

27 January 2026

FOI Ref 22334

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

Please may you provide me with:

1. The number of applicants from each ethnic group who applied for the role of new constables. Can this data be broken down per year, going back 5 years.
2. The number of interviews given to each ethnic group for the role of new constables. Can this data be broken down per year, going back 5 years.
3. The number of hires you have made from each ethnic group for new constables. Can this data be broken down per year, going back 5 years.

SP received your request on 07/01/2026 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.

• Please may you provide me with:

1. The number of applicants from each ethnic group who applied for the role of new constables. Can this data be broken down per year, going back 5 years. - **Disclosed, please see the accompanying file titled 'FOI 22334 Constable Recruitment Data'.**
2. The number of interviews given to each ethnic group for the role of new constables. Can this data be broken down per year, going back 5 years. - **Partially disclosed, please see the accompanying file titled 'FOI 22334 Constable Recruitment Data'.**
3. The number of hires you have made from each ethnic group for new constables. Can this data be broken down per year, going back 5 years. - **Disclosed, please see the accompanying file titled 'FOI 22334 Constable Recruitment Data'.**

Please be advised that with regard to question 2, reliable data can only be provided from 2024 onwards. Please also note that the data provided for question 3 has been supplied in financial years as this is how it is recorded on the system used to service this question.

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/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.

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.

Please be advised that all Freedom of Information request responses are published on the SP 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 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

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 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



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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