

25 August 2026

FOI Ref 23274

Request - You asked Staffordshire Police (SP) the following:

Time periods requested:

- 1 January–31 December 2020
- 1 January–31 December 2021
- 1 January–31 December 2022
- 1 January–31 December 2023
- 1 January–31 December 2024
- 1 January–31 December 2025
- 1 January–30 June 2026

Records of complaints and conduct cases made under the Police Staff Council or Police Conduct Regulations which accuse staff of racial discrimination.

1. Complaint volumes

For each of the above calendar years, please provide:

- The total number of complaints to your force alleging racism by members in your force against officers in your force or the force itself.

2. Complainant demographics

For each complaint recorded in each year, please provide the following fields (anonymised):

- 2a. Ethnicity of the complainant (as recorded) e.g., White, Black, Asian or whichever ethnic groups you record your data.
- 2b. Age of the complainant (at time of complaint). I'm happy if you put these into groups to avoid problems with GDPR e.g., 18-30; 31-50; >50.
- 2c. Gender of the complainant (as recorded).

3. Officer demographics

For each complaint recorded in each year, please provide:

- 3a. Ethnicity of the officer (as recorded – see Q2).
- 3b. Age of the officer (at time of incident or complaint – see Q2).
- 3c. Gender of the officer (as recorded).

If you think that 3b and 3c individually or combined will identify the officer, you will impose section 40(2) – personal information – exemption. To avoid that, please just answer 3a and explain why you have imposed sec 40(2).



4. Outcomes

For each complaint recorded in each year, please provide:

4a. Outcome of the complaint, including (but not limited to):

- Whether there was an investigation
- Outcome of that investigation [upheld/no upheld]
- Suspension
- Dismissal
- Words of advice
- Employment tribunal
- Any other outcome category used by your force

5. Data format

Please make sure that you provide the data in the same format for each separate year.

- 1 January–31 December 2020
- 1 January–31 December 2021
- 1 January–31 December 2022
- 1 January–31 December 2023
- 1 January–31 December 2024
- 1 January–31 December 2025
- 1 January–30 June 2026

5a. Please provide the data in an excel spreadsheet.

5b. If it is easier for you, simply give me the raw data so I can create my own pivot tables or filter the data.

6. Please provide documents or links which set out your force's policies for officers being able to complain about allegations of racism or discrimination against officers and/or your force.

8. When it comes to equality diversity and inclusivity training, please explain whether the training is provided by internal members of staff or external consultants.

9. If they are external consultants, please tell me how much you spent on EDI training in the years above. Please provide the cost per year as set out in Q5.

Clarification received

1. Yes, I would like the data for police staff and officers
2. Yes, I would like the data regarding complaints and conduct matters

Further Clarification received

Where an allegation of racism or racial discrimination by one member of Staffordshire Police against another member of Staffordshire Police is recorded as a conduct matter rather than a complaint, that conduct matter is within the scope of my request.

I want the relevant information whether Staffordshire Police records the matter as a complaint, a conduct matter, or under another equivalent recording category.



This does not narrow my request. I continue to request both:

- complaints alleging racism or racial discrimination involving Staffordshire Police officers or staff, and
- conduct matters involving allegations of racism or racial discrimination by one Staffordshire Police officer or member of staff against another.

In particular, where your recording system means that an officer or member of staff reporting racism by another officer or member of staff is recorded only as a conduct matter, I want those matters included.

SP received your request on 18/08/2026 and have processed this under the Freedom of Information Act (FOIA).

SP's response to your enquiry is as follows:

SP holds some of the requested information.

