Freedom of Information request ref 01/FOI/26/4257
We received your request on the 09/06/2026.

Request

You asked us:

I am making a request for information under the Freedom of Information Act 2000.

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*** Whether the allegation was upheld, not upheld, withdrawn, discontinued, or remains under investigation.**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.

If any part of this request is considered likely to exceed the appropriate cost limit under section 12 of the Act, please provide advice and assistance under section 16 to help me refine the request.

We have handled your request under the Freedom of Information Act (FOIA)

Our response:

Question 1 – 3
Please find data contained in the tables below.

Please note:

- Dataset 1 relates to Public Complaints.
- These tables show Number of Allegations in Scope by year, by a) Self Class Ethnicity of Subject of the Allegation, and b) Self Class Ethnicity of the Complainant of the Allegation. Further there is an additional table which lists those matters which were deemed 'service level not acceptable' by way of case result.
- Results were filtered to only include cases in scope, for Public Complaint matters these included:

  I. cases with a Local Flag for 'discrimination'
  II. cases with an Allegation Type Category Description of 'Discriminatory
  III. Behaviour' cases with an Allegation Type Description of 'Race'.

- These were then reviewed by Allegation Reference to ensure there were no duplicates.
- There is a possibility that the cases recorded under local flag Discrimination, or Allegation Type Category Description of Discriminatory Behaviour could include allegations related to discrimination for Protected Characteristics *other* than Race – however to identify this would require manual review of the data which would take a significant amount of time and likely engage the Section 12 cost exemption.

- Dataset 2 relates to internal conduct matters.
- These tables show Number of Allegations in Scope by year, by a) Self Class Ethnicity of Subject of the Allegation, and b) Self Class Ethnicity of the Complainant of the Allegation. Further there is an additional table which lists those matters which were deemed 'Case to Answer' by way of case result.
- Results were filtered by allegations recorded under 'Equality and Diversity'.
- Cases were removed that had a link to Protected Characteristics *other* than Race, but a number of the Allegations have no additional Data to allow a filter to remove anymore cases do not specifically relate to Race. To add this data in and then manually review, as with Complaint cases, would take a significant amount of time and likely engage the Section 12 cost exemption.
- Ethnicity data is classified according to the ONS 18+1 ethnicity codes.

Dataset 1 – Public Complaints

Count of subject self-classified ethnicity

Ethnicity	2021	2022	2023	2024	2025
A1	2			2	
A2				3	3
A3	2		2	1	1
A4					1
A9				1	
B1					3
B2	4			1	3
B9					
M1					
M2					3
M3	2			1	1
M9	2		2		4
NS	19	6	5	2	6
O1			3		

O2					
O9					
U1		1		3	
U2				12	8
W1	84	47	74	101	162
W2		9			
W3					
W9	6	2	16	1	9
Total	121	65	102	128	204

Count of complainant self-described ethnicity

Ethnicity	2021	2022	2023	2024	2025
A1				5	
A2	4			1	4
A3	4		3	5	
A4					
A9		2	4	9	
B1	4		7	9	26
B2	12	8	14	2	28
B9	8	2	12		6
M1		2	2	1	2
M2		2	7		
M3					
M9					
NS				2	
O1				1	
O2	4	2			
O9		8			3
U1	68	27	38	58	77
U2	4		4	9	30
W1	2	12	9	15	18
W2				6	
W3					
W9	7		5	3	
Total	117	65	105	126	194

Count of cases with case result “the service provided was not acceptable”:

	2021	2022	2023	2024	2025
Cases	6	2	2	10	12

Dataset 2 – Conduct Matters

Count of subject self-classified ethnicity

Ethnicity	2020	2021	2022	2023	2024	2025
A1						
A2						
A3		1				
A4						
A9						1

B1						
B2						
B9						
M1						
M2						
M3						
M9					1	
NS				1		
O1		2				
O2						
O9						
U1						
U2						
W1	12	3	2	7	2	4
W2						
W3						
W9	1					40
Total	13	6	2	8	3	45

Count of complainant self-described ethnicity

Ethnicity	2020	2021	2022	2023	2024	2025
A1				2		
A2						
A3						
A4						
A9						5
B1						5
B2						
B9						
M1						
M2						5
M3						
M9						
NS	1					
O1						
O2						
O9						
U1		4		4	1	
U2						
W1	12	2	2	2	2	24
W2						1
W3						
W9						5
Total	13	6	2	8	3	45

Count of cases by case result description (where recorded)

	2020	2021	2022	2023	2024	2025
Case to answer	9	6	1	3	1	42
No case to answer	2			5	1	3

Question 4

The force assesses and records complaints alleging racism or racial discrimination in accordance with the IOPC Statutory Guidance on the Police Complaints System and the Police (Complaints and Misconduct) Regulations 2020 (PCMR 2020).
Under this framework:

- Allegation Categorisation:
  Complaints are recorded based on the nature of the allegation as described by the complainant. Where racism or racial discrimination is alleged or evident, this is explicitly recorded to ensure transparency, appropriate oversight, and proportional handling.
- Recording Standards:
  In line with IOPC guidance, forces must adopt a broad and inclusive approach to recording, ensuring that any complaint indicating dissatisfaction with policing services is captured. Allegations involving discrimination (including race) are specifically identified and flagged to support monitoring, scrutiny, and learning.
- Assessment and Handling:
  Each complaint is assessed to determine the most appropriate handling route (e.g. local resolution, investigation, or referral to the IOPC), with particular consideration given to the seriousness and potential impact of discrimination-related allegations.
- Oversight and Accountability:
  Cases involving allegations of racism or discrimination may be subject to enhanced scrutiny, including referral criteria under PCMR 2020 where there is an indication of serious misconduct or public interest considerations.