

Chief Constable
Chief Constable Robert Carden
Police Headquarters
Carleton Hall Penrith,
Cumbria
CA10 2AU



7th January 2025

Dear

FREEDOM OF INFORMATION REQUEST – FOI 1110/24 Diversity Strategy

I refer to your request for information received by Cumbria Constabulary on the 10th of December 2024. I note you seek access to the following information:

Under the terms of the Freedom of Information Act 2000, please send me a full copy of your latest workforce diversity plan or plans, including diverse hiring practice plans.

Your request for information has now been considered and I can confirm that Cumbria Constabulary are not obliged to provide this information to you as our diversity strategy is currently being updated and is intended for future publication. The information requested is therefore exempt under Section 22(1)(a) of the Freedom of Information Act.

Section 22 Information intended for future publication:

(1) Information is exempt information if-

- (a) The information is held by the public authority with a view to its publication, by the authority or any other person, at some future date (whether determined or not)
- (b) The information was already held with a view to such publication at the time when the request for information was made, and
- (c) It is reasonable in all the circumstances that the information should be withheld from disclosure until the date referred to in paragraph (a)

Section 22 is a qualified exemption and as such is subject to a public interest test. This means that Cumbria Constabulary have identified the exemption and have considered whether the public interest in not disclosing the information outweighed the public interest test in disclosing the information.

Factors favouring Disclosure for Section 22- Disclosure of the information under FOIA would increase public awareness regarding such matters and provide greater transparency and accountability.

Factors favouring Non-Disclosure for Section 22- Although there is a public interest in knowing the details of FOI requests as this leads to greater transparency, Section 22 allows for circumstances when it is reasonable and correct for public authorities to delay the provision of information until it is made generally available through publication.

We have reached the view that, on balance, the public interest is better served by withholding this information under Section 22 of the FOIA at this time.



EMPLOYER RECOGNITION SCHEME

BRONZE AWARD

Proudly supporting those who serve.



You may be interested to know that the information is due to be published by March 2025 and will be available via the following link to the Cumbria Constabulary website.

[Equality, diversity and inclusion | Cumbria Police](#)

With regards to 'diverse hiring practice plans' the Constabulary do not hold a specific document for this, however this information can be found within the Cumbria Police Positive Action Strategy.

The exemption which applies regarding this part of your request is Section 21(1) of the Freedom of Information Act – Information Reasonably Accessible by Other Means.

Section 21(1) is an absolute exemption, which means that it is not necessary for me to consider whether the public interest considerations in favour of withholding the information outweigh the considerations in favour of disclosing it to you in response to your request.

This section applies because the information you have requested is already in the public domain. For your convenience, I have provided links below to where you can access the information requested.

<https://www.cumbria.police.uk/SysSiteAssets/media/downloads/force-content/cumbria/careers/positive-action-strategy-2021.pdf>

Complaint Rights

Your attention is drawn to the attached sheet, which details your right of complaint.

I would like to take this opportunity to thank you for your interest in Cumbria Constabulary.



EMPLOYER RECOGNITION SCHEME

BRONZE AWARD

Proudly supporting those who serve.

