

4 December 2025

FOI Ref 22111

Request - You asked us the following:

This is a formal request for information under the Freedom of Information Act 2000. I request that you provide the following data concerning the nationality of police officers and staff employed:

1. Please provide the total headcount of police officers in March 2019 (or other suitable date) broken down by the officer's nationality group (UK citizen, Non-UK citizen, or however your council records this). Please also provide the total headcount for comparison.
2. Please provide the total headcount of police officers in 2025 (latest date available) broken down by the officer's nationality group (UK citizen, Non-UK citizen, or however your council records this). Please also provide the total headcount for comparison.
3. Please provide the total headcount of police staff in March 2019 (or other suitable date) broken down by the officer's nationality group (UK citizen, Non-UK citizen, or however your council records this). Please also provide the total headcount for comparison.
4. Please provide the total headcount of police staff in 2025 (latest date available) broken down by the officer's nationality group (UK citizen, Non-UK citizen, or however your council records this). Please also provide the total headcount for comparison.
5. For 2025, please provide an individual breakdown of nationalities of police officers (e.g. Irish, Nigerian, American)
6. For 2025, please provide an individual breakdown of nationalities of police staff (e.g. Irish, Nigerian, American)

I request the information in a readily reusable electronic format, ideally as an Excel spreadsheet or CSV file.

If any part of this request is refused, please explain the reasons for refusal and, if applicable, state which exemption under the Act is being relied upon. If the requested information exceeds the appropriate cost limit, please inform me, and I will be happy to discuss refining the request to fit within the limit.

We received your request on 12/11/2025 and have processed this under the Freedom of Information Act (FOIA).

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

Staffordshire Police (SP) holds some of the requested information.

- 1. Please provide the total headcount of police officers in March 2019 (or other suitable date) broken down by the officer's nationality group (UK citizen, Non-UK citizen, or however your council

records this). Please also provide the total headcount for comparison. – **Partially disclosed, please see the accompanying file entitled ‘FOI 22111 Officer and Staff Nationalities Data’.**

Please be advised we only hold a headcount.

- 2. Please provide the total headcount of police officers in 2025 (latest date available) broken down by the officer’s nationality group (UK citizen, Non-UK citizen, or however your council records this). Please also provide the total headcount for comparison. – **Partially disclosed, please see the accompanying file entitled ‘FOI 22111 Officer and Staff Nationalities Data’.**

Please be advised we only hold a headcount.

- 3. Please provide the total headcount of police staff in March 2019 (or other suitable date) broken down by the officer’s nationality group (UK citizen, Non-UK citizen, or however your council records this). Please also provide the total headcount for comparison. – **Partially disclosed, please see the accompanying file entitled ‘FOI 22111 Officer and Staff Nationalities Data’.**

Please be advised we only hold a headcount.

- 4. Please provide the total headcount of police staff in 2025 (latest date available) broken down by the officer’s nationality group (UK citizen, Non-UK citizen, or however your council records this). Please also provide the total headcount for comparison. – **Partially disclosed, please see the accompanying file entitled ‘FOI 22111 Officer and Staff Nationalities Data’.**

Please be advised we only hold a headcount.

- 5. For 2025, please provide an individual breakdown of nationalities of police officers (e.g. Irish, Nigerian, American) – **Disclosed, please see the accompanying file entitled ‘FOI 22111 Officer and Staff Nationalities Data’.**
- 6. For 2025, please provide an individual breakdown of nationalities of police staff (e.g. Irish, Nigerian, American) – **Disclosed, please see the accompanying file entitled ‘FOI 22111 Officer and Staff Nationalities Data’.**

Please note, SP only hold this data in financial years, and the figures provided reflect the position as of 31/03/2025.

Please note that this data has been provided to the best of the ability of SP, 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.

Consequently, care should be taken in the interpretation and presentation of this data, 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 SP website although personal details are not included.

Freedom of Information Request Appeals Procedure

1. Who Can Ask for a Review

Any person who has requested information from SP, 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:

IAT@staffordshire.police.uk

Or by Post to:

Information Access Team
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 Information Access Team within two months of the SP 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 a supervisor who is independent from the original Decision Maker. The Information Access Team 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 twenty working days. In more complex cases the review may take up to forty 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, considering the matters raised by the complaint.

4. 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



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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
Information Access Team