

16 March 2026

FOI Ref 22661

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

This request concerns the existence, recognition, and operation within your force of any staff network or group affiliated with 'Police SEEN UK', or any internal staff network organised around what is commonly described as "gender critical" ideology.

For clarity, this request concerns staff networks, associations, or groups operating within the police force structure, whether recognised formally or informally (including those linked to staff associations or Police Federation branches).

Please provide the following information (from 01/01/2022 to-date):

1. Existence of networks

1.1 Does your force currently recognise, permit, host, or otherwise facilitate a staff network affiliated with Police SEEN UK or a comparable gender critical network?

1.2 If yes, please state:

- * The name of the network
- * The date it was established or recognised by the force
- * Whether it is formally recognised as a staff network

1.3 If no such network currently exists, please confirm whether any proposal or application has ever been made to establish one.

2. Applications and decisions

2.1 Has any individual or group applied (formally or informally) to establish a branch of Police SEEN UK or a similar gender critical network?

2.2 If yes, please provide:

- * The date(s) of the application or request
- * The decision maker(s) responsible for considering it * Whether it was approved, refused, or remains pending

2.3 Please provide copies of any policy documents, internal guidance, or decision records relating to the approval or refusal of such a network.

3. Governance

If such a network exists, please identify:

- * The senior officer or manager who authorised recognition
- * Any governance framework, recognition agreement, terms of reference, constitution, or memorandum of understanding relating to the network Please provide copies of any relevant documents.

4. Membership

4.1 Please provide the number of current members within the force.

4.2 Please provide the number of police officers and police staff who are members.

4.3 If available, please provide a rank or role breakdown (e.g. constable, sergeant, staff roles), without identifying individuals.



4.4 Please confirm whether the force holds a membership list identifying individuals. If personal data exemptions apply, please still provide the total membership numbers.

5. Use of force resources

Please confirm whether the network receives any of the following:

- * Official recognition as a staff network
- * Access to internal communication platforms (e.g. intranet groups)
- * Use of police premises for meetings
- * Administrative or financial support
- * Participation in senior leadership or diversity forums If so, please provide details.

6. Equality assessment

Please provide copies of any Equality Impact Assessment (EIA) or similar equality analysis undertaken prior to recognising or supporting such a network. If none was undertaken, please confirm.

7. Complaints

Please state whether the force has received internal or external complaints regarding such a network. If so, please provide the number of complaints, the year received, and the outcome (with personal data redacted if necessary).

8.

Public interest

This request relates to public confidence in policing, equality duties, and the Public Sector Equality Duty under section 149 of the Equality Act 2010, including whether police forces support internal networks organised around ideological positions relating to protected characteristics and what governance safeguards apply.

SP received your request on 12/03/2026 and have processed this under the Freedom of Information Act (FOIA).

SP's response to your enquiry is as follows:

SP holds/does not hold the requested information.

Please provide the following information (from 01/01/2022 to-date):

- 1. Existence of networks
 - 1.1 Does your force currently recognise, permit, host, or otherwise facilitate a staff network affiliated with Police SEEN UK or a comparable gender critical network? – **Disclosed, no.**
 - 1.2 If yes, please state:
 - * The name of the network
 - * The date it was established or recognised by the force
 - * Whether it is formally recognised as a staff network – **Not applicable.**
 - 1.3 If no such network currently exists, please confirm whether any proposal or application has ever been made to establish one. – **Disclosed, no.**



- 2. Applications and decisions
 - 2.1 Has any individual or group applied (formally or informally) to establish a branch of Police SEEN UK or a similar gender critical network? – **Disclosed, no.**
 - 2.2 If yes, please provide:
 - * The date(s) of the application or request
 - * The decision maker(s) responsible for considering it
 - * Whether it was approved, refused, or remains pending
 - 2.3 Please provide copies of any policy documents, internal guidance, or decision records relating to the approval or refusal of such a network. – **Not applicable.**
- 3. Governance
 - If such a network exists, please identify:
 - * The senior officer or manager who authorised recognition
 - * Any governance framework, recognition agreement, terms of reference, constitution, or memorandum of understanding relating to the network Please provide copies of any relevant documents. – **Not applicable.**
- 4. Membership
 - 4.1 Please provide the number of current members within the force.
 - 4.2 Please provide the number of police officers and police staff who are members.
 - 4.3 If available, please provide a rank or role breakdown (e.g. constable, sergeant, staff roles), without identifying individuals.
 - 4.4 Please confirm whether the force holds a membership list identifying individuals. If personal data exemptions apply, please still provide the total membership numbers. – **Not applicable.**
- 5. Use of force resources
 - Please confirm whether the network receives any of the following:
 - * Official recognition as a staff network
 - * Access to internal communication platforms (e.g. intranet groups)
 - * Use of police premises for meetings
 - * Administrative or financial support
 - * Participation in senior leadership or diversity forums If so, please provide details. – **Not applicable.**
- 6. Equality assessment
 - Please provide copies of any Equality Impact Assessment (EIA) or similar equality analysis undertaken prior to recognising or supporting such a network. If none was undertaken, please confirm. – **Not applicable.**
- 7. Complaints
 - Please state whether the force has received internal or external complaints regarding such a network. If so, please provide the number of complaints, the year received, and the outcome (with personal data redacted if necessary). – **Not applicable.**

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 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/>



STAFFORDSHIRE
POLICE

Freedom of Information
Information Access Team

A safe and confident Staffordshire