



STAFFORDSHIRE
POLICE

11 March 2025

FOI Ref 17814

Request - You asked us the following:

REQUEST 1:

What would you like to know?: Dear Freedom of Information Officer, I hope this message finds you well. I am writing to kindly request information under the Freedom of Information Act. I appreciate the time and effort your department dedicates to processing such requests and would be grateful for your assistance in providing the relevant data.

REQUEST 2:

What would you like to know?: 1. How many minority officers and staff, categorised by race & ethnicity, were promoted each month from January 2022 to January 2023

REQUEST 3:

What would you like to know?: 2. How many minority officers and staff, categorized by race and ethnicity, joined the police service each month from January 2022 to January 2023?

REQUEST 4:

What would you like to know?: 3. How many changes to recruitment or promotion policies were made annually since January 2022? What months? Please specify how many were directly linked to recommendations from diversity reviews or external pressures

Clarification received 13/02/2025

Email from applicant:

Thank you for your prompt response. It would be ideal if you could include both work-based promotions and temporary promotions, but please keep them in separate columns.

We received your request on 11/02/2025 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 minority officers and staff, categorised by race & ethnicity, were promoted each month from January 2022 to January 2023 – **Disclosed, please see the accompanying file entitled 'FOI 17814 Ethnicities Employed and Staff Promotion Data'**.



- 2. How many minority officers and staff, categorized by race and ethnicity, joined the police service each month from January 2022 to January 2023? – **Disclosed, please see the accompanying file entitled 'FOI 17814 Ethnicities Employed and Staff Promotion Data'.**
- 3. How many changes to recruitment or promotion policies were made annually since January 2022? What months? Please specify how many were directly linked to recommendations from diversity reviews or external pressures – **Disclosed, there have been no specific changes to policy since 2022.**

Clarification received 13/02/2025

Email from applicant:

Thank you for your prompt response. It would be ideal if you could include both work-based promotions and temporary promotions, but please keep them in separate columns. – **Disclosed, please see the accompanying file entitled 'FOI 17814 Ethnicities Employed and Staff Promotion Data'.**

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.



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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