- Time periods requested:
 - 1 January–31 December 2020
 - 1 January–31 December 2021
 - 1 January–31 December 2022
 - 1 January–31 December 2023
 - 1 January–31 December 2024
 - 1 January–31 December 2025
 - 1 January–30 June 2026
- Records of complaints and conduct cases made under the Police Staff Council or Police Conduct Regulations which accuse staff of racial discrimination.
- 1. Complaint volumes
- For each of the above calendar years, please provide:
 - The total number of complaints to your force alleging racism by members in your force against officers in your force or the force itself.
 - **Partially disclosed, please see the accompanying file titled 'FOI 23274 Officer Racism Data'. Please see Section 21 below.**
- 2. Complainant demographics
 - For each complaint recorded in each year, please provide the following fields (anonymised):
 - 2a. Ethnicity of the complainant (as recorded) e.g., White, Black, Asian or whichever ethnic groups you record your data. – **Withheld, please see Section 21 and 40 below.**
 - 2b. Age of the complainant (at time of complaint). I'm happy if you put these into groups to avoid problems with GDPR e.g., 18-30; 31-50; >50. – **Withheld, please see Section 21 and 40 below.**
 - 2c. Gender of the complainant (as recorded). – **Withheld, please see Section 21 and 40 below.**
- 3. Officer demographics



- For each complaint recorded in each year, please provide:
- 3a. Ethnicity of the officer (as recorded – see Q2). – **Withheld, please see Section 40 below.**
- 3b. Age of the officer (at time of incident or complaint – see Q2). – **Withheld, please see Section 40 below.**
- 3c. Gender of the officer (as recorded). – **Withheld, please see Section 40 below.**
- If you think that 3b and 3c individually or combined will identify the officer, you will impose section 40(2) – personal information – exemption. To avoid that, please just answer 3a and explain why you have imposed sec 40(2).
- 4. Outcomes
- For each complaint recorded in each year, please provide:
- 4a. Outcome of the complaint, including (but not limited to):
 - Whether there was an investigation
 - Outcome of that investigation [upheld/no upheld]
 - Suspension
 - Dismissal
 - Words of advice
 - Employment tribunal
 - Any other outcome category used by your force
- **Partially disclosed, please see the accompanying file titled 'FOI 23274 Officer Racism Data'. Please see Section 21 below.**
- 5. Data format
- Please make sure that you provide the data in the same format for each separate year.
 - 1 January–31 December 2020
 - 1 January–31 December 2021
 - 1 January–31 December 2022
 - 1 January–31 December 2023
 - 1 January–31 December 2024
 - 1 January–31 December 2025
 - 1 January–30 June 2026
- 5a. Please provide the data in an excel spreadsheet.
- 5b. If it is easier for you, simply give me the raw data so I can create my own pivot tables or filter the data.
 - **Partially disclosed, please see the accompanying file titled 'FOI 23274 Officer Racism Data'. Please see Section 21 below.**
- 6. Please provide documents or links which set out your force's policies for officers being able to complain about allegations of racism or discrimination against officers and/or your force.
 - **Disclosed, please see the accompanying files titled;**
'FOI 23274 Confidential Reporting – Procedure – Feb 25'
'FOI 23274 Corruption Dishonesty and Serious Misconduct – Dec 25'

- 8. When it comes to equality diversity and inclusivity training, please explain whether the training is provided by internal members of staff or external consultants.
- Disclosed, training is provided by internal staff.
- 9. If they are external consultants, please tell me how much you spent on EDI training in the years above. Please provide the cost per year as set out in Q5.
- No information held.

Please note that this data has been provided to the best of the ability of SP, subject to the limitation of current recording protocols and systems and software. Additional cases may have been recorded during these timescales but are awaiting finalisation and input onto these systems and would not be present within this dataset.

Every effort is made to ensure that the figures presented are accurate and complete. However, it is important to note that data is 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. Consequently, care should be taken in the interpretation and presentation of this data, to not misrepresent the whole or any part of the data disclosed.

All Freedom of Information request responses are published on the SP website although personal details are not included.

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 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 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 SP, 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.

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 below links to the information requested.

- [Published items - 23073 | Staffordshire Police](#)

Freedom of Information Request Appeals Procedure

1. Who Can Ask for a Review

Any person who has requested information from SP, 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

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 SP 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 twenty working days. In more complex cases the review may take up to forty 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, considering 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