

10 July 2025

FOI Ref 21467

Request - You asked us the following:

I am looking for three things which I cannot find on your website.

1. The 2021 ONS census data breaks down the ethnicity of towns, cities and districts. But it doesn't for police force areas.

Please would you confirm whether you do have an ethnic breakdown of the areas you serve? If so, would you be able to provide an excel sheet of the data?

2. You are obliged to provide the Home Office of an ethnic breakdown of your force rank-by-rank. Unfortunately, the Home Office amalgamates all the data. The latest data is for 31 March 2024. <https://www.gov.uk/government/statistics/police-workforce-england-and-wales-31-march-2024/police-workforce-england-and-wales-31-march-2024>.

Please would you provide the figures [ethnicity rank-by-rank] for fiscal years [31 March] for the following years: 2020, 2021, 2022, 2023 and 2024? I am also going ask for 31 March 2025, and I'm not certain you can use exemption sec 22 because you don't appear to publish your data. Since you have the data, this should not be an exemption under section 12. To help you further, if you have fewer than five in the senior ranks [ACC, DCC and CC] please use an asterix [*] so you do not breach section 40 of the FOIA.

3. In April 2023, the government at that time said it had met its pledge to increase police numbers by 20,000. This was part of its 2019 manifesto. This was the so-called "uplift".

Please provide the following:

- the total number of new officers recruited in 2019, 2020, 2021, 2022, 2023 and 2024. This could either be fiscal year or annual year i.e., 31 March or 31 December of each year, respectively.

- an ethnic breakdown of those numbers as you recorded them for the corresponding years – 2019, 2020, 2021, 2022, 2023 and 2024.

- how many officers left your force during 2019, 2020, 2021, 2022, 2023 and 2024?

- an ethnic breakdown of those numbers as you recorded them for the corresponding years 2019, 2020, 2021, 2022, 2023 and 2024.

We received your request on 16/06/2025 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.

I am looking for three things which I cannot find on your website.



1. The 2021 ONS census data breaks down the ethnicity of towns, cities and districts. But it doesn't for police force areas.

Please would you confirm whether you do have an ethnic breakdown of the areas you serve? If so, would you be able to provide an excel sheet of the data? - **Disclosed, please see the accompanying file entitled 'FOI 21467 Ethnicity Breakdown Data'.**

2. You are obliged to provide the Home Office of an ethnic breakdown of your force rank-by-rank. Unfortunately, the Home Office amalgamates all the data. The latest data is for 31 March 2024. <https://www.gov.uk/government/statistics/police-workforce-england-and-wales-31-march-2024/police-workforce-england-and-wales-31-march-2024>.

Please would you provide the figures [ethnicity rank-by-rank] for fiscal years [31 March] for the following years: 2020, 2021, 2022, 2023 and 2024? I am also going ask for 31 March 2025, and I'm not certain you can use exemption sec 22 because you don't appear to publish your data. Since you have the data, this should not be an exemption under section 12. To help you further, if you have fewer than five in the senior ranks [ACC, DCC and CC] please use an asterix [*] so you do not breach section 40 of the FOIA. - **Partially disclosed, section 40 for all years and section 21 for years 2020,2021,2022,2023 and 2024, see below - please see the accompanying file entitled 'FOI 21467 Ethnicity Breakdown Data in relation to 2025 data'.**

3. In April 2023, the government at that time said it had met its pledge to increase police numbers by 20,000. This was part of its 2019 manifesto. This was the so-called "uplift".

Please provide the following:

- the total number of new officers recruited in 2019, 2020, 2021, 2022, 2023 and 2024. This could either be fiscal year or annual year i.e., 31 March or 31 December of each year, respectively. - **Partially disclosed, section 40 see below - please see the accompanying file entitled 'FOI 21467 Ethnicity Breakdown Data'.**

- an ethnic breakdown of those numbers as you recorded them for the corresponding years – 2019, 2020, 2021, 2022, 2023 and 2024. - **Partially disclosed, section 40 see below - please see the accompanying file entitled 'FOI 21467 Ethnicity Breakdown Data'.**

- how many officers left your force during 2019, 2020, 2021, 2022, 2023 and 2024? - **Partially disclosed, section 40 see below - please see the accompanying file entitled 'FOI 21467 Ethnicity Breakdown Data'.**

- an ethnic breakdown of those numbers as you recorded them for the corresponding years 2019, 2020, 2021, 2022, 2023 and 2024. - **Partially disclosed, section 40 see below - please see the accompanying file entitled 'FOI 21467 Ethnicity Breakdown Data'.**

The following exemptions have 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 21(1) - Information reasonably accessible by other means.

Section 21 is an absolute, class-based exemption and as such there is no requirement to quantify the harm that may arise from the disclosure, nor is there a requirement to perform a Public Interest Test.

- **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.

Advice and assistance

In order to comply with our obligations under Section 16 of the Act, the obligation to provide advice and assistance, please find below links to the information requested.

- **Q2 - <https://www.gov.uk/government/statistics/police-workforce-open-data-tables>**

Please be advised that all Freedom of Information request responses are published on the Staffordshire Police 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 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