

3 March 2026

FOI Ref 22569

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

1. How many officers received any kind of disciplinary sanction in the (i) 2023/24 and (ii) 2024/25 year as a result of a complaint of (a) racism, or (b) sexism/misogyny?
2. Please state what disciplinary action was imposed for each of the cases referenced in Question 1.
3. In relation to all the incidents in Q.1 where specific racist or sexist/misogynistic words or phrases were used please (i) state what these words or phrases were and (ii) the specific disciplinary sanction imposed on the officer.
4. How many complaints of racism were made against your force by members of the public in (i) 2023/24 and (ii) 2024/25?

NOTE: I am purposefully not asking for the name, age or rank of the officers concerned to avoid any of the above information falling within the scope of a S.40 exemption.

Clarification received from applicant 03/03/2026

Yes please. Broken down by financial year.

SP received your request on 23/02/2026 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.

- 1. How many officers received any kind of disciplinary sanction in the (i) 2023/24 and (ii) 2024/25 year as a result of a complaint of (a) racism, or (b) sexism/misogyny? - **Disclosed, please see the accompanying file entitled 'FOI 22569 Officer Disciplinaries Data'.**
- 2. Please state what disciplinary action was imposed for each of the cases referenced in Question 1. - **Withheld, section 40.**
- 3. In relation to all the incidents in Q.1 where specific racist or sexist/misogynistic words or phrases were used please (i) state what these words or phrases were and (ii) the specific disciplinary sanction imposed on the officer. - **Withheld, section 40.**
- 4. How many complaints of racism were made against your force by members of the public in (i) 2023/24 and (ii) 2024/25? - **Disclosed, please see the accompanying file entitled 'FOI 22569 Officer Disciplinaries 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 be advised that 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 Force's response to the original FOI request.



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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 20 working days. In more complex cases the review may take up to 40 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