



Your reference:

Our reference: FOI_25_0176

E-mail: FOI

@gloucestershire.police.uk

Direct dial: 01452 754304

Postal Address: As above

Date: 17/03/2025

Dear

Gloucestershire Constabulary Freedom of Information request FOI_25_0176

On 11/02/2025 you sent an email constituting a request under the Freedom of Information Act asking the following:

Dear Freedom of Information Officer, I hope this message finds you well. I am writing to kindly request information under the Freedom of Information Act. I appreciate the time and effort your department dedicates to processing such requests and would be grateful for your assistance in providing the relevant data.

REQUEST 1:

What would you like to know?: 1. How many minority officers and staff, categorised by race & ethnicity, were promoted each month from January 2022 to January 2023

REQUEST 2:

What would you like to know?: 2. How many minority officers and staff, categorized by race and ethnicity, joined the police service each month from January 2022 to January 2023?

REQUEST 3:

What would you like to know?: 3. How many changes to recruitment or promotion policies were made annually since January 2022? What months? Please specify how many were directly linked to recommendations from diversity reviews or external pressures

Under the Freedom of Information Act 2000 s1, I can confirm that Gloucestershire Constabulary holds some relevant information.

1 Data can only be provided for Police Officers rather than Police Staff. As police staff do not have a 'rank' changes to a job role may be as a result of a re-grade. This is not necessarily a promotion.

Jan 2022 – 1 Mixed/Multiple ethnic groups - White and Asian

Jan 2023 – 1 Asian/Asian British – Pakistani

2 A search has been completed for new starters between 01/01/2022 – 31/01/2023 whereby the person does not have an ethnicity of 'White British', 'Not Stated' or 'Prefer not to say'. The results are as follows:

Month/Year	Jan-22	Feb-22	Mar-22	Apr-22	May-22	Jun-22	Jul-22	Aug-22	Sep-22	Oct-22	Nov-22	Dec-22	Jan-23
Any Other Asian Background				1						1			
Any Other Mixed Background	1		1										
Any other white background	3	1	1	2	4	2		5	2	2	6	2	7
Black African				1									
Black Caribbean													1
Indian	2								1	1			
Irish			1				1						
Mixed White / Asian						1							
Mixed White / Black Caribbean								1					
Pakistani							1	1					
Total	6	1	3	4	4	3	2	7	3	4	6	2	8

3 Changes were made to the promotion policy in February 2025 however these were not as a direct result of recommendations from diversity reviews or external pressures.

If you are not satisfied with this response or any actions taken in dealing with your request, you have the right to ask that we review your case under our internal procedure. Please note that a request for an internal review must be made within 20 working days of the response to your original request.

If you decide to request that such a review is undertaken and following this process you are still unsatisfied, you then have the right to direct your complaint to the Information Commissioner for consideration.

The Information Commissioner can be contacted via the following means:

Website - <https://ico.org.uk/>

Call their helpline - 0303 123 1113

Email - casework@ico.org.uk

Post –

Information Commissioner's Office
Wycliffe House
Water Lane
Wilmslow
Cheshire
SK9 5AF

Yours sincerely,

Disclosure Officer
Gloucestershire Constabulary