

24 October 2025

FOI Ref 21895

Request - You asked us the following:

This is an information request relating to equality, diversity and inclusion staff within the force.

Please include the following information:

- Does the force have a dedicated team for equality, diversity and inclusion, i.e. a team separate to the human resources team which might otherwise be expected to fulfil the role of ensuring the force meets its commitments under the equalities act?
- If so, please provide the number of staff working in this team. Please also include as much of the following information as possible:
 - The job title of each role
 - The pay band of each role (including the monetary amounts)
 - The FTE of the role, e.g. if a role is only 4 days a week this would be expressed as 0.8 FTE
 - Please also provide the following information for the 2022-23, 2023-24, 2024-25:
 - The number of FTE roles in the equality, diversity and inclusion team on the final date of each financial year
 - The total cost of these roles as existed on the final date of each financial year
 - Please also provide the latest equality, diversity and inclusion strategy the force has published, or the one currently in place

We received your request on 26/09/2025 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.

- This is an information request relating to equality, diversity and inclusion staff within the force.
- Please include the following information:
- Does the force have a dedicated team for equality, diversity and inclusion, i.e. a team separate to the human resources team which might otherwise be expected to fulfil the role of ensuring the force meets its commitments under the equalities act? – **Disclosed, yes.**
- If so, please provide the number of staff working in this team. Please also include as much of the following information as possible:
 - The job title of each role
 - The pay band of each role (including the monetary amounts)
 - The FTE of the role, e.g. if a role is only 4 days a week this would be expressed as 0.8 FTE
- **- Withheld, please see the below exemption.**
- Please also provide the following information for the 2022-23, 2023-24, 2024-25:



- The number of FTE roles in the equality, diversity and inclusion team on the final date of each financial year
- The total cost of these roles as existed on the final date of each financial year
- **Partially disclosed, please see the accompanying files titled**
'FOI 21895 Equality, Diversity and Inclusion Data'
'FOI 21895 Police Staff Pay Scales – 01.09.2022'
'FOI 21895 Police Staff Pay Scales – 01.09.2023'
'FOI 21895 Police Staff Pay Scales – 01.09.2024'
Please see the below exemption.
- Please also provide the latest equality, diversity and inclusion strategy the force has published, or the one currently in place - **Withheld, please see the below exemption.**

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 of 36.5% apply to each post, these include additional costs to the force such as National Insurance costs and pension contributions. Please note a Pay Award should be applied from the 1st of September 2025 but this has not yet been agreed. Once it has been agreed the increase will be applied retrospectively.

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 22(1)(a) – Information intended for future publication
Section 22 is a qualified class-based exemption and as such requires the application of 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.



Public Interest Test

Factors favouring disclosure for Section 22

To release the information that is held at this particular time would provide the public with an awareness of the most recently collated data serving to enhance public knowledge of the subject.

Factors favouring non-disclosure for Section 22

Although the information is available, any data that is researched and prepared will need to be checked and authorised to be fit for release. As the information requested is due to be published in the near future the additional time and resources that would be required cannot be justified.

Balance Test

In this case a decision has been made to publish this information in the near future. Section 22 allows for circumstances when it is reasonable and correct for public authorities to delay the provision of information until it is made generally available through publication. The additional resources expended by the force to deal with this request at this time would therefore not be in the public interest.

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 the below link to the information requested. Please be advised that although the published data in the link is from March 2025, this information was the same for 2024/25 and is still currently the same as the date this request was received.

- [foi-17793-equality-and-diversity-posts.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:

IAT@staffordshire.police.uk

Or by Post to:



STAFFORDSHIRE
POLICE

Information Access Team
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 Information Access Team 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 a Supervisor who is independent from the original Decision Maker. The Information Access Team 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 Supervisor 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 Supervisor will reply to the appellant with the result of the review. If the appellant 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 link:
<https://ico.org.uk/make-a-complaint/foi-and-eir-complaints/foi-and-eir-complaints/>

Freedom of Information
Information Access Team