

7 March 2025

FOI Ref 17793

Request - You asked us the following:

How many equality and diversity posts, both uniformed and non-uniformed, are employed by your police force? Please include the total cost for each post.

What is the total number and total cost of all external training bodies and courses for equality and diversity training in 2024?

We received your request on 06/02/2025 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.

- How many equality and diversity posts, both uniformed and non-uniformed, are employed by your police force? Please include the total cost for each post. – **Partially disclosed, 4 full-time posts.**
ED&I Manager: Grade I - £53,688 - £60,960 (please note the cost of this post is reduced as Staffordshire Police recharge part of this to Staffordshire Fire).
2 x ED&I Officers: Grade G - £38,754 - £45,147.
Engagement Officer: Grade E - £26,937 - £31,296.

Please be advised any further breakdown/information of salary costs could identify an individual and would trigger a section 40 (personal information) exemption under the Freedom of Information Act, please see the exemption below. Please also note on costs between 31-33% apply to each post, these include additional costs to the force such as National Insurance costs and pension contributions.

- What is the total number and total cost of all external training bodies and courses for equality and diversity training in 2024? – **Withheld, please see below.**

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.

- <https://www.staffordshire.police.uk/SysSiteAssets/foi-media/staffordshire/2025-published-foi-requests/march/foi-17782-equality-and-diversity-posts.pdf>
- <https://www.staffordshire.police.uk/SysSiteAssets/foi-media/staffordshire/2025-published-foi-requests/march/foi-17782-equality-and-diversity-posts-data.pdf>

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



STAFFORDSHIRE
POLICE

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