



STAFFORDSHIRE
POLICE

5 March 2026

FOI Ref 22608

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

1. Training Provision (as at the date of this request)

a) Whether police officers and/or police staff receive training relating to the identification and recording of:

- Hate crime

- Non-Crime Hate Incidents (NCHI)

b) If such training is provided, please indicate:

- Whether the training is mandatory or optional

- Whether it forms part of:

☐ Initial training only

☐ Refresher training only

☐ Both initial and refresher training

- The format of the training (e.g. classroom-based, online module, blended learning, part of initial police learning and development programme)

c) If available, please state:

- The approximate duration of the training (e.g. number of hours), and

- The date the current training package was last updated or reviewed.

2. Quality Assurance

a) Whether your force has internal processes for reviewing, auditing, or supervising hate crime or NCHI recording decisions.

b) If so, please briefly describe the nature of these processes (e.g. supervisory review, dip sampling, internal audit, dedicated hate crime lead).

If any part of this request cannot be provided, please provide the remaining information that is held and specify which exemption(s) apply to any withheld material.

If the cost of compliance would exceed the appropriate limit, I would be grateful if you could advise how the request may be refined.

SP received your request on 02/03/2026 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. Training Provision (as at the date of this request)

a) Whether police officers and/or police staff receive training relating to the identification and recording of:

- Hate crime – **Disclosed, yes.**

- Non-Crime Hate Incidents (NCHI) – **Disclosed, yes.**

b) If such training is provided, please indicate:

- Whether the training is mandatory or optional – **Disclosed, optional.**



- Whether it forms part of:

- ☐ Initial training only – **Disclosed, yes.**
- ☐ Refresher training only – **Disclosed, no.**
- ☐ Both initial and refresher training – **Disclosed, no.**

- The format of the training (e.g. classroom-based, online module, blended learning, part of initial police learning and development programme) – **Disclosed, classroom-based.**

c) If available, please state:

- The approximate duration of the training (e.g. number of hours), and – **Disclosed, between 1 and 1.5 hours.**

- The date the current training package was last updated or reviewed.– **Disclosed, last reviewed in February 2024 for Investigative Officers, PCSO's September 2025, Contact staff October 2021 and Police recruits February 2026.**

2. Quality Assurance

- a) Whether your force has internal processes for reviewing, auditing, or supervising hate crime or NCHI recording decisions. - **Disclosed, Yes, we have internal processes in place for reviewing and supervising hate crime and NCHI recording.**
- b) If so, please briefly describe the nature of these processes (e.g. supervisory review, dip sampling, internal audit, dedicated hate crime lead). – **Disclosed, we have a dedicated hate crime officer who reviews and dip-samples offences and will provide feedback to the officer in charge of the investigation and to supervisors.**

Please note that this data has been provided to the best of the ability of SP, subject to the limitation of current recording protocols and systems/software.

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:



STAFFORDSHIRE
POLICE

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.

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