



28 October 2025

FOI Ref 21902

Request - You asked us the following:

1. Is hate crime included in the police service's current policing plan?
c Yes (if yes can you send us a pdf copy of the policing plan?)
c No
c Don't know
2. Does the police service have a separate hate crime plan/strategy?
c Yes (if yes can you send us a pdf copy of the hate crime plan/strategy?)
c No
c Don't know
3. Does the police service have a designated hate crime lead?
c Yes (if yes – can you provide contact details (name and email) so we can contact them.
_____)
c No
c Don't know
4. Does the police service facilitate or take part in any hate crime forums?
c Yes (If yes – can you list the names of the hate crime forums that the police service facilitates or takes part in)
c Local: yes/no (if yes _____)
c Regional: yes/no (if yes _____)
c National: yes/no (if yes _____)
c Other: _____
c No
c Don't know
5. Does the police service have a designated hate crime information page on its website?
c Yes (if yes – please can you provide the URL link?
_____)
c No
c Don't know
6. Does the police service have access to hate crime resources?
c Yes (if yes – please can you send us pdf copies of them?)
c report cards
c leaflets
c posters
c badges
c pens
c t-shirts



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- c Other: _____
- c No
- c Don't know

7. Does the police service refer victims of hate crime to independent advice and support services?

- c Yes
- c Crimestoppers
- c Stop Hate UK
- c Victim Support
- c Victim Support Northern Ireland
- c The Community Security Trust (National Organisation for Jewish victims)
- c TELL MAMA (National Organisation for Muslim Victims)
- c The Monitoring Group
- c GATE Herts (A national reporting service)
- c Galop (National organisation supporting LGBT+ victims)
- c East European Resource Centre (EERC)
- c other – can you provide a list of independent advice and support services, the police service refers to.

-
- c No
 - c Don't know

8. Is the police service planning to participate in National Hate Crime Awareness Week 2025 (11-18 October 2025)?

- c Yes (if yes – can you tell us what the police service is planning to do.

-
- c No
 - c Don't know?

9. Has the police service participated in previous National Hate Crime Awareness weeks?

- c Yes (if yes – please can you tick the years that the police service has taken part in the national week)
- c 2021
- c 2022
- c 2023
- c 2024
- c plan to in 2025
- c No
- c Don't know

We received your request on 30/09/2025 and have processed this under the Freedom of Information Act (FOIA).

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

Staffordshire Police holds some of the requested information.

- 1. Is hate crime included in the police service's current policing plan?
 - c Yes (if yes can you send us a pdf copy of the policing plan?)
 - c No



c Don't know

- **Disclosed, no.**

- 2. Does the police service have a separate hate crime plan/strategy?
c Yes (if yes can you send us a pdf copy of the hate crime plan/strategy?)
c No
c Don't know
- **Disclosed, no.**
- 3. Does the police service have a designated hate crime lead?
c Yes (if yes – can you provide contact details (name and email) so we can contact them.
_____)
c No
c Don't know
- **Partially disclosed, yes. The designated hate crime tactical lead for Staffordshire Police is Chief Inspector Saqib Butt. With regards to the email address, this has been withheld, please see the below exemption.**
- 4. Does the police service facilitate or take part in any hate crime forums?
c Yes (if yes – can you list the names of the hate crime forums that the police service facilitates or takes part in)
c Local: yes/no (if yes _____)
c Regional: yes/no (if yes _____)
c National: yes/no (if yes _____)
c Other: _____
c No
c Don't know
- **Disclosed, yes. Locally we work closely with Uniting Staffordshire Against Hate (USAH) and other Community Safety Partnership arrangements. At a regional level, we are currently developing a joint hate crime coordination meeting and Staffordshire is looking to lead on this. Nationally, we attend relevant hate crime meetings and briefings to support best practice and learning.**
- 5. Does the police service have a designated hate crime information page on its website?
c Yes (if yes – please can you provide the URL link?
_____)
c No
c Don't know
- **Disclosed, yes. Our dedicated page can be accessed at <https://www.staffordshire.police.uk/hatecrime>**
- 6. Does the police service have access to hate crime resources?
c Yes (if yes – please can you send us pdf copies of them?)
c report cards
c leaflets
c posters
c badges



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- c pens
- c t-shirts
- c Other: _____
- c No
- c Don't know

- Partially disclosed, yes. Please see the accompanying documents titled:

- 'FOI 21902 PS008a Anti Semitism A3 HQ'**
- 'FOI 21902 PS008a Faith Is Welcome 2014 MQ'**
- 'FOI 21902 PS008b Islamophobia A3 MQ'**
- 'FOI 21902 PS008d Sikh A3 HQ'**
- 'FOI 21902 USAH-Leaflet-2025'**
- 'FOI 21902 USAH-Poster-2025'**
- 'FOI 21902 USAH-Service-Information-2025'**

Please see the below exemption.

- 7. Does the police service refer victims of hate crime to independent advice and support services?
 - c Yes
 - c Crimestoppers
 - c Stop Hate UK
 - c Victim Support
 - c Victim Support Northern Ireland
 - c The Community Security Trust (National Organisation for Jewish victims)
 - c TELL MAMA (National Organisation for Muslim Victims)
 - c The Monitoring Group
 - c GATE Herts (A national reporting service)
 - c Galop (National organisation supporting LGBT+ victims)
 - c East European Resource Centre (EERC)
 - c other – can you provide a list of independent advice and support services, the police service refers to.

 - c No
 - c Don't know

- Disclosed, yes. We routinely refer or signpost victims to independent support organisations depending on the type of incident and the individual's needs. This includes Uniting Staffordshire Against Hate, Victim Support, Crimestoppers, Tell MAMA, the Community Security Trust, Galop, and other national or local services.
- 8. Is the police service planning to participate in National Hate Crime Awareness Week 2025 (11-18 October 2025)?
 - c Yes (if yes – can you tell us what the police service is planning to do.
_____)
 - c No
 - c Don't know?

- Disclosed, yes. Staffordshire Police participated in the 2025 Hate Crime Awareness Week. We delivered a programme of internal and external engagement activity to raise awareness, promote confidence in reporting, and strengthen links with support services.



- 9. Has the police service participated in previous National Hate Crime Awareness weeks?
 - c Yes (if yes – please can you tick the years that the police service has taken part in the national week)
 - c 2021
 - c 2022
 - c 2023
 - c 2024
 - c plan to in 2025
 - c No
 - c Don't know
- **Partially disclosed, yes Staffordshire Police participated in 2023, 2024 and 2025. No information held with regards to the previous years.**

Please be advised that all Freedom of Information request responses are published on the Staffordshire Police website although personal details are not included.

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.

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:



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IAT@staffordshire.police.uk

Or by Post to:

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