

30 September 2026

FOI Ref 23384

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

Please treat this as a request under the freedom of information legislation that applies to Staffordshire Police.

I checked Staffordshire Police's publication scheme and disclosure pages on 14 September 2026. I did not find an equivalent published dataset for these periods and stages.

I am requesting aggregated information about police officer recruitment. I do not require names, individual records, free-text responses, or information that could identify an applicant or officer.

Please provide only information already recorded electronically; I am not asking you to review individual files or create new information.

1. Recruitment stages

For each of 2023/24, 2024/25 and 2025/26, please provide the number of applicants recorded at each stage of your police officer recruitment process. For each stage, please include the numbers who passed, failed or withdrew, where these outcomes are recorded. Please use your own stage names.

2. Demographic breakdowns

For the same three years, please provide the number at each recruitment stage, separately by:

- ethnicity;
- age group; and
- sex.

Please use the categories already held by your force. I am not requesting combinations of characteristics or individual-level data.

Existing small-number suppression may be applied.

3. Early voluntary departure

For officers who started employment in 2021/22, 2022/23 and 2023/24, please provide the number who voluntarily left within:

- six months;
- 12 months; and
- 24 months.

Please state whether the figures are cumulative. If already recorded, please also provide the reason categories and the number in each category.

4. Existing materials

Please provide copies or links to any realistic job-preview material or existing reports evaluating police officer recruitment, applicant withdrawal or early voluntary departure that are not already published on your website.

If any part of this request repeats information that is already published, please provide the link instead of reproducing it.

If the full request would exceed the cost limit, please provide what can be supplied within the limit in this priority order: Question 1; ethnicity in Question 2; age in Question 2; sex in Question 2; Question 3; Question 4. Please explain what cannot be supplied.

An Excel or CSV file would be helpful where available.

SP received your request on 14/09/2026 and processed this under the Freedom of Information Act (FOIA).

SP's response to your enquiry is as follows:

SP holds the requested information.

Please treat this as a request under the freedom of information legislation that applies to Staffordshire Police.

I checked Staffordshire Police's publication scheme and disclosure pages on 14 September 2026. I did not find an equivalent published dataset for these periods and stages.

I am requesting aggregated information about police officer recruitment. I do not require names, individual records, free-text responses, or information that could identify an applicant or officer.

Please provide only information already recorded electronically; I am not asking you to review individual files or create new information.

1. Recruitment stages

For each of 2023/24, 2024/25 and 2025/26, please provide the number of applicants recorded at each stage of your police officer recruitment process. For each stage, please include the numbers who passed, failed or withdrew, where these outcomes are recorded. Please use your own stage names. – **Partially disclosed, please see the accompanying file entitled 'FOI 23384 Officer Recruitment Data'.**

Please note, we do not record passed, failed or withdrew. Therefore, we have broken this data down by recorded 'stage name'.

2. Demographic breakdowns

For the same three years, please provide the number at each recruitment stage, separately by:

- ethnicity; - **Disclosed, please see the accompanying file entitled 'FOI 23384 Officer Recruitment Data'.**
- age group; and - **Disclosed, please see the accompanying file entitled 'FOI 23384 Officer Recruitment Data'.**
- sex. - **Disclosed, please see the accompanying file entitled 'FOI 23384 Officer Recruitment Data'.**

Please use the categories already held by your force. I am not requesting combinations of characteristics or individual-level data.

Existing small-number suppression may be applied.

3. Early voluntary departure

For officers who started employment in 2021/22, 2022/23 and 2023/24, please provide the number who voluntarily left within:

- six months; - **Disclosed, please see the accompanying file entitled 'FOI 23384 Officer Recruitment Data'.**

- 12 months; and - **Disclosed, please see the accompanying file entitled 'FOI 23384 Officer Recruitment Data'.**

- 24 months. - **Disclosed, please see the accompanying file entitled 'FOI 23384 Officer Recruitment Data'.**

Please be advised, the leaving reasons have been changed due to national standards therefore some of the reason categories may differ. This data includes where the reason has been included as Voluntary Resignation or Resignation.

Please state whether the figures are cumulative. If already recorded, please also provide the reason categories and the number in each category. – **Partially disclosed, please see the accompanying file entitled 'FOI 23384 Officer Recruitment Data'.**

Please be advised we do not hold recorded data for where these figures are cumulative.

4. Existing materials

Please provide copies or links to any realistic job-preview material or existing reports evaluating police officer recruitment, applicant withdrawal or early voluntary departure that are not already published on your website. **Withheld, section 22. Please see below.**

If any part of this request repeats information that is already published, please provide the link instead of reproducing it. – **Not applicable.**

If the full request would exceed the cost limit, please provide what can be supplied within the limit in this priority order: Question 1; ethnicity in Question 2; age in Question 2; sex in Question 2; Question 3; Question 4. Please explain what cannot be supplied. – **Not applicable.**

An Excel or CSV file would be helpful where available. - **Disclosed, please see the accompanying file entitled 'FOI 23384 Officer Recruitment Data'.**

This data has been provided to the best of the ability of SP, subject to the limitation of current recording protocols and systems and 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. Consequently, care should be taken in the interpretation and presentation of this data, to not misrepresent the whole or any part of the data disclosed.

The following exemption has been applied:

In accordance with Section 17(1) of the Freedom of Information Act, this letter represents a refusal for parts of this request.

- Section 22(1)(a) – Information intended for future publication
- Section 22 is a qualified class-based exemption and as such requires the application of a Public Interest Test.

Public Interest Test

Factors favouring disclosure for Section 22

To release the information that is held at this particular time would provide the public with an awareness of the most recently collated data serving to enhance public knowledge of the subject.

Factors favouring non-disclosure for Section 22

Although the information is available, any data that is researched and prepared will need to be checked and authorised to be fit for release. As the information requested is due to be published in the near future the additional time and resources that would be required cannot be justified.

Balance Test

In this case a decision has been made to publish this information in the near future. Section 22 allows for circumstances when it is reasonable and correct for public authorities to delay the provision of information until it is made generally available through publication. The additional resources expended by the force to deal with this request at this time would therefore not be in the public interest.

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

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.

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, taking into account 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