



Your reference:

Our reference: FOI_25_0596

E-mail: FOI

@gloucestershire.police.uk

Direct dial: 01452 754304

Postal Address: As above

Date: 07/07/2025

Dear

Gloucestershire Constabulary Freedom of Information request FOI_25_0596

On 11/06/2025 you sent an email constituting a request under the Freedom of Information Act asking the following:

1. The 2021 ONS census data breaks down the ethnicity of towns, cities and districts. But it doesn't for police force areas.
 - a. Please would you confirm whether you do have an ethnic breakdown of the areas you serve?
 - b. If so, would you be able to provide an Excel sheet of the data?
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2. You are obliged to provide the Home Office with an ethnic breakdown of your force rank-by-rank. Unfortunately, the Home Office amalgamates all the data. The latest data is for 31 March 2024. <https://www.gov.uk/government/statistics/police-workforce-england-and-wales-31-march-2024/police-workforce-england-and-wales-31-march-2024>
 - a. Please would you provide the figures [ethnicity rank-by-rank] for fiscal years [31 March] for the following years: 2020, 2021, 2022, 2023 and 2024? I am also going to ask for 31 March 2025, and I'm not certain you can use exemption sec 22 because you don't appear to publish your data. Since you have the data, this should not be an exemption under section 12. To help you further, if you have fewer than five in the senior ranks [ACC, DCC and CC] please use an asterix [*] so you do not breach section 40 of the FOIA.
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3. In April 2023, the government at that time said it had met its pledge to increase police numbers by 20,000. This was part of its 2019 manifesto. This was the so-called "uplift".
 - Please provide the following:
 - a. the total number of new officers recruited in 2019, 2020, 2021, 2022, 2023 and 2024. This could either be fiscal year or annual year i.e., 31 March or 31 December of each year, respectively.

- b. an ethnic breakdown of those numbers as you recorded them for the corresponding years – 2019, 2020, 2021, 2022, 2023 and 2024.
- c. how many officers left your force during 2019, 2020, 2021, 2022, 2023 and 2024?
- d. an ethnic breakdown of those numbers as you recorded them for the corresponding years 2019, 2020, 2021, 2022, 2023 and 2024.

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

Q1. No – Gloucestershire Constabulary does not hold information on the ethnic breakdown of our policing areas.

Q2. For the years of 2020-2024, Section 21 applies.

Section 17 of the Freedom of Information Act 2000 requires Gloucestershire Constabulary, when refusing to provide information (because the information is exempt) to provide you the applicant with a notice which: (a) states the fact, (b) specifies the exemption in question and (c) states (if not otherwise apparent) why the exemption applies.

The following exemptions apply:

Section 21 – Information reasonably accessible by other means

The above exemption is absolute and class-based and therefore no Public Interest Test or Harm Test is required.

The information that you have requested is already reasonably accessible to you by other means and is therefore exempt by virtue of Section 21 of the Freedom of Information Act 2000. Gloucestershire Constabulary are required to make certain information available to the public as part of a publication scheme.

I have provided links and directions of where to find the requested information below.

“Police workforce, England and Wales: 31 March 2020: data tables third edition” - Table D2

[Police workforce, England and Wales: 31 March 2020 third edition - GOV.UK](#)

[Police workforce, England and Wales: 31 March 2021 second edition - GOV.UK](#)

[Police workforce, England and Wales: 31 March 2022 - GOV.UK](#)

[Police workforce, England and Wales: 31 March 2023 \(second edition\) - GOV.UK](#)

[Police workforce, England and Wales: 31 March 2024 - GOV.UK](#)

For 2025 data, Section 22 applies,

Section 17 of the Freedom of Information Act 2000 requires Gloucestershire Constabulary, when refusing to provide information (because the information is exempt) to provide you the applicant with a notice which: (a) states the fact, (b) specifies the exemption in question and (c) states (if not otherwise apparent) why the exemption applies.

With regards to the disclosure of Gloucestershire Constabulary workforce statistics following exemption applies:

Section 22 – Information intended for future publication

Please be advised that it is not necessary for the publication to be planned by the public authority receiving the FOIA request in order to apply this exemption, so long as the data is being published at a later date. The Home Office collates the data from all Forces and publishes as a collective on their behalf. The Home off webpage states “These statistics will be released on 23 July 2025 9:30am”

Q3.

Please see the tables below for the requested data.

3a & b – Joiners

Ethnicity	Year						Total
	2019	2020	2021	2022	2023	2024	
A1 - Indian				2			2
A2 - Pakistani	1						1
A3 - Bangladeshi	1						1
A9 - Any other Asian background		1					1
B1 - Caribbean					1	1	2
M1 - White and Black Caribbean	4			1	1		6
M2 - White and Black African					2		2
M3 - White and Asian	1			1			2
M9 - Any other mixed background	2	1		2	1		6
Not Stated	6	8	5	18	55	44	136
O9 - Any other ethnic group			2				2
W1 - British	103	130	52	138	52	12	487
W2 - Irish	1						1
W9 - Any other White background		1	1	2	3		7
Total	119	141	60	164	115	57	656

3c & d – Leavers

Ethnicity	Year						Total
	2019	2020	2021	2022	2023	2024	
A1 - Indian		1			1		2
A2 - Pakistani				1	1		2
A3 - Bangladeshi				1			1
B1 - Caribbean					1		1
B9 - Any other Black background				1			1

M1 - White and Black Caribbean			1				1
M2 - White and Black African	1						1
M3 - White and Asian	1		1	1			3
M9 - Any other mixed background			2		1		3
Not Stated	4	3	4	8	10	5	34
O9 - Any other ethnic group				1			1
W1 - British	60	51	78	98	91	17	395
W2 - Irish					1		1
Total	66	55	86	111	106	22	446

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