



14 July 2026

FOI Ref 23073

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

Time periods requested:

- 1 January–31 December 2020
- 1 January–31 December 2021
- 1 January–31 December 2022
- 1 January–31 December 2023
- 1 January–31 December 2024
- 1 January–31 December 2025
- 1 January–30 June 2026

Complaints and conduct matters recorded under the Police Staff Council or Police Conduct Regulations featuring allegations of discriminatory behaviour (race).

1. Complaint volumes

For each of the above calendar years, please provide:

- The total number of complaints to your force alleging racism by members of the public about officers in your force.

2. Complainant demographics

For each complaint recorded in each year, please provide the following fields (anonymised):

2a. Ethnicity of the complainant (as recorded) e.g., White, Black, Asian or whichever ethnic groups you record your data.

2b. Age of the complainant (at time of complaint). I'm happy if you put these into groups to avoid problems with GDPR e.g., 18-30; 31-50; >50.

2c. Gender of the complainant (as recorded).

3. Officer demographics

For each complaint recorded in each year, please provide:

3a. Ethnicity of the officer (as recorded – see Q2).

3b. Age of the officer (at time of incident or complaint – see Q2).

3c. Gender of the officer (as recorded).



If you think that 3b and 3c individually or combined will identify the officer, you will impose section 40(2) – personal information – exemption. To avoid that, please just answer 3a and explain why you have imposed sec 40(2).

4. Outcomes

For each complaint recorded in each year, please provide:

4a. Outcome of the complaint, including (but not limited to):

- Arrest
- Charge
- Community resolution
- No Further Action (NFA)
- Withdrawn
- Suspension
- Sacking
- Any other outcome category used by your force

5. Data format

Please make sure that you provide the data in the same format for each separate year.

- 1 January–31 December 2020
- 1 January–31 December 2021
- 1 January–31 December 2022
- 1 January–31 December 2023
- 1 January–31 December 2024
- 1 January–31 December 2025
- 1 January–30 June 2026

5a. Please provide the data in an excel spreadsheet.

5b. If it is easier for you, simply give me the raw data so I can create my own pivot tables or filter the data.

6. Please provide documents which set out equality, diversity and inclusivity policies officers are expected to follow.

7. Please provide documents which set out what EDI training officers are expected to undertake and how often they must attend sessions e.g., initial training and refreshers etc.

SP received your request on 02/07/2026 and have processed this under the Freedom of Information Act (FOIA).

SP's response to your enquiry is as follows:



SP holds the requested information.

Time periods requested:

- 1 January–31 December 2020
- 1 January–31 December 2021
- 1 January–31 December 2022
- 1 January–31 December 2023
- 1 January–31 December 2024
- 1 January–31 December 2025
- 1 January–30 June 2026

Complaints and conduct matters recorded under the Police Staff Council or Police Conduct Regulations featuring allegations of discriminatory behaviour (race).

1. Complaint volumes

For each of the above calendar years, please provide:

- The total number of complaints to your force alleging racism by members of the public about officers in your force. – **Disclosed, please see the accompanying file entitled 'FOI 23073 Racism Data'.**

2. Complainant demographics

For each complaint recorded in each year, please provide the following fields (anonymised):

2a. Ethnicity of the complainant (as recorded) e.g., White, Black, Asian or whichever ethnic groups you record your data. – **Disclosed, please see the accompanying file entitled 'FOI 23073 Racism Data'.**

2b. Age of the complainant (at time of complaint). I'm happy if you put these into groups to avoid problems with GDPR e.g., 18-30; 31-50; >50. – **Disclosed, please see the accompanying file entitled 'FOI 23073 Racism Data'.**

2c. Gender of the complainant (as recorded). – **Disclosed, please see the accompanying file entitled 'FOI 23073 Racism Data'.**

3. Officer demographics

For each complaint recorded in each year, please provide:

3a. Ethnicity of the officer (as recorded – see Q2). – **Withheld, Section 40.**

3b. Age of the officer (at time of incident or complaint – see Q2). – **Withheld, Section 40.**

3c. Gender of the officer (as recorded). – **Withheld, Section 40.**

If you think that 3b and 3c individually or combined will identify the officer, you will impose section 40(2) – personal information – exemption. To avoid that, please just answer 3a and explain why you have imposed sec 40(2).



4. Outcomes

For each complaint recorded in each year, please provide:

4a. Outcome of the complaint, including (but not limited to): – **Disclosed, please see the accompanying file entitled 'FOI 23073 Racism Data'.**

- Arrest
- Charge
- Community resolution
- No Further Action (NFA)
- Withdrawn
- Suspension
- Sacking
- Any other outcome category used by your force

As agreed this data relates to outcomes of the disciplinary action

5. Data format

Please make sure that you provide the data in the same format for each separate year.

- 1 January–31 December 2020 – **As above.**
- 1 January–31 December 2021 – **As above.**
- 1 January–31 December 2022 – **As above.**
- 1 January–31 December 2023 – **As above.**
- 1 January–31 December 2024 – **As above.**
- 1 January–31 December 2025 – **As above.**
- 1 January–30 June 2026 – **As above.**

5a. Please provide the data in an excel spreadsheet. – **Disclosed, please see the accompanying file entitled 'FOI 23073 Racism Data'.**

5b. If it is easier for you, simply give me the raw data so I can create my own pivot tables or filter the data. – **Not applicable.**

6. Please provide documents which set out equality, diversity and inclusivity policies officers are expected to follow. – **No information held.**

7. Please provide documents which set out what EDI training officers are expected to undertake and how often they must attend sessions e.g., initial training and refreshers etc – **No information held.**

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 parts of this particular 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



STAFFORDSHIRE
POLICE

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