

8 September 2025

FOI Ref 21752

Request - You asked us the following:

Please provide the following information for each calendar year:

- 2025 year-to-date (from 1 January 2025 to the date of this request)
- 2024
- 2023
- 2022
- 2021
- 2020
- 2019

For each year listed, and for each of the following role types:

- Police officer roles – ideally split into:
 - a) Initial entry recruits (new probationary/trainee constables, including PCDA, DHEP, and similar entry schemes)
 - b) Other officer recruitment (including transfers from other forces and internal promotions to higher ranks)

If this split is not readily available, please provide the combined total for all police officer recruitment.

- Police staff roles (all other roles, including PCSOs, call handlers, administrative staff, analysts, etc.)

For each role type (and sub-type if available), please tell me:

1. The number of applicants by self-declared religion category (as collected in your equality and diversity monitoring process).
2. The number of applicants in each religion category who were offered a position and accepted (i.e., became employees).
3. The number of applicants by self-declared ethnicity category (as collected in your equality and diversity monitoring process).
4. The number of applicants in each ethnic category who were offered a position and accepted.

Notes for clarity:

- “Successful” means an applicant who received an offer and accepted the role.
- Please use the self-declared data you collect for diversity monitoring purposes at the application stage.
- If small numbers in any category risk identifying an individual, please apply standard suppression (e.g., replace counts under 5 with “<5”), in line with ICO and Home Office disclosure control guidance.
- If you cannot provide the exact date range for 2025 so far, please use the most recent complete period available and specify the period covered.

Format request

Under section 11 FOIA, please provide the data in a spreadsheet (CSV or Excel) with columns for: year, role_type, religion_category, applicants, successful, ethnicity_category, applicants, successful.

Advice and assistance (s.16)

If you do not record religion or ethnicity for applicants, or cannot break down “successful” applicants by these characteristics, please confirm whether this is held elsewhere or for a shorter period, and provide whatever aggregated form of the information you do hold.

We received your request on 15/08/2025 and have processed this under the Freedom of Information Act (FOIA).

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

In accordance with Section 17(1) of the Freedom of Information Act, this letter represents a refusal notice for this particular request.

The following exemption has been applied:

- Section 12(1) where the cost of compliance exceeds the appropriate limit. Section 12(1) does not oblige a public authority to comply with a request for information if the authority estimates that the cost of complying with the request would exceed the prescribed limit'.

The above information has been withheld for the following reasons:

There is no method by which we can readily retrieve information from our systems to answer this request. For the time period requested, there have been in excess of 2,200 vacancies. In order to extract the recruitment data it would involve a manual review of each vacancy within the last 7 years in order to determine the personal data held for each vacancy. To extract this data would therefore require a very labour-intensive manual trawl through each record.

From dip sampling, it has been estimated that it would take between 5 minutes to 1 hour to review each record to answer this request, this would equate to between 183 and 2,200 hours. To achieve this task would therefore exceed the 18-hour time and cost threshold of the Freedom of Information Act by some considerable margin.

Advice and assistance

Section 16 of the Act places an obligation upon the Authority to provide advice and assistance, in order to comply with this obligation please see below.

If your request was amended, Staffordshire Police would be able to provide the ethnicity and religion data for all new joiners to Staffordshire Police force (anyone that has accepted a role and started) by financial year since 2018/09, broken down by employee category and recruitment type.

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.



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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:

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