

1 July 2026

FOI Ref 22959

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

1. DEI/EDI Expenditure and Staffing

For each of the financial years 2023/24, 2024/25 and 2025/26 (to date):

- a) Total expenditure on Diversity, Equality and Inclusion (DEI/EDI) initiatives, training, external consultants and related programmes.
- b) Number of full-time equivalent (FTE) officers and staff in dedicated DEI/EDI, equality, diversity or inclusion roles, and the total salary cost of those posts.

2. Operational Guidance and Training on Differential Treatment

Copies of any current (or in force during 2024–2025) policies, guidance notes, decision-making frameworks, risk-assessment tools, briefing documents or training materials that instruct, advise or refer to officers giving different weight, priority, credibility or response thresholds in incidents involving protected characteristics under the Equality Act 2010 (especially race or religion). This includes any material covering:

- Assessing credibility or prioritising response when one party alleges racism, hate crime, racial abuse or discrimination against another;
- Handling competing accounts in violent incidents or public order situations where the suspect/victim dynamic involves different ethnic/religious backgrounds;
- Application of unconscious bias, institutional racism, white privilege or similar concepts to operational decisions (e.g. arrest, handcuffing, victim/suspect assessment).

This specifically includes any updates linked to post-2020 events, College of Policing/NPCC hate crime or bias guidance, or non-crime hate incident processes.

If any documents are voluminous, please provide: (i) a list of document titles and dates, (ii) executive summaries or relevant extracts, and (iii) confirmation whether they remain active.

SP received your request on 04/06/2026 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.

- 1. DEI/EDI Expenditure and Staffing
- For each of the financial years 2023/24, 2024/25 and 2025/26 (to date):



- a) Total expenditure on Diversity, Equality and Inclusion (DEI/EDI) initiatives, training, external consultants and related programmes. – **Disclosed**,
2023/24 – £17,761
2024/25 – £10,581
2025/26 – £16,000
- b) Number of full-time equivalent (FTE) officers and staff in dedicated DEI/EDI, equality, diversity or inclusion roles, and the total salary cost of those posts. – **Disclosed**,
2023/24 – 4 officers/staff - £54,461.51 in total
2024/25 – 4 officers/staff - £158,832.30 in total
2025/26 – 4 officers/staff - £240,891 in total
- 2. Operational Guidance and Training on Differential Treatment
- Copies of any current (or in force during 2024–2025) policies, guidance notes, decision-making frameworks, risk-assessment tools, briefing documents or training materials that instruct, advise or refer to officers giving different weight, priority, credibility or response thresholds in incidents involving protected characteristics under the Equality Act 2010 (especially race or religion). This includes any material covering:
 - Assessing credibility or prioritising response when one party alleges racism, hate crime, racial abuse or discrimination against another;
 - Handling competing accounts in violent incidents or public order situations where the suspect/victim dynamic involves different ethnic/religious backgrounds;
 - Application of unconscious bias, institutional racism, white privilege or similar concepts to operational decisions (e.g. arrest, handcuffing, victim/suspect assessment).
 - This specifically includes any updates linked to post-2020 events, College of Policing/NPCC hate crime or bias guidance, or non-crime hate incident processes.
 - If any documents are voluminous, please provide: (i) a list of document titles and dates, (ii) executive summaries or relevant extracts, and (iii) confirmation whether they remain active.
- **- No information held.**

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 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