

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



5 March 2025

Dear XXXXXX

FREEDOM OF INFORMATION REQUEST – FOI 197/25

I refer to your request for information received by Cumbria Constabulary on 11 February 2025. I note you seek access to the following information:

- 1. How many minority officers and staff, categorised by race & ethnicity, were promoted each month from January 2022 to January 2023*
- 2. How many minority officers and staff, categorized by race and ethnicity, joined the police service each month from January 2022 to January 2023?*
- 3. How many changes to recruitment or promotion policies were made annually since January 2022? What months? Please specify how many were directly linked to recommendations from diversity reviews or external pressures*

Your request for information has now been considered and I can confirm Cumbria Constabulary does hold information relevant to your request and I have today decided to disclose this to you.

Question 1

Police Officer – 1

Police Staff - No information held as staff move into different roles and are not “promoted”.

Question 2

27 people, (joining months not specified to protect individuals' identities), categories:

Other - Any Other Ethnic Group

White - Any Other White Background

Mixed - Any Other Mixed/ Multiple Ethnic Background

Mixed - White & Black African

Asian - Pakistani

Asian - Any Other Asian Background

Asian - Indian

Mixed - White & Black Caribbean

Question 3

Staff Recruitment policy – 1 change in September 2022, not related to diversity reviews

Police Officer Promotion policy – 1 change in February 2023, not related to diversity reviews



EMPLOYER RECOGNITION SCHEME

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Whilst every care has been taken in the retrieval of the information provided, please do not hesitate to contact us for clarification, if you do have any issues or queries relating to this data.

Complaint Rights

If you believe your request has not been properly handled, or you are otherwise dissatisfied with the outcome of your request, you have the right to request an internal review.

In the first instance, please email freedomofinformation@cumbria.police.uk quoting the FOI reference number and explain why you are dissatisfied. Your complaint will be considered and a response will be provided to you after your complaint has been investigated.

If you remain dissatisfied following conclusion of the internal review, you have the right, under section 50 of the Freedom of Information Act, to complain directly to the Information Commissioner.

The address for the Information Commissioner can be found below:

The Information Commissioner
Wycliffe House
Water Lane
Wilmslow
Cheshire
SK9 5AF

Complaints to the Information Commissioner can also be made online:

[Make a complaint | ICO](#)

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



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