

5 March 2025

FOI Ref 17782

Request - You asked us the following:

Please find below details of the FOI request:
(Time period: 1st January 2020 to 31 December 2024)

- 1) How many equality and diversity posts, in uniform and nonuniformed, are employed in Staffordshire Police?
- 2) What is the cost of such posts and any necessary direct admin support?
- 3) What is the demographic makeup of these posts, and how many are filled by ethnic minority applicants, LGBT+, and those with a recognised disability.
- 4) What is the number and cost of external training bodies and courses for diversity, equality and inclusion (DEI) training?
- 5) Does Staffordshire Police use third party contractors to deliver DEI services.
- 6) If the answer to question 5 is yes, then please supply a breakdown and cost.
- 7) Please provide a list of DEI courses, projects and activities which fall within the remit of Staffordshire Police outsourcing.

We received your request on 05/02/2025 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) How many equality and diversity posts, in uniform and nonuniformed, are employed in Staffordshire Police? – **Disclosed, please see the accompanying file entitled 'FOI 17782 Equality and Diversity Posts Data'.**

Please be advised this data has been provided as of 31/12 of each requested year.

- 2) What is the cost of such posts and any necessary direct admin support? – **Disclosed, please see the accompanying file entitled 'FOI 17782 Equality and Diversity Posts Data'.**

We may have had an ED&I Team which was part of another team but we are not able to identify the exact costs until the people were costed to the ED&I Cost Centre which was from April 2022. Furthermore, this includes all costs for allowances such as National Insurance and Pensions etc.

- 3) What is the demographic makeup of these posts, and how many are filled by ethnic minority applicants, LGBT+, and those with a recognised disability. – **Withheld, section 40.**

- 4) What is the number and cost of external training bodies and courses for diversity, equality and inclusion (DEI) training? – **Disclosed, please see the accompanying file entitled 'FOI 17782 Equality and Diversity Posts Data'.**

Please note, this data pertains to where the words Diversity, Equality or Inclusion has been mentioned in the course description.

- 5) Does Staffordshire Police use third party contractors to deliver DEI services. – **Disclosed, no.**
- 6) If the answer to question 5 is yes, then please supply a breakdown and cost. – **Disclosed, not applicable.**
- 7) Please provide a list of DEI courses, projects and activities which fall within the remit of Staffordshire Police outsourcing. – **Disclosed, please see the accompanying file entitled 'FOI 17782 Equality and Diversity Posts Data'.**

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 part 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.

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



STAFFORDSHIRE
POLICE

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