

2 July 2026

FOI Ref 23024

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

I would like to request data relating to the recruitment of former service personnel (i.e. individuals who have previously served in the UK Armed Forces) into your police force.

Specifically, I request the following:

1. Recruitment Numbers

The number of recruits identified as former service personnel who joined your force during:

The five-year period prior to the implementation of the Policing Education Qualifications Framework (PEQF) within your force, and

The five-year period following the implementation of PEQF

(If helpful, please confirm the date that PEQF was implemented within your force, if not already publicly available.)

2. Demographic Breakdown

For each of the two periods outlined above, please provide a breakdown of former service personnel recruits by:

Age at recruitment (ideally grouped in standard age bands, e.g., under 25, 25–34, 35–44, 45+)

Gender

Ethnicity (using standard Home Office or ONS classification categories where possible)

3. Definitions

If your force uses a specific definition or method for identifying “former service personnel,” please provide details of this definition.

Additional Notes

If the requested data is not available in the exact format requested, I would be grateful for any closest available approximation.

SP received your request on 18/06/2026 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.

I would like to request data relating to the recruitment of former service personnel (i.e. individuals who have previously served in the UK Armed Forces) into your police force.

Specifically, I request the following:

1. Recruitment Numbers

The number of recruits identified as former service personnel who joined your force during:

The five-year period prior to the implementation of the Policing Education Qualifications Framework (PEQF) within your force, and

The five-year period following the implementation of PEQF

(If helpful, please confirm the date that PEQF was implemented within your force, if not already publicly available.) – **Partially disclosed, please see the accompanying file entitled 'FOI 23024 Former Service Personnel Data'.**

Please be advised we only hold data post PEQF and this was implemented in SP in June 2019.

2. Demographic Breakdown

For each of the two periods outlined above, please provide a breakdown of former service personnel recruits by:

Age at recruitment (ideally grouped in standard age bands, e.g., under 25, 25–34, 35–44, 45+)

Gender – **Partially disclosed, please see the accompanying file entitled 'FOI 23024 Former Service Personnel Data'.**

Please be advised this data has been provided in the age band categories used within SP's recording system.

Ethnicity (using standard Home Office or ONS classification categories where possible) – **Partially disclosed, please see the accompanying file entitled 'FOI 23024 Former Service Personnel Data'.**

3. Definitions

If your force uses a specific definition or method for identifying “former service personnel,” please provide details of this definition. – **Disclosed, UK military veteran: Someone who has served at least one day in the armed forces and has completed their service. UK military leaver: Someone who is still serving in the armed forces at the time of completing this application form but is planning to leave, or is in the process of leaving, the armed forces.**

Additional Notes

If the requested data is not available in the exact format requested, I would be grateful for any closest available approximation. – **Not applicable.**

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 complete the review within twenty working days. In more complex cases the review may take up to forty working days.



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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