

17 June 2025

FOI Ref 21392

Request - You asked us the following:

How many police officers do you have in your organisation that are neurodivergent, can this data be broken down per condition and or rank (i.e. autism, ADHD, dyslexia etc)?

Do you have data on neurodivergent people who have applied/ been successful or failed the sgt promotion process?

What is the process in your force for the PC-Sgt promotion.

What support is offered to autistic/ neurodivergent candidates as part of the PC-Sgt promotion process?

Does your force have a neurodiversity strategy or policy? Of so could you provide a copy of summary?

Has the force conducted any reviews or evaluations on how inclusive the pc-sgt promotion process is for autistic/ neurodivergent officers? If yes can you provide a summary/ report?

We received your request on 27/05/2025 and have processed this under the Freedom of Information Act (FOIA).

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

Staffordshire Police holds/does not hold the requested information.

- How many police officers do you have in your organisation that are neurodivergent, can this data be broken down per condition and or rank (i.e. autism, ADHD, dyslexia etc)? – **Disclosed, please see the accompanying file titled 'FOI 21392 Neurodivergent Officers Data.xlsx'.**
- Do you have data on neurodivergent people who have applied/ been successful or failed the sgt promotion process? – **Disclosed, Staffordshire Police hold information relating to one Sergeant promotion process. On this vacancy, 8 individuals submitted applications declaring YES to a disability, 4 were successfully hired, 2 failed at interview and 2 withdrew.**
- What is the process in your force for the PC-Sgt promotion. – **Disclosed, the process is as follows:
Pass Sergeants exam, be in the process of completing a Portfolio to Practice, Satisfactory PDR, Submit application form, pass shortlisting, written assessment, CVF interview and briefing exercise.**
- What support is offered to autistic/ neurodivergent candidates as part of the PC-Sgt promotion process? – **Disclosed, reasonable adjustments are considered to assist with applications or interviews.**
- Does your force have a neurodiversity strategy or policy? Of so could you provide a copy of summary? – **Partially disclosed, please see the accompanying file titled 'FOI 21392 Neurodivergent Officers Policy.PDF'.**

- Has the force conducted any reviews or evaluations on how inclusive the pc-sgt promotion process is for autistic/ neurodivergent officers? If yes can you provide a summary/ report? – **Unknown* See below for explanation.**

Please note that an officer may have reported more than 1 condition, however these have been recorded separately. Please also note that we have not broken the data down by rank as this would be disclosing personal information and would trigger the Section 40 exemption.

Please note that in relation to the disclosed Neurodiversity Policy, this is currently under review and an updated version is currently being devised.

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.

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.



STAFFORDSHIRE
POLICE

Advice and assistance

Section 16 of the Act places an obligation upon the Authority to provide advice and assistance, in order to comply with this obligation please see below.

*We have made numerous exhaustive attempts to obtain the data you have requested from the relevant data holders within the force. However, following all attempts, we have been unable to receive a satisfactory response from the data holder with which to provide a response to parts of your request. If you are dissatisfied with the handling of your information request, you can make an appeal to the Information Commissioner's Office (ICO). The easiest way to lodge your appeal is via their website: www.ico.org.uk/foicomplaints

Freedom of Information Request Appeals Procedure

1. Appeal to the ICO

If the complainant is dissatisfied 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