

I write in connection with your request for information dated *12th September 2022* concerning Equality, Diversity, and Inclusivity.

I am required by the Freedom of Information Act 2000 to handle all requests in a manner that is blind as to the identity and motives of the requestor. Any information released as a response to a request is regarded as being published and therefore in the public domain without caveat.

You wrote:

Please can your organisation provide in Excel CSV format, the following information:

a. The number of roles in your association (expressed in numbers of FTE), that are mainly or exclusively focussed on issues of equality, diversity, or inclusivity. For example, this could include (amongst other guises) “EDI officers” or “diversity and inclusion project managers” but would not include general HR managers.

b. Either a) the pay band of each of these roles, or b) the combined total salaries for these roles. Whichever measure is more in accordance with your data preferences.

c. In the past 12 months the number of staff days across your organisation which have been committed to attending equality training programmes, whether internally run or with external consultants. (staff days = duration of the training programme multiplied by the number of staff in attendance for the course).

d. The contractual cost of any consultants hired, in the past twelve months, to provide any external training or advice on issues of diversity, equality, or inclusivity.

e. In the past twelve months, the number of staff days committed to attending conferences relating mainly or exclusively to matters of Equality, Diversity, and Inclusion. (duration of conference multiplied by the number of staff in attendance).

f. The costs of attending these conferences.

g. Membership costs the organisation pays for participation in equality charters such as the Stonewall Equality Champions, or Diversity and Inclusion Workplace champions.

Response:

a. We currently have 5 FTE roles that are focussed on Equality, Diversity & Inclusion

b. £205,851 (combined salaries)

c. No Information Held – see note below

d. £6,224.40

- e. No Information Held – see note below
- f. £2859.90
- g. £4,195.00

Please Note

Whilst there is no obligation on an Authority under the FOIA to provide an explanation as to why information may not be held, in this case I think it would help to provide some form of clarity to you.

Officers and staff are currently expected to maintain their own training records on our system(s) – this is invariably inaccurate due to other day-to-day commitments and therefore cannot be searched with any degree of accuracy.

In addition, whilst we can search our system(s) for Training Sessions and Conferences that have been arranged (and those invited), we do not have any record of actual attendees to these events. Indeed, a number of these events have been held on-line via Microsoft Teams and it is impossible to state with any accuracy the actual take-up of these events as often individuals have to drop-out or reschedule at very short notice due to the nature of their day-to-day work and the demands placed on them.

Wiltshire Police would never release any information into the public domain (as this response is) if we were not 100% certain of the information we were providing.

It also needs to be noted that under FOIA, there is no obligation on an Authority to create information when none exists today, simply to answer an FOI request.