



STAFFORDSHIRE
POLICE

31 October 2025

FOI Ref 21926

Request - You asked us the following:

This is a request under the Freedom of Information Act 2000. Please treat this as a formal FOI request and provide the information requested below. I would prefer to receive the response electronically, ideally as an Excel spreadsheet (separate sheet per group) and a CSV export of the same data.

Scope and timeframe

Please provide a separate, itemised breakdown of all costs (no combined totals for all groups) incurred by Staffordshire Police in respect of each of the groups listed below for the calendar years 2023, 2024 and 2025 (i.e. 1 January to 31 December each year).

Groups

-
1. Disability and Carers Network
 2. Sustainability (the Force sustainability / environmental network or equivalent)
 3. LGBT network
 4. Multi-Cultural Association (or equivalent multicultural/diversity staff association)
 5. Staffs Association Women in Policing
 6. Police civilians trade union (UNISON)
 7. Staffordshire Police Federation

Requested cost categories (for each group and for each year listed)

For each group and for each year (2023, 2024, 2025) please provide the following breakdown, as applicable and with itemised line entries where possible:

A. Staff costs

- Gross wages/salary paid by the Force to staff assigned (in whole or in part) to supporting, administering, or representing the group (include employer National Insurance and pension contributions where separable).
- Number of individuals (headcount) and FTE time dedicated to the role (e.g. 0.2 FTE, hours per week), and job titles/grades (can be anonymised if required).

B. Budgets and direct operational expenditure

- Annual budgets allocated specifically for the group's activities.
- Expenditure categories (e.g. events, training, publicity, materials), with amounts and brief description of each expenditure item.

C. Expenses and allowances

- Any expenses reimbursed to staff or members in connection with the group (travel, subsistence, conference fees, hospitality, etc.), with dates and amounts.

D. Office accommodation and overheads

- Costs of office accommodation provided specifically for the group (e.g. dedicated office or desk, apportioned share of rent, utility charges, cleaning, facilities). If the Force apportions central estate costs across multiple functions, please state the method of apportionment and provide the apportioned figure relating to the group.

E. Other costs



- Any other costs not covered above (e.g. contracted external consultancy fees, commissioned research, publicity/printing, software licenses). Please itemise.

F. VAT and reimbursable taxes

- Indicate whether each cost figure is shown inclusive or exclusive of VAT. If VAT has been recovered, state the net cost and VAT separately where possible.

Presentation of data requested

To assist analysis, please provide:

- A separate worksheet (or clearly labelled section) for each group with the year-by-year breakdown and itemised entries.
 - A simple summary worksheet that lists each group and the total cost per year for quick reference (note: this summary should not replace the itemised sheets requested above).
 - The currency should be GBP and all values rounded to the nearest pound.
 - If any figures are estimates or have been apportioned, please explain the methodology used.
- UNISON (civilian trade union) — additional specific question
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With specific reference to the civilian trade union (UNISON):

1. Please confirm whether Staffordshire Police pays (in whole or in part) for any UNISON shop steward(s) or workplace representatives to attend Labour Party meetings, Labour Party conferences, or other political party events of any kind.
2. If the Force does pay for such attendance, please provide the annual cost to the Force for doing so. Provide this cost for 2023, 2024 and 2025, and also for the two calendar years immediately prior to 2023 (i.e. 2021 and 2022).
3. For each year, please specify the nature of the payment (e.g. paid time off, travel and subsistence, conference fees, sponsorship) and whether the payment was approved under Force policy; please also identify the legal or policy basis for permitting such payments (if any).

If the Force does not pay for any such attendance, please provide a written confirmation to that effect.

If any portion of this request is exempt or the Force declines to release particular information, please:

- Identify the exemption(s) relied upon under the FOIA, provide the full reasons for the exemption and explain why the public interest in maintaining the exemption outweighs the public interest in disclosure.
- Where applicable, provide any non-exempt or aggregated information that can reasonably be released.

Notes and definitions (for your convenience)

- Where I have used the term 'cost' please include all direct and attributable items charged to Staffordshire Police's accounts (including internal recharges and apportioned overheads) unless explicitly stated otherwise.
- Please treat references to networks and associations as inclusive of any Force-supported staff networks, staff associations, or similarly named groups that serve the same purpose; if you consider any of the group names above to be ambiguous or to have alternative official Force names, please identify the Force's official name and provide costs against that official name.
- Calendar years are requested to aid comparison; if the Force can only provide data by financial year, please provide the nearest equivalent (and state the financial year dates used).

We received your request on 06/10/2025 and have processed this under the Freedom of Information Act (FOIA).

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

Staffordshire Police holds/does not hold the requested information.

- Please provide a separate, itemised breakdown of all costs (no combined totals for all groups) incurred by Staffordshire Police in respect of each of the groups listed below for the calendar years 2023, 2024 and 2025 (i.e. 1 January to 31 December each year).

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E. Other costs

- Any other costs not covered above (e.g. contracted external consultancy fees, commissioned research, publicity/printing, software licenses). Please itemise.

F. VAT and reimbursable taxes

- Indicate whether each cost figure is shown inclusive or exclusive of VAT. If VAT has been recovered, state the net cost and VAT separately where possible. – **Partially disclosed / Disclosed, please see accompanying file titled 'FOI 21926 Costs of Staff Networks and Associations Data.xlsx'.**

With specific reference to the civilian trade union (UNISON):

- 1. Please confirm whether Staffordshire Police pays (in whole or in part) for any UNISON shop steward(s) or workplace representatives to attend Labour Party meetings, Labour Party conferences, or other political party events of any kind. – **No information held.**

- 2. If the Force does pay for such attendance, please provide the annual cost to the Force for doing so. Provide this cost for 2023, 2024 and 2025, and also for the two calendar years immediately prior to 2023 (i.e. 2021 and 2022). – **No information held.**
- 3. For each year, please specify the nature of the payment (e.g. paid time off, travel and subsistence, conference fees, sponsorship) and whether the payment was approved under Force policy; please also identify the legal or policy basis for permitting such payments (if any).- **No information held.**
- If the Force does not pay for any such attendance, please provide a written confirmation to that effect. – **No information held.**

Please note that the FOI Act 2000 only extends to requests for recorded information. It does not require public authorities to create information to answer questions generally; only if the information is already held in recorded form. The Act does not extend to requests for information about policies or their implementation, or the merits or demerits of any proposal or action - unless, of course, the answer to any such request is already held in recorded form.

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.

Every effort is made to ensure that the data presented is accurate and complete. However, it is important to note that this has been extracted from multiple sources, developed for specific policing purposes, for which data extraction methods have not been specifically designed to directly correlate with the terminology of this request. Therefore, the data presented is subject to the inaccuracies and idiosyncrasies inherent in any large-scale recording system.

As a consequence, care should be taken in the interpretation and presentation of this data, so as to not misrepresent the whole or any part of the data disclosed.

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



STAFFORDSHIRE
POLICE

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