

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



Your reference:

Our reference: FOI_26_0529

E-mail: FOI

@gloucestershire.police.uk

Direct dial: 01452 754304

Postal Address: As above

Date: 15/07/2026

Dear

Gloucestershire Constabulary Freedom of Information request FOI_26_0529

On 04/06/2026 you sent an email constituting a request under the Freedom of Information Act asking the following:

Under the Freedom of Information Act 2000 I request the following information:

1. All training materials, slide decks, participant workbooks, facilitator guides, e-learning modules, or other educational content used by your force that form part of the College of Policing Anti-Racism Training Package for officers and staff (published March 2026) or any predecessor/successor anti-racism / race-equity training delivered within your force.

2. All internal guidance, memos, briefing papers, emails, or implementation documents (2022-2026) held by your force relating to the Police Race Action Plan and the Anti-Racism

3. Commitment (March 2025), specifically any content that discusses:

- * differential treatment of individuals or communities based on ethnicity/race to achieve "equality of outcomes",
- * "disproportionality",
- * "institutional racism",
- * "two-tier policing" (or equivalent phrasing),
- * or prioritising response / resource allocation according to the racialised needs/experiences of different ethnic groups.

4. Any equality impact assessments, evaluation reports, or monitoring data produced by your force on the above training or guidance.

Scope clarification (to assist efficient handling and avoid s.12 cost refusal):

I am requesting only aggregate training/guidance materials and policy documents held by your force. No personal data of individual officers or trainees is required. I am happy to

receive the information in electronic format (PDF/Word/PowerPoint) and will accept redacted versions where exemptions apply, provided a detailed explanation and public-interest test is supplied.

If any part of this request would exceed the appropriate limit, please advise the narrowest refinement (e.g. most recent 24 months only, or training materials only) that would bring it within cost limits.

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

Specifically in relation to question 2, unfortunately there is no central register or electronic searching methods to identify information that may be held. Internal guidance, memos, briefing papers and emails are likely to be held by multiple individuals, or within departmental records and would require manual review to determine if information relevant to your request is held. Even by narrowing this request down to the most likely department to potentially hold this information we have estimated that this part of the request would far exceed the permitted time constraints, therefore Section 12 of the Act is applicable. This section does not oblige a public authority to comply with a request for information if the authority estimated that the cost of complying with the request would exceed the appropriate limit of 18 hours, equating to £450.00.

Section 17(5) 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.

In relation to your request Section 12 applies.

Section 12(1)– Fee Regulations states:

Section 1(1) of the Act does not oblige a public authority to comply with a request for information if the authority estimates that the cost of complying with the request would exceed the appropriate limit. (As detailed in the Data Protection and Freedom of Information Fees Regulations of 2004)

The appropriate limit at the moment is £450 calculated at an hourly rate of £25 per hour for all staff time incurred in:

- i. Determining whether information is held
- ii. Locating it
- iii. Retrieving it
- iv. Extracting the information to be disclosed from the other information.

In accordance with the Act, this letter represents a Refusal Notice for your request.

Section 16 – Duty to assist

By removing question 2 from the original request, Gloucestershire Constabulary may be able to provide a response to your enquiry. If you wish to do this, a new request can be made.

Please be advised that training materials held by the constabulary are based on the information published by the College of Policing which can be viewed here:

[Police Race Action Plan | College of Policing](#)
[Police Race Action Plan: progress report | College of Policing](#)
[New anti-racism commitment for policing launched | College of Policing](#)
<https://www.college.police.uk/article/police-race-action-plan-published>

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