of the previous three complete calendar years.

3. Current serving police officers by rank and ethnic group:
For each ethnicity category, provide the number of officers at each rank (e.g., Constable, Sergeant, Inspector, Chief Inspector, Superintendent, Chief Superintendent, and all higher ranks). Please use the same ethnicity categories as in section 1.
If possible, also include the percentage each figure represents within that rank.

3a. Please also provide the same rank and ethnicity breakdown for each of the previous three complete years

4. Current serving police officers by rank who self-identify as Muslim:
For each rank, provide the number of officers and the percentage they represent within that rank.

4a. Please also provide the same rank and Muslim-identification breakdown for each of the previous three complete calendar years.

We received your request on 13/08/2025 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.

- 1. Please provide a breakdown of current serving police officers by ethnic group, using the same ethnicity categories as recorded in your HR system (e.g., White, Asian, Black, Mixed, Other, or equivalent).
- For each category, provide:



- The number of officers.
- The percentage they represent of the total police officer headcount.
- 1a. Please provide the same ethnic group breakdown for each of the previous three complete calendar years.
- **Disclosed, please see the accompanying file titled 'FOI 21737 Officer Ethnicity Data'.**
- 2. Current serving police officers who self-identify as Muslim:
Please provide both the number and the percentage of the total police officer headcount.
- 2a. Please also provide the same Muslim-identification breakdown for each of the previous three complete calendar years.
- **Partially disclosed, please see the accompanying file titled 'FOI 21737 Officer Ethnicity Data'. Please see the below exemption.**
- 3. Current serving police officers by rank and ethnic group:
 - For each ethnicity category, provide the number of officers at each rank (e.g., Constable, Sergeant, Inspector, Chief Inspector, Superintendent, Chief Superintendent, and all higher ranks). Please use the same ethnicity categories as in section 1.
 - If possible, also include the percentage each figure represents within that rank.
- 3a. Please also provide the same rank and ethnicity breakdown for each of the previous three complete years
- **Partially disclosed, please see the accompanying file titled 'FOI 21737 Officer Ethnicity Data'. Please see the below exemption.**
- 4. Current serving police officers by rank who self-identify as Muslim:
For each rank, provide the number of officers and the percentage they represent within that rank.
- 4a. Please also provide the same rank and Muslim-identification breakdown for each of the previous three complete calendar years.
- **Partially disclosed, please see the accompanying file titled 'FOI 21737 Officer Ethnicity Data'. Please see the below exemption.**

Please be advised that where figures are recorded as 5 or below these have been exempt from the data set and marked as '**' to avoid identification of specific individuals.

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.

Please be advised that all Freedom of Information request responses are published on the Staffordshire Police website although personal details are not included.

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.

1. Review Procedure

Receipt of a request for review will be acknowledged in writing. The review will be conducted by a Supervisor 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 Supervisor 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.

2. Conclusion of the Appeal

On completion of the review the Independent Supervisor will reply to the appellant with the result of the review. If the appellant 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 link: <https://ico.org.uk/make-a-complaint/foi-and-eir-complaints/foi-and-eir-complaints/>

Freedom of Information
Central Disclosure Unit