

23 January 2026

FOI Ref 22363

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

Please provide the information set out below in relation to staff whose primary role is within forensic-related departments, including but not limited to crime scene investigation, forensic science laboratories, quality/R&D, and associated support functions.

I am aware that some EDI data for the whole force has been published, including a breakdown by broad staff categories. However, this published data does not provide sufficient detail for forensic services, and I am therefore requesting the latest available workforce and EDI data specific to forensic staff, including the additional detail outlined below.

Snapshot date

Please provide data based on the latest available headcount snapshot for the most recently completed year-end prior to the date this request is received. If a year-end snapshot is not held, please use the nearest available date and state the date used.

Definitions

Forensic services/CSI unit refers to staff whose substantive post (or cost centre/department code) sits within the force function responsible for crime scene investigation, fingerprints, forensic submissions/management, and forensic quality management (often titled Forensic Services, CSI, Scenes of Crime, or similar).

1. Workforce size (counts only)

1a) Overall workforce

For the forensic services/CSI unit, please provide:

Total headcount

Total FTE (if held)

1b) Headcount (and FTE if held) by role group

Using the closest equivalent groupings you already use, please provide headcount (and FTE if held) mapped where possible to the following categories:

CSI/SOCO/Crime Scene Investigator

Crime Scene Manager/Supervisor

Reporting Scientist/ Laboratory Officer/ Forensic Apprentice Police officers with forensic responsibilities

Forensic submissions/case submission/evidence management / office-based forensic support

Quality/technical support Management/leadership within forensic services Administrative/business

support within forensic services Other

Where any specific job title or subgroup contains fewer than 5 individuals, please combine it into a broader category to protect anonymity.

2. Workforce demographics (aggregated, low-risk)

For the same unit and snapshot date, please provide aggregated headcount totals only (no individual-level data) by role group where possible, or at unit level if role-level breakdown would risk disclosure:

- 2a) Sex (as recorded in your HR system)
- 2b) Age band (using your standard age bands)
- 2c) Ethnicity (using your standard ethnicity reporting categories)

Please also provide aggregated counts for any other Equality, Diversity and Inclusion characteristics that you routinely publish in workforce statistics (for example disability status or gender identity), where disclosure is possible.

To minimise any risk of identification, I am not seeking any breakdown by named teams, locations, or individuals; please apply your standard statistical disclosure control measures and indicate where they have been used, including suppressing or aggregating any cell containing fewer than five individuals (for example by reporting "<5" or combining categories into "Other").

3. Pay gap metrics (metrics only, not raw pay)

Provide the latest gender and ethnicity pay gap metrics for staff in forensic services/CSI unit, using your standard methodology (mean/median pay gaps, bonus gaps). If not held at unit level, please confirm.

Format and handling

If available, provide tables in Excel or CSV.

If not, any clear tabular format is acceptable.

If any part would exceed Section 12 cost limit, provide what can be retrieved and explain what exceeds it.

This request does not seek individual-level data, individual salary information, bonus payments, or any personally identifiable information.

SP received your request on 12/01/2026 and have processed this under the Freedom of Information Act (FOIA).

SP's response to your enquiry is as follows:

SP holds/does not hold the requested information.

Please provide the information set out below in relation to staff whose primary role is within forensic-related departments, including but not limited to crime scene investigation, forensic science laboratories, quality/R&D, and associated support functions.

1. Workforce size (counts only)



- 1a) Overall workforce
For the forensic services/CSI unit, please provide:
Total headcount
Total FTE (if held) – **Disclosed, please see the accompanying file titled 'FOI 22363 Forensic Services Workforce Data.xlsx'.**
- 1b) Headcount (and FTE if held) by role group
Using the closest equivalent groupings you already use, please provide headcount (and FTE if held) mapped where possible to the following categories:
CSI/SOCO/Crime Scene Investigator
Crime Scene Manager/Supervisor
Reporting Scientist/ Laboratory Officer/ Forensic Apprentice Police officers with forensic responsibilities Forensic submissions/case submission/evidence management / office-based forensic support Quality/technical support Management/leadership within forensic services Administrative/business support within forensic services Other
Where any specific job title or subgroup contains fewer than 5 individuals, please combine it into a broader category to protect anonymity. – **Disclosed, please see the accompanying file titled 'FOI 22363 Forensic Services Workforce Data.xlsx'.**
- 2. Workforce demographics (aggregated, low-risk)
For the same unit and snapshot date, please provide aggregated headcount totals only (no individual-level data) by role group where possible, or at unit level if role-level breakdown would risk disclosure:
2a) Sex (as recorded in your HR system)
2b) Age band (using your standard age bands)
2c) Ethnicity (using your standard ethnicity reporting categories) – **Disclosed, please see the accompanying file titled 'FOI 22363 Forensic Services Workforce Data.xlsx'.**
- Please also provide aggregated counts for any other Equality, Diversity and Inclusion characteristics that you routinely publish in workforce statistics (for example disability status or gender identity), where disclosure is possible. – **Disclosed, please see the accompanying file titled 'FOI 22363 Forensic Services Workforce Data.xlsx'.**
- 3. Pay gap metrics (metrics only, not raw pay)
Provide the latest gender and ethnicity pay gap metrics for staff in forensic services/CSI unit, using your standard methodology (mean/median pay gaps, bonus gaps). If not held at unit level, please confirm. – **No information held.**

Please note:

- The data is correct as at 31st December 2025.
- It relates to all employees of Staffordshire Police on that date who were employed within the Forensics Department.
- The figures within Q2 are headcount figures broken down by team. Where the numbers are less than 5, this is indicated by '<5' to avoid Section 40 Personal Information concerns.

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



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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