

Gloucestershire Constabulary
Police Headquarters
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Our reference: FOI_26_0554

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Date: 16/07/2026

Dear

Gloucestershire Constabulary Freedom of Information request FOI_26_0554

On 09/06/2026 you sent an email constituting a request under the Freedom of Information Act asking the following:

Please provide the following information for the period 1 January 2020 to 31 December 2025:

1. The total number of allegations, complaints, or misconduct reports alleging racism, racial discrimination, racial harassment, or racially discriminatory behaviour made against police officers and/or police staff.
2. For each allegation or complaint, please provide:
 - * The year in which the allegation was made.
 - * The ethnicity of the complainant, where recorded.
 - * The ethnicity of the officer or member of police staff who was the subject of the allegation, where recorded.
 - * Whether the allegation was upheld, not upheld, withdrawn, discontinued, or remains under investigation.
3. If individual-level information would exceed cost limits or engage exemptions, please provide the information in aggregated form showing:
 - * The number of allegations by ethnicity of complainant.
 - * The number of allegations by ethnicity of the officer or staff member complained about.
 - * The number of upheld allegations by ethnicity of complainant and alleged perpetrator, where recorded.
4. Please provide any guidance, policy documents, or recording standards used by the force when categorising allegations of racism or racial discrimination.

Where ethnicity data is not recorded, please indicate this and provide the number of cases for which ethnicity was unknown or not stated.

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

Following receipt of your request, a search was conducted by a subject matter expert from the Constabulary's anti-corruption unit. The search looked for any allegations, complaints, or misconduct reports alleging racism, racial discrimination, racial harassment, or racially discriminatory behaviour made against police officers and/or police staff from 01/01/2020 to 31/12/2025. The information retrieved can be found below.

		2020	2021	2022	2023	2024	2025
Allegations of racism, racial discrimination, racial harassment, or racially discriminatory behaviour made against police officers and/or police staff	Complaint Cases	24	26	21	13	13	11
	Complaint Allegations	24	30	23	14	14	11
	Conduct Cases	0	2	0	3	4	1
	Conduct Allegations	0	2	0	4	5	2
Complainant Ethnicity	Asian	5	2	4	4	1	1
	Black	12	10	11	7	9	7
	Other	1	2	0	2	0	0
	Unknown/ Not Recorded	6	13	4	2	7	4
	White	0	5	4	3	2	1
Subject Ethnicity	Asian	0	1	0	0	0	0
	Black	0	1	0	0	0	0
	Other	1	0	1	0	0	0
	Unknown/ Not Recorded	5	7	8	7	10	6
	White	31	41	30	16	14	17

In response to your question: *Whether the allegation was upheld, not upheld, withdrawn, discontinued, or remains under investigation*, the following information was retrieved. As a caveat, please note that it is possible to receive multiple allegations per complaint/conduct case and multiple officers can be the subject of each allegation so there are allegations within this table which are duplicated.

	2020	2021	2022	2023	2024	2025	Total
				2	4	11	17
Case to Answer				1	2		3
Local Resolution - by Division	2						2
No case to answer		7		4	4		15
No further action required	1	1				1	3
Not determined if the service acceptable		6	1		1		8
Not Resolved - NFA				1		1	2
Regulation 41 (Investigation only)				1			1
Resolved	11		3	5			19
Special Requirements	1						1
The service provided was acceptable	17	34	34	6	11	10	112
The service provided was not acceptable	5	2	1	2	1		11
Withdrawn				1	1		2
Total	37	50	39	23	24	23	196

In response to Q4, in terms of categorising allegations of racism or racial discrimination, Gloucestershire Constabulary applies the guidance of the Independent Office for Police Conduct (IOPC) Guidelines for Handling Allegations of Discrimination (November 2024).

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