



29 June 2026

FOI Ref 22956

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

1. All training materials, slide decks, participant workbooks, facilitator guides, e-learning modules, or other educational content used by your force that form part of the College of Policing Anti-Racism Training Package for officers and staff (published March 2026) or any predecessor/successor anti-racism / race-equity training delivered within your force.
2. All internal guidance, memos, briefing papers, emails, or implementation documents (2022-2026) held by your force relating to the Police Race Action Plan and the Anti-Racism Commitment (March 2025), specifically any content that discusses:
 - * differential treatment of individuals or communities based on ethnicity/race to achieve "equality of outcomes",
 - * "disproportionality",
 - * "institutional racism",
 - * "two-tier policing" (or equivalent phrasing),
 - * or prioritising response / resource allocation according to the racialised needs/experiences of different ethnic groups.
3. Any equality impact assessments, evaluation reports, or monitoring data produced by your force on the above training or guidance.

Scope clarification (to assist efficient handling and avoid s.12 cost refusal):

I am requesting only aggregate training/guidance materials and policy documents held by your force. No personal data of individual officers or trainees is required. I am happy to receive the information in electronic format (PDF/Word/PowerPoint) and will accept redacted versions where exemptions apply, provided a detailed explanation and public-interest test is supplied.

If any part of this request would exceed the appropriate limit, please advise the narrowest refinement (e.g. most recent 24 months only, or training materials only) that would bring it within cost limits.

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 does not hold the requested information.

1. All training materials, slide decks, participant workbooks, facilitator guides, e-learning modules, or other educational content used by your force that form part of the College of Policing Anti-Racism Training Package for officers and staff (published March 2026) or any predecessor/successor anti-racism / race-equity training delivered within your force. – **No information held.**



2. All internal guidance, memos, briefing papers, emails, or implementation documents (2022-2026) held by your force relating to the Police Race Action Plan and the Anti-Racism Commitment (March 2025), specifically any content that discusses:
 - * differential treatment of individuals or communities based on ethnicity/race to achieve "equality of outcomes",
 - * "disproportionality",
 - * "institutional racism",
 - * "two-tier policing" (or equivalent phrasing),
 - * or prioritising response / resource allocation according to the racialised needs/experiences of different ethnic groups. – **No information held.**

3. Any equality impact assessments, evaluation reports, or monitoring data produced by your force on the above training or guidance. – **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



STAFFORDSHIRE
POLICE

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