

3 July 2026

FOI Ref 23021

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

Please provide the following police officer recruitment data, broken down by age, gender, and ethnicity.

1. Pre-PEQF recruitment

For each of the five calendar years immediately preceding the implementation of the Police Education Qualifications Framework (PEQF) within your force, please provide:

The total number of police officer recruits.

A breakdown of recruits by age at recruitment.

A breakdown of recruits by gender.

A breakdown of recruits by ethnicity.

2. Post-PEQF recruitment

For each calendar year following the implementation of the PEQF, please provide the number of police officer recruits, broken down by age, gender, and ethnicity, for each of the following entry routes:

Police Constable Degree Apprenticeship (PCDA).

Degree Holder Entry Programme (DHEP).

Detective Degree Holder Entry Programme (D-DHEP), or any equivalent direct-entry detective programme.

Any non-PEQF police officer entry routes operating during the same period.

Where possible, please provide the data in a spreadsheet format (e.g. Excel or CSV). If age or ethnicity categories have changed during the period requested, please provide the data using the categories recorded at the time of recruitment and include a description of the categories used.

SP received your request on 15/07/2026 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. Pre-PEQF recruitment

For each of the five calendar years immediately preceding the implementation of the Police Education Qualifications Framework (PEQF) within your force, please provide: - **Disclosed, please see below:**

The total number of police officer recruits. – **Disclosed, please see the accompanying file entitled 'FOI 23021 Police Officer Recruitment Data'.**

A breakdown of recruits by age at recruitment. – **Disclosed, please see the accompanying file entitled 'FOI 23021 Police Officer Recruitment Data'.**

A breakdown of recruits by gender. – **Disclosed, please see the accompanying file entitled 'FOI 23021 Police Officer Recruitment Data'.**

A breakdown of recruits by ethnicity. – **Disclosed, please see the accompanying file entitled 'FOI 23021 Police Officer Recruitment Data'.**

Please be advised this data pertains to all entry routes.

2. Post-PEQF recruitment

For each calendar year following the implementation of the PEQF, please provide the number of police officer recruits, broken down by age, gender, and ethnicity, for each of the following entry routes: - **Partially disclosed, please see below:**

Police Constable Degree Apprenticeship (PCDA). – **Disclosed, please see the accompanying file entitled 'FOI 23021 Police Officer Recruitment Data'.**

Degree Holder Entry Programme (DHEP). – **Disclosed, please see the accompanying file entitled 'FOI 23021 Police Officer Recruitment Data'.**

Detective Degree Holder Entry Programme (D-DHEP), or any equivalent direct-entry detective programme. – **Disclosed, please see the accompanying file entitled 'FOI 23021 Police Officer Recruitment Data'.**

Any non-PEQF police officer entry routes operating during the same period. – **Partially disclosed, please see the accompanying file entitled 'FOI 23021 Police Officer Recruitment Data'.**

Where possible, please provide the data in a spreadsheet format (e.g. Excel or CSV). If age or ethnicity categories have changed during the period requested, please provide the data using the categories recorded at the time of recruitment and include a description of the categories used. – **Partially disclosed, please see the accompanying file entitled 'FOI 23021 Police Officer Recruitment Data'.**

The following exemption has been applied:

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

- **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.

Please note that these figures have 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 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.

As a consequence, care should be taken in the interpretation and presentation of this data, so as 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.

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



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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