

Gloucestershire Constabulary
Police Headquarters
No.1 Waterwells, Waterwells Drive
Quedgeley, Gloucester. GL2 2AN
www.gloucestershire.police.uk



Your reference:

Our reference: FOI_25_0823

E-mail: FOI

@gloucestershire.police.uk

Direct dial: 01452 754304

Postal Address: As above

Date: 14/04/26

Dear

Gloucestershire Constabulary Freedom of Information request FOI_25_0823

On 13/08/2025 you sent an email constituting a request under the Freedom of Information Act asking the following:

1. Please provide a breakdown of current serving police officers by ethnic group, using the same ethnicity categories as recorded in your HR system (e.g., White, Asian, Black, Mixed, Other, or equivalent).

For each category, provide:

- . The number of officers.
- . The percentage they represent of the total police officer headcount.

1a. Please provide the same ethnic group breakdown for each of the previous three complete calendar years.

2. Current serving police officers who self-identify as Muslim:

Please provide both the number and the percentage of the total police officer headcount.

2a. Please also provide the same Muslim-identification breakdown for each of the previous three complete calendar years.

3. Current serving police officers by rank and ethnic group:

For each ethnicity category, provide the number of officers at each rank (e.g., Constable, Sergeant, Inspector, Chief Inspector, Superintendent, Chief Superintendent, and all higher ranks). Please use the same ethnicity categories as in section 1.

If possible, also include the percentage each figure represents within that rank.

3a. Please also provide the same rank and ethnicity breakdown for each of the previous three complete years

4. Current serving police officers by rank who self-identify as Muslim:

For each rank, provide the number of officers and the percentage they represent within that rank.

4a. Please also provide the same rank and Muslim-identification breakdown for each of the previous three complete calendar years.

Please provide all data in tabular format (e.g., CSV or Excel) if available.

If any part of this request is likely to exceed the cost limit, please provide advice and assistance under Section 16 of the Freedom of Information Act so that I may refine the scope.

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

Q1

2025		
Ethnicity of Police Officers	Count	Percentage
Asian/Asian British - Any other Asian Background	2	0.15
Asian/Asian British - Bangladeshi	1	0.07
Asian/Asian British - Chinese	1	0.07
Asian/Asian British - Indian	4	0.29
Asian/Asian British - Pakistani	1	0.07
Black/African/Caribbean/Black British - African	1	0.07
Black/African/Caribbean/Black British - Any other Black / African / Caribbean background	1	0.07
Black/African/Caribbean/Black British - Caribbean	3	0.22
Mixed/Multiple ethnic groups - Any other Mixed / multiple ethnic background	8	0.59
Mixed/Multiple ethnic groups - White and Asian	6	0.44
Mixed/Multiple ethnic groups - White and Black African	3	0.22
Mixed/Multiple ethnic groups - White and Black Caribbean	7	0.51
Not Selected	29	2.12
Other ethnic group - any other ethnic group	2	0.15
Prefer not to say	22	1.61
White - Any other White background	24	1.76
White - British	1064	77.83

White - English	7	0.51
White - English / Welsh / Scottish / Northern Irish / British	172	12.58
White - Irish	5	0.37
White - Scottish	1	0.07
White - Welsh	3	0.22
Total	1367	

2024

Ethnicity of Police Officers	Count	Percentage
Asian/Asian British - Any other Asian Background	2	0.15
Asian/Asian British - Bangladeshi	1	0.08
Asian/Asian British - Chinese	1	0.08
Asian/Asian British - Indian	4	0.30
Asian/Asian British - Pakistani	1	0.08
Black/African/Caribbean/Black British - African	1	0.08
Black/African/Caribbean/Black British - Any other Black / African / Caribbean background	1	0.08
Black/African/Caribbean/Black British - Caribbean	3	0.23
Mixed/Multiple ethnic groups - Any other Mixed / multiple ethnic background	8	0.60
Mixed/Multiple ethnic groups - White and Asian	5	0.38
Mixed/Multiple ethnic groups - White and Black African	2	0.15
Mixed/Multiple ethnic groups - White and Black Caribbean	6	0.45
Not Selected	29	2.19
Other ethnic group - any other ethnic group	2	0.15
Prefer not to say	23	1.74
White - Any other White background	26	1.97
White - British	1078	81.48
White - English	6	0.45
White - English / Welsh / Scottish / Northern Irish / British	115	8.69
White - Irish	5	0.38
White - Scottish	1	0.08
White - Welsh	3	0.23
Total	1323	

2023		
Ethnicity of Police Officers	Count	Percentage
Asian/Asian British - Any other Asian Background	2	0.15
Asian/Asian British - Bangladeshi	1	0.08
Asian/Asian British - Chinese	1	0.08
Asian/Asian British - Indian	4	0.31
Asian/Asian British - Pakistani	1	0.08
Black/African/Caribbean/Black British - African	1	0.08
Black/African/Caribbean/Black British - Any other Black / African / Caribbean background	1	0.08
Black/African/Caribbean/Black British - Caribbean	2	0.15
Mixed/Multiple ethnic groups - Any other Mixed / multiple ethnic background	8	0.61
Mixed/Multiple ethnic groups - White and Asian	3	0.23
Mixed/Multiple ethnic groups - White and Black African	2	0.15
Mixed/Multiple ethnic groups - White and Black Caribbean	8	0.61
Not Selected	26	2.00
Other ethnic group - any other ethnic group	2	0.15
Prefer not to say	25	1.92
White - Any other White background	26	2.00
White - British	1142	87.78
White - English	6	0.46
White - English / Welsh / Scottish / Northern Irish / British	31	2.38
White - Irish	5	0.38
White - Scottish	1	0.08
White - Welsh	3	0.23
Total	1301	

2022		
Ethnicity of Police Officers	Count	Percentage
Asian/Asian British - Any other Asian Background	2	0.15
Asian/Asian British - Bangladeshi	1	0.08
Asian/Asian British - Chinese	1	0.08
Asian/Asian British - Indian	5	0.39
Asian/Asian British - Pakistani	2	0.15

Black/African/Caribbean/Black British - African	1	0.08
Black/African/Caribbean/Black British - Any other Black / African / Caribbean background	1	0.08
Black/African/Caribbean/Black British - Caribbean	2	0.15
Mixed/Multiple ethnic groups - Any other Mixed / multiple ethnic background	8	0.62
Mixed/Multiple ethnic groups - White and Asian	3	0.23
Mixed/Multiple ethnic groups - White and Black Caribbean	7	0.54
Not Selected	19	1.47
Other ethnic group - any other ethnic group	2	0.15
Prefer not to say	22	1.70
White - Any other White background	22	1.70
White - British	1183	91.42
White - English	3	0.23
White - Irish	6	0.46
White - Scottish	1	0.08
White - Welsh	3	0.23
Total	1294	

Q2

Police officers who self-identify as Muslim		
	Count	Percentage
2025	6	0.44
2024	6	0.45
2023	7	0.54
2022	6	0.44

Q3

Please see separate spreadsheet: **25_0823 Rank and Ethnicity**

Q4

Police officers by rank who self-identify as Muslim: count and %	
2025	4 constables (0.29%) 2 Sergeants (0.15%)
2024	4 constables (0.3%) 1 Sergeants (0.08%) Blank (0.08%)
2023	6 constables (0.46%) 1 sergeant (0.08%)
2022	8 constables (0.62%)

